



CARE AND SHARE, INC.

Financial Statements

For the Year Ended June 30, 2019

And

Independent Auditors' Report

CARE AND SHARE, INC.

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INDEPENDENT AUDITORS' REPORT

The Board of Directors
Care and Share, Inc.

We have audited the accompanying financial statements of Care and Share, Inc. (the Organization), which comprise the balance sheet as of June 30, 2019, and the related statements of activities, functional expenses and cash flows for the year 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.

Auditors' Responsibility

Our responsibility is to express an opinion on these financial statements based on our audit. We conducted our audit in accordance with auditing standards generally accepted in the United States of America. Those standards require that we plan and perform the audit to obtain reasonable assurance about whether the financial statements are free from 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 consolidated 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 Care and Share, Inc. as of June 30, 2019 and the change in their net assets and cash flows for the year then ended in conformity with accounting principles generally accepted in the United States of America

Emphasis of Matter

As discussed in Note 1 to the financial statements, in 2019 the Organization adopted the Financial Accounting Standards Board's Accounting Standards Update (ASU) 2016-14, *Not-for Profit Entities (Topic 958) – Presentation of Financial Statements of Not-for-Profit Entities* as of and for the year ended June 30, 2019. The requirements of the ASU have been applied retrospectively to all periods presented. Our opinion is not modified with respect to this matter.

Report on Summarized Comparative Information

We have previously audited the Organization 's 2018 financial statements, and we expressed an unmodified audit opinion on those audited financial statements in our report dated September 21, 2018. In our opinion, the summarized comparative information presented herein as of and for the year ended June 30, 2018 is consistent, in all material respects, with the audited financial statements from which it has been derived.

Stockman Kast Ryan + Co, LLP

September 23, 2019

CARE AND SHARE, INC.

BALANCE SHEET

JUNE 30, 2019 (with comparative totals for 2018)

	2019	2018
ASSETS		
CURRENT ASSETS		
Cash and cash equivalents	\$ 1,130,608	\$ 1,582,573
Cash held for building repairs		<u>249,384</u>
Total cash and cash equivalents	1,130,608	1,831,957
Accounts and grants receivable	933,696	592,066
Pledges receivable, net	117,972	185,351
Inventories	2,523,805	2,295,044
Prepaid expenses	<u>45,113</u>	<u>58,858</u>
Total current assets	4,751,194	4,963,276
PROPERTY AND EQUIPMENT, NET	<u>8,627,075</u>	<u>8,371,235</u>
TOTAL ASSETS	<u>\$ 13,378,269</u>	<u>\$ 13,334,511</u>
LIABILITIES AND NET ASSETS		
CURRENT LIABILITIES		
Accounts payable	\$ 216,320	\$ 301,619
Accrued expenses	398,248	357,682
Current portion of long-term debt	<u>188,530</u>	<u>185,077</u>
Total current liabilities	803,098	844,378
LONG-TERM DEBT	<u>1,990,525</u>	<u>2,179,059</u>
Total liabilities	<u>2,793,623</u>	<u>3,023,437</u>
NET ASSETS		
Without donor restrictions:		
Donated food	2,186,173	2,012,774
Invested in property and equipment	6,451,263	6,010,340
Board designated for endowment	52,000	
Undesignated	<u>1,327,452</u>	<u>1,398,917</u>
Total without donor restrictions	10,016,888	9,422,031
With donor restrictions	<u>567,758</u>	<u>889,043</u>
Total net assets	<u>10,584,646</u>	<u>10,311,074</u>
TOTAL LIABILITIES AND NET ASSETS	<u>\$ 13,378,269</u>	<u>\$ 13,334,511</u>

See notes to financial statements.

CARE AND SHARE, INC.

STATEMENT OF ACTIVITIES FOR THE YEAR ENDED JUNE 30, 2019 (with comparative totals for 2018)

	2019							2018 Total
	Without Donor Restrictions			With Donor Restrictions			Total	
	Operating	Donated Food	Total	Disaster Relief	Other	Total		
REVENUES AND SUPPORT								
Contributions and grants	\$ 5,741,853	\$ 40,020,709	\$ 45,762,562		\$ 843,883	\$ 843,883	\$ 46,606,445	\$ 46,417,079
Operations income	2,035,079		2,035,079			—	2,035,079	2,117,974
Investment income	3,942		3,942			—	3,942	4,375
Net assets released from restrictions	<u>1,165,168</u>		<u>1,165,168</u>	\$ (111,557)	(1,053,611)	<u>(1,165,168)</u>	<u>—</u>	<u>—</u>
Total revenues and support	<u>8,946,042</u>	<u>40,020,709</u>	<u>48,966,751</u>	<u>(111,557)</u>	<u>(209,728)</u>	<u>(321,285)</u>	<u>48,645,466</u>	<u>48,539,428</u>
EXPENSES								
Program services:								
Warehousing and distribution of food	6,627,864	39,847,310	46,475,174			—	46,475,174	46,744,513
Support services:								
Development	1,166,365		1,166,365			—	1,166,365	1,066,848
General and administrative	<u>730,355</u>		<u>730,355</u>			<u>—</u>	<u>730,355</u>	<u>707,189</u>
Total expenses	<u>8,524,584</u>	<u>39,847,310</u>	<u>48,371,894</u>	<u>—</u>	<u>—</u>	<u>—</u>	<u>48,371,894</u>	<u>48,518,550</u>
CHANGE IN NET ASSETS FROM OPERATIONS	421,458	173,399	594,857	(111,557)	(209,728)	(321,285)	273,572	20,878
NON-OPERATING EXPENSES, NET							—	58,689
CHANGE IN NET ASSETS	421,458	173,399	594,857	(111,557)	(209,728)	(321,285)	273,572	(37,811)
NET ASSETS, Beginning of year	<u>7,409,257</u>	<u>2,012,774</u>	<u>9,422,031</u>	<u>111,557</u>	<u>777,486</u>	<u>889,043</u>	<u>10,311,074</u>	<u>10,348,885</u>
NET ASSETS, End of year	<u>\$ 7,830,715</u>	<u>\$ 2,186,173</u>	<u>\$ 10,016,888</u>	<u>\$ —</u>	<u>\$ 567,758</u>	<u>\$ 567,758</u>	<u>\$ 10,584,646</u>	<u>\$ 10,311,074</u>

See notes to financial statements.

CARE AND SHARE, INC.

STATEMENT OF FUNCTIONAL EXPENSES FOR THE YEAR ENDED JUNE 30, 2019 (with comparative totals for 2018)

	2019			2018	
	Program	Development	General and Administrative		Total
EXPENSES					
Donated distributions	\$ 39,847,310			\$ 39,847,310	\$40,499,757
Salaries and related expenses	2,172,310	\$ 564,889	\$ 448,441	3,185,640	2,911,154
Food purchase program	2,283,399			2,283,399	2,203,428
Donated food acquisition	729,202			729,202	656,915
Depreciation and amortization	354,760	8,899	5,575	369,234	358,298
Transportation	340,971			340,971	354,394
Occupancy	210,551	9,049	13,967	233,567	239,451
Printing	967	209,569		210,536	248,356
Equipment lease and maintenance	106,184	36,980	27,432	170,596	161,577
Supplies	123,756	1,978	30,193	155,927	132,846
Postage	4,011	150,041	174	154,226	116,313
Advertising and promotions	73	115,928	1,558	117,559	100,134
Professional fees	29,781	4,323	63,044	97,148	66,538
Insurance	55,740	10,085	7,271	73,096	73,557
Interest expense	69,222	1,736	1,088	72,046	79,783
Field expense	39,601	11,305	12,584	63,490	51,189
Professional development	13,442	11,685	16,818	41,945	54,100
Organizational expenses	5,868	11,389	24,167	41,424	43,149
Telephone	24,661	4,121	4,710	33,492	33,616
Food bank fees	11,216			11,216	11,286
Miscellaneous	52,149	14,388	73,333	139,870	122,709
TOTAL	<u>\$ 46,475,174</u>	<u>\$ 1,166,365</u>	<u>\$ 730,355</u>	<u>\$ 48,371,894</u>	<u>\$48,518,550</u>
PERCENT OF TOTAL	<u>96%</u>	<u>2%</u>	<u>2%</u>	<u>100%</u>	
TOTAL – 2018	<u>\$ 46,744,513</u>	<u>\$ 1,066,848</u>	<u>\$ 707,189</u>		<u>\$48,518,550</u>
PERCENT OF TOTAL – 2018	<u>96%</u>	<u>2%</u>	<u>2%</u>		<u>100%</u>

See notes to financial statements.

CARE AND SHARE, INC.

STATEMENT OF CASH FLOWS

FOR THE YEAR ENDED JUNE 30, 2019 (with comparative totals for 2018)

	2019	2018
OPERATING ACTIVITIES		
Change in net assets	\$ 273,572	\$ (37,811)
Adjustments to reconcile change in net assets to net cash provided by operating activities:		
Depreciation and amortization	369,234	358,298
Loss on disposal of property and equipment	79,846	14,105
Changes in operating assets and liabilities:		
Accounts and grants receivable	(341,630)	(71,447)
Pledges receivable	67,379	18,687
Inventories	(228,761)	206,441
Other assets	13,745	31,484
Accounts payable and accrued expenses	<u>(44,733)</u>	<u>20,741</u>
Net cash provided by operating activities	<u>188,652</u>	<u>540,498</u>
INVESTING ACTIVITIES		
Purchases of property and equipment	(459,536)	(223,740)
Proceeds from sale of property and equipment	4,000	5,000
Purchase of property through use of proceeds from insurance	<u>(249,384)</u>	<u>(407,842)</u>
Net cash used in investing activities	<u>(704,920)</u>	<u>(626,582)</u>
FINANCING ACTIVITIES		
Principal payments on long-term debt	(185,081)	(320,756)
Proceeds from issuance of long-term debt		3,243
Proceeds from draws on line of credit		270,000
Repayments on line of credit	<u> </u>	<u>(270,000)</u>
Net cash used in financing activities	<u>(185,081)</u>	<u>(317,513)</u>
NET CHANGE IN CASH AND EQUIVALENTS	(701,349)	(403,597)
CASH AND EQUIVALENTS, Beginning of year	<u>1,831,957</u>	<u>2,235,554</u>
CASH AND EQUIVALENTS, End of year	<u>\$ 1,130,608</u>	<u>\$ 1,831,957</u>
SUPPLEMENTAL CASH FLOW INFORMATION		
Cash paid for interest	<u>\$ 72,046</u>	<u>\$ 80,558</u>

CARE AND SHARE, INC.

NOTES TO FINANCIAL STATEMENTS

1. SUMMARY OF SIGNIFICANT ACCOUNTING POLICIES

Care and Share, Inc. (the Organization) provides resources to feed people in need. As a regional food bank, the Organization acts as a clearing house for food donated from national and local manufacturers, regional growers and distributors, the local food industry, and the community at large. During each of the years ended June 30, 2019 and 2018, the Organization served approximately 267 and 276 non-profit feeding programs, respectively, throughout the Organization's thirty-one county service area in southern Colorado.

Care and Share, Inc. formed GoalZero Recycling, Inc. (GoalZero), a wholly owned for-profit entity during the year ended June 30, 2016. GoalZero provides recycling of food waste in addition to recycling of items such as cardboard, shrink wrap and pallets. Management terminated GoalZero as of September 30, 2017. Certain activities at GoalZero have been continued by the Organization.

Basis of Presentation — The accompanying financial statements include certain prior-year summarized comparative information in total. Such information does not include sufficient detail to constitute a presentation in conformity with generally accepted accounting principles. Accordingly, such information should be read in conjunction with the Organization's financial statements for the year ended June 30, 2018, from which the summarized information was derived.

The Organization reports information regarding its financial position and activities according to two classes of net assets: net assets without donor restrictions, which represents the expendable resources that are available for operations at management's discretion; and net assets with donor restrictions, which represents resources restricted by donors as to purpose or by the passage of time and resources whose use by the Organization is limited by donor-imposed stipulations that neither expire by passage of time nor can be fulfilled or otherwise removed by actions of the Organization.

Cash and Cash Equivalents — For purposes of the statement of cash flows, the Organization considers all unrestricted highly liquid investments with an initial maturity of three months or less to be cash equivalents.

Accounts Receivable — Accounts receivable relate to amounts due for various services. Accounts receivable are stated at the amount management expects to collect from outstanding balances. Management provides for probable uncollectible amounts through a provision for bad debt expense and an adjustment to a valuation allowance based on its assessment of the current status of individual receivables. Balances that are still outstanding after management has used reasonable collection efforts are written off through a charge to the valuation allowance and a credit to the applicable accounts receivable. At June 30, 2019 and 2018, no allowances had been recorded on accounts receivable.

Pledges Receivable — Unconditional promises to give are recognized as support and assets in the period received. Pledges receivable are recorded at net realizable value if expected to be collected within one year and at the present value of estimated future cash flows if expected to be collected in more than one year. The discounts on these amounts are computed using a risk adjusted interest rate applicable to the year in which the promise is received. Amortization of the discount is included in contribution revenue. Management provides for probable uncollectible amounts through an allowance for uncollectible promises to give based on an assessment of the current status of individual receivables and general economic conditions. Conditional promises to give are recognized when the conditions on which they depend are substantially met.

Inventories — Inventories consist of donated food products, purchased food and government food commodities. Donated food is valued at its estimated wholesale value of \$1.68 and \$1.73 per pound as of June 30, 2019 and 2018, respectively. Government commodities are valued at their estimated wholesale value of \$1.57 and \$1.52 per pound as of June 30, 2019 and 2018, respectively. Purchased food is recorded at cost.

Property and Equipment — Property and equipment are recorded at cost or, if donated, at the fair value at the date of donation. Depreciation is provided on a straight-line basis over the estimated useful lives of the assets, which is estimated to be thirty-nine years for buildings and five to ten years for furnishings and equipment.

The Organization's general policy is to capitalize acquisitions of property and equipment costing in excess of \$5,000 and having a useful life exceeding one year.

Contributions — Contributions received are recorded as with or without donor restrictions depending on the existence or nature of any donor restrictions.

Support that is restricted by the donor is reported as an increase in net assets without donor restrictions if the restriction expires in the reporting period in which the support is recognized. Contributions restricted specifically for disaster relief efforts are recorded as with donor restrictions even if the restriction is met in the same year. All other donor restricted support is reported as an increase in net assets with donor restrictions. When a donor restriction is met, net assets with donor restrictions are reclassified to net assets without donor restrictions and reported in the statement of activities as net assets released from restrictions.

The Organization reports gifts of property and equipment as unrestricted support unless the donor has restricted the donated assets to a specific purpose. Assets donated with explicit restrictions regarding their use, and contributions of cash that must be used to acquire property and equipment, are reported as restricted support. Absent donor stipulations regarding how long those donated assets must be maintained, the Organization reports expirations of donor restrictions when the donated or acquired assets are placed in service as instructed by the donor. The Organization reclassifies net assets with donor restrictions to net assets without donor restrictions at that time.

Unconditional gifts expected to be collected within one year are reported at their net realizable value. Unconditional gifts expected to be collected in future years are reported at the present value of estimated future cash flows. The resulting discount is amortized in future years and is reported as contribution revenue.

Marketing and Advertising — The Organization expenses marketing and advertising costs as they are incurred.

Income Taxes — The Organization is exempt from income taxes under Section 501(c)(3) of the Internal Revenue Code and qualifies for the charitable contribution deduction.

The Organization accounts for any uncertainty in income taxes by recognizing the tax benefit from an uncertain tax position only if it is more likely than not that the tax position will be sustained on examination by the taxing authorities, based on the technical merits of the position. The Organization believes that it does not have any uncertain tax positions that are material to the financial statements.

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, expenses, gains, losses and other changes in net assets during the reporting period. Actual results could differ from those estimates.

Change in Accounting Principle — On August 18, 2016, FASB issued Accounting Standards Update (ASU) 2016-14, Not-for-Profit Entities (Topic 958)- *Presentation of Financial Statements of Not-for-Profit Entities*. The update addresses the complexity and understandability of net asset classification, deficiencies in information about liquidity and availability of resources, and the lack of consistency in the type of information provided about expenses and investment return. During 2019, management implemented ASU 2016-14 and adjusted the presentation in these consolidated financial statements accordingly. The ASU has been applied retrospectively to all periods presented.

Reclassifications — Certain reclassifications have been made to prior year amounts to conform to the current year presentation.

Subsequent Events — The Organization has evaluated subsequent events for recognition or disclosure through the date of the Independent Auditors' Report, which is the date the financial statements were available for issuance.

2. LIQUIDITY AND AVAILABILITY OF RESOURCES

The Organization has \$1,691,376 of financial assets available within one year of the statement of financial position date to meet cash needs for general expenditures consisting of cash of \$1,078,608, excluding board designated endowment of \$52,000, contributions and grants receivable of \$787,369, and trade receivables of \$264,299. Financial assets of \$438,900 are subject to donor restriction. The Organization anticipates releasing the donor restricted funds through general expenditures and capital purchases. The contributions and trade receivables are subject to implied time restrictions but are expected to be collected within one year. The Organization has a goal to maintain financial assets, which consist of cash on hand and available line of credit, to meet 90 days of normal operating expense, which are, on average, approximately \$2,000,000. The Organization has a policy to structure its financial assets to be available as its general expenditures, liabilities and other obligations come due. As described in Note 8, the Organization has lines of credit in the amount of \$1,000,000 which it could draw upon in the event of an additional liquidity need.

3. FUNCTIONAL EXPENSE ALLOCATION METHODS

Expenses are summarized and categorized based upon their functional classification as either program or supporting services. Specific expenses that are readily identifiable to a single program or activity are charged directly to that function. Certain categories of expenses are attributable to more than one program or supporting function. Therefore, these expenses require allocation on a reasonable basis that is consistently applied. The expenses that are allocated include salaries and related expenses, which is allocated based on a time and effort study, telephone and insurance, which are allocated based on full time equivalents by function, occupancy, which is allocated based on square footage, and depreciation and interest expense, which is allocated based on a ratio of functional expenses to total expenses.

4. PLEDGES RECEIVABLE

Unconditional promises to give are as follows at June 30:

	2019	2018
Due in less than one year	\$ 128,858	\$ 193,611
Allowance for uncollectible amounts	<u>(10,886)</u>	<u>(8,260)</u>
Total	<u>\$ 117,972</u>	<u>\$ 185,351</u>

5. PROPERTY AND EQUIPMENT

Property and equipment consists of the following at June 30:

	2019	2018
Buildings	\$ 7,740,110	\$ 7,388,564
Land	1,997,071	1,997,071
Furnishings and equipment	<u>2,803,045</u>	<u>2,590,284</u>
Total	12,540,226	11,975,919
Less accumulated depreciation	<u>3,913,151</u>	<u>3,604,684</u>
Property and equipment, net	<u>\$ 8,627,075</u>	<u>\$ 8,371,235</u>

6. NET ASSETS WITH DONOR RESTRICTIONS

Net assets with donor restrictions consist of the following at June 30:

	2019	2018
Technology upgrades	\$ 350,000	
Time restricted	128,858	\$ 193,611
SNAP	45,610	
Children's nutrition initiative	23,412	72,970
Pueblo operations	19,878	21,507
Property and equipment purchases		339,398
Disaster relief		111,557
Agency empowerment		75,000
Technology consulting	<u> </u>	<u>75,000</u>
Total	<u>\$ 567,758</u>	<u>\$ 889,043</u>

During 2012 and 2013, the Colorado Springs area experienced two forest fires that destroyed approximately 800 homes in the area. In response to the fires, the Colorado Springs community contributed significant amounts of food, other in-kind items and cash to be used for fire and other disaster relief efforts.

7. DONATED PRODUCTS AND SERVICES

The solicitation, receipt, storage and distribution of donated food products constitute the Organization's principal operating activity. The value of unrestricted donated food products received and distributed during the year ended June 30, 2019 was \$40,020,709 and \$39,847,310, respectively.

For the years ended June 30, 2019 and 2018, the Organization recorded other donated goods and services totaling \$37,486 and \$23,590, respectively.

Many individuals volunteer their time and perform a variety of tasks that assist the Organization. The Organization received approximately 50,108 and 50,337 volunteer hours during the years ended June 30, 2019 and 2018, respectively, with an estimated value of \$1,274,246 and \$1,243,000, respectively. These donated services are not reflected in the accompanying financial statements since they do not meet the criteria for recognition under generally accepted accounting principles.

8. LONG-TERM DEBT

Long-term debt consists of the following at June 30:

	2019	2018
Loan issued by a bank bearing interest at 3.125%, payable in monthly payments of \$16,486, matures on June 25, 2032 and secured by a deed of trust on land and a building located in Colorado Springs, recorded at \$6,879,048, net of depreciation.	\$ 2,105,394	\$ 2,234,295
Loan issued by a bank bearing interest at 2.90%, payable in monthly payments of \$2,642, matures on January 1, 2021, and secured by 1 st lien on specified property and equipment, recorded at \$34,133, net of depreciation.	45,533	75,420
Loan issued by a bank bearing interest at 3.25%, payable in monthly payments of \$2,299, matures on April 20, 2020, and secured by 1 st lien on a semi-tractor, recorded at \$23,335, net of depreciation.	24,885	51,180
Other	<u>3,243</u>	<u>3,241</u>
Total	2,179,055	2,364,136
Less current portion	<u>188,530</u>	<u>185,077</u>
Long-term portion	<u>\$ 1,990,525</u>	<u>\$ 2,179,059</u>

Required annual minimum principal payments are as follows as of June 30, 2019:

2020	\$ 188,530
2021	152,077
2022	141,732
2023	146,289
2024	150,865
Thereafter	<u>1,399,562</u>
Total	<u>\$ 2,179,055</u>

The Organization has a \$750,000 line of credit with a credit union with a maturity date of March 1, 2020. The line of credit bears interest at the Wall Street Journal Prime Rate less .25% with a floor of 3.25% (5.00% as of June 30, 2019) and is secured by all inventory, accounts and general intangibles of the Organization. No amounts were outstanding on the line of credit as of June 30, 2019 and 2018.

During 2018 the Organization entered into a \$250,000 line of credit with a credit union that matures on March 1, 2023. The line of credit bears interest at the Wall Street Journal Prime Rate less .25% with a floor of 3.25% (5.00% as of June 30, 2019) and is secured by a 2nd deed of trust on land and a building located in Colorado Springs, recorded at \$6,879,048, net of depreciation. No amounts were outstanding on the line of credit as of June 30, 2019 and 2018.

9. OPERATING LEASES

The Organization leases office equipment and trucks under the terms of non-cancellable operating leases, expiring through fiscal year 2024.

Future minimum annual lease payments are as follows:

2020	\$	42,589
2021		19,657
2022		13,272
2023		6,997
2024		<u>583</u>
Total	\$	<u>83,098</u>

Rent expense on the leases above was \$59,246 and \$67,363 during the years ended June 30, 2019 and 2018, respectively.

10. CONCENTRATIONS

The Organization maintains its cash and equivalents in bank deposit accounts in which the deposits are guaranteed by the Federal Deposit Insurance Corporation (FDIC) up to \$250,000. At June 30, 2019, the Organization's bank accounts exceeded FDIC limits by approximately \$2,000.

The Organization is the designated Feeding America Food Bank of Southern Colorado. Feeding America is a national food bank. The Organization receives approximately one-half of its donated food through Feeding America.

11. TAX-DEFERRED ANNUITY PLAN

The Organization offers a tax-deferred annuity plan qualified under Section 403(b) of the Internal Revenue Code, covering full-time employees of the Organization. Employees may make contributions to the plan up to the maximum amount allowed by the Internal Revenue Code. During the year ended June 30, 2018, the Organization began matching employee contributions to the plan up to 3% of each employee's compensation. Employer contributions were \$45,365 and \$16,374 during the years ended June 30, 2019 and 2018, respectively.