SPRING FARM CENTER ALTERNATIVE RESEARCH EDUCATION SANCTUARY

FINANCIAL STATEMENTS

December 31, 2019

SPRING FARM CENTER

ALTERNATIVE RESEARCH EDUCATION SANCTUARY

December 31, 2019

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INDEPENDENT AUDITORS' REPORT

To the Board of Directors Spring Farm Center Alternative Research Education Sanctuary 3364 Route 12 Clinton, NY 13323

We have audited the accompanying financial statements of Spring Farm Center Alternative Research Education Sanctuary (a nonprofit organization) which comprise the statement of financial position as of December 31, 2019 and 2018, and the related statements of activities, functional expenses and cash flows for the years then ended, and the related notes to the financial statements.

Management's Responsibility for the Financial Statements

Management is responsible for the preparation and fair presentation of these financial statements in accordance with accounting principles generally accepted in the United States of America; this includes the design, implementation, and maintenance of internal control relevant to the preparation and fair presentation of financial statements that are free from material misstatement, whether due to fraud or error.

Auditors' Responsibility

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

Opinion

In our opinion, the financial statements referred to above present fairly, in all material respects, the financial position of Spring Farm Center Alternative Research Education Sanctuary, as of December 31, 2019 and 2018, and the changes in its net assets and its cash flows for the years then ended in accordance with the accounting principles generally accepted in the United States of America.

GUSTAFSON & WARGO CPAs LLP

Author Wargo CAAS LLP

Utica • New York

September 30, 2020

SPRING FARM CENTER ALTERNATIVE RESEARCH EDUCATION SANCTUARY STATEMENT OF FINANCIAL POSITION December 31, 2019 and 2018

	<u>2019</u>	2018
<u>ASSETS</u>		
Cash and cash equivalents	\$ 491,824	\$ 424,356
Interest and dividends receivable	86,737	69,977
Receivables	14	-
Prepaid expenses	24,102	19,902
Investments	28,690,707	24,052,089
Property and equipment, net	1,495,865	1,642,694
Collections	154,984	154,984
Total assets	30,944,233	26,364,002
<u>LIABILITIES AND NET</u> .	<u>ASSETS</u>	
Accounts payable	46,730	26,614
Accrued expenses	25,145	22,376
Total liabilities	71,875	48,990
NET ASSETS:		
Without donor restrictions	13,722,358	9,165,012
With donor restrictions	17,150,000	17,150,000
Total net assets	30,872,358	26,315,012
Total liabilities and net assets	\$ 30,944,233	\$ 26,364,002

SPRING FARM CENTER ALTERNATIVE RESEARCH EDUCATION SANCTUARY STATEMENT OF ACTIVITIES

For the years ended December 31, 2019 and 2018

	<u>2019</u>	<u>2018</u>
CHANGES IN NET ASSETS WITHOUT DONOR RESTRICTIONS	S:	
REVENUES AND GAINS:		
Contributions-including in-kind donations of \$25,044 and		
\$31,008 for 2019 and 2018, respectively	\$ 261,581	\$ 415,992
Program service fees	14,525	7,425
Investment income	1,285,541	1,277,820
Net realized and unrealized gain/(loss) on securities	4,655,621	(2,161,395)
Sale items	1,001	5,024
Miscellaneous	4,002	1,788
Total revenues and gains without donor restrictions	6,222,271	(453,346)
EXPENSES:		
Program services	1,527,626	1,467,024
Management and general	118,962	139,767
Fundraising expenses	18,337	17,830
Impairment loss		70,895
Total expenses	1,664,925	1,695,516
Change in assets without donor restrictions	4,557,346	(2,148,862)
Net Assets at Beginning of year	26,315,012	28,463,874
Net Assets at End of Year	\$ 30,872,358	\$ 26,315,012

SPRING FARM CENTER ALTERNATIVE RESEARCH EDUCATION SANCTUARY STATEMENT OF FUNCTIONAL EXPENSES

For the year ended December 31, 2019

	Program Services	Management and General	Fundraising	2019 Totals
A consisting constitution		\$ 48,300	Φ.	\$ 48,300
Accounting service	\$ -	\$ 40,300		
Advertising and promotion	629	-	30	659
Animal/nature sanctuary	238,054		-	238,054
Compensation of officers	10,038	10,039	5,019	25,096
Conferences, conventions, and meetings	3,285	-	-	3,285
Depreciation	94,726	16,716	-	111,442
Grants, donations and other assistance	800	-	-	800
Information technology	2,058	-	-	2,058
Insurance	69,674	1,449	-	71,123
Miscellaneous expenses	6,621	259	-	6,880
Occupancy	111,956	-	-	111,956
Office expenses	40,108	2,556	13,288	55,952
Other employee benefits	36,508	1,921	-	38,429
Other professional services	7,626	4,830	-	12,456
Other salaries and wages	577,533	30,392	-	607,925
Payroll taxes	47,496	2,500	-	49,996
Pension plan contributions	11,177	-	-	11,177
Spay-neuter service	55,351	-	-	55,351
Travel	8,910	-	-	8,910
Veterinarian-sanctuary service	60,785	-	-	60,785
Loss on disposal of asset	144,291	-	-	144,291
Total expenses	\$ 1,527,626	\$ 118,962	\$ 18,337	\$ 1,664,925

SPRING FARM CENTER ALTERNATIVE RESEARCH EDUCATION SANCTUARY STATEMENT OF FUNCTIONAL EXPENSES

For the year ended December 31, 2018

	Prog	gram Services	Management and General	 Fundraising	2018 Totals
Accounting service	\$		\$ 36,927	\$ -	\$ 36,927
Advertising and promotion		214	1,038	46	1,298
Animal/nature sanctuary		247,234	60	-	247,294
Compensation of officers		9,685	10,858	4,842	25,385
Conferences, conventions, and meetings		3,002	399	-	3,401
Depreciation		98,252	17,339	-	115,591
Grants, donations and other assistance		1,950	-	-	1,950
Information technology		8,439	912	-	9,351
Insurance		70,125	5,896	-	76,021
Miscellaneous expenses		-	12,039	-	12,039
Occupancy		99,350	444	-	99,794
Office expenses		27,466	9,417	12,577	49,460
Other employee benefits		61,936	3,260	-	65,196
Other professional services		24,510	4,025	-	28,535
Other salaries and wages		599,893	31,573	-	631,466
Payroll taxes		45,428	5,580	-	51,008
Pension plan contributions		14,103	-	-	14,103
Spay-neuter service		87,274	-	-	87,274
Travel		8,582	-	365	8,947
Veterinarian-sanctuary service		59,581	-	 -	 59,581
Total expenses	\$	1,467,024	\$ 139,767	\$ 17,830	\$ 1,624,621

SPRING FARM CENTER ALTERNATIVE RESEARCH EDUCATION SANCTUARY STATEMENT OF CASH FLOWS

For the years ended December 31, 2019 and 2018

	2019	2018
CASH FLOWS FROM OPERATING ACTIVITIES:		
Change in net assets	\$ 4,557,346	\$ (2,148,862)
Adjustments to reconcile change in net assets to net cash		
provided by operating activities:		
Depreciation	111,442	115,591
Impairment loss	-	70,895
Loss on disposal of asset	144,291	-
Unrealized (gains)/losses on investments	(2,903,834)	2,240,646
Changes in:		
Receivables	(14)	-
Accrued interest and dividends	(16,760)	(30,216)
Prepaid insurance	(4,200)	(1,283)
Accounts payable	20,116	21,920
Accrued salaries and taxes	2,769	22,069
Net cash provided by operating activities	1,911,156	290,760
CASH FLOWS FROM INVESTING ACTIVITIES:		
Purchase/disposal of property, equipment and collections, net	(108,904)	(43,231)
Purchase of investments	(5,249,689)	(2,930,050)
Sale of investments	3,514,905	2,789,531
Net cash provided by (used in) investing activities	(1,843,688)	(183,750)
INCREASE IN CASH AND CASH EQUIVALENTS	67,468	107,010
CASH AND CASH EQUIVALENTS - beginning of year	424,356	317,346
CASH AND CASH EQUIVALENTS - end of year	\$ 491,824	\$ 424,356

SPRING FARM CENTER ALTERNATIVE RESEARCH EDUCATION SANCTUARY NOTES TO FINANCIAL STATEMENTS

December 31, 2019 and 2018

1. Nature of Operations

Spring Farm Center Alternative Research Education Sanctuary (Organization), located in Clinton, New York, is a not-for-profit organization which is a retirement/rehabilitation sanctuary for abused, abandoned, unwanted, or homeless domestic and farm animals. On its over 300 acres, the Organization offers interspecies communication consultations, workshops and lectures, Happy Hearth spay/neuter program, feral cat spay/neuter program a nature sanctuary, an animal sanctuary, memorial gardens, cultural events, volunteer program, and tours.

2. Summary of Significant Accounting Policies

Basis of Accounting and Presentation

The financial statements of Spring Farm Center Alternative Research Education Sanctuary have been prepared in conformity with accounting principles generally accepted in the United States.

Income Tax Status

The Organization is exempt from federal income taxes as an organization qualified under Section 501(c)(3) of the Internal Revenue Code. The Organization has also been classified by the Internal Revenue Service as an entity which is not a private foundation. As of December 31, 2019, the years ended after December 31, 2016 remain subject to examination by applicable tax jurisdictions.

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, liabilities, revenues, and expenditures, as well as the disclosure of contingencies. Actual results could differ from those estimates.

Cash and Cash Equivalents

For purposes of these financial statements, the Organization considers all checking, savings, and money market accounts with an original maturity of three months or less to be cash and cash equivalents, which at times may exceed federally insured limits. The Organization has not experienced any losses in such accounts and believes they are not exposed to any significant credit risk with respect to cash and cash equivalents.

Investments

Investments are reported at fair value on the statements of financial position. Investment income and losses (including realized gains and losses on investments, unrealized gains and losses on

investments, interest, and dividends) is included in unrestricted income unless restricted by donor or law.

Risks and Uncertainties

The Organization's investments are comprised of a variety of financial instruments and are managed and monitored by management and their investment advisor. The fair values reported in the statement of financial position are subject to various risks including changes in the equity markets, the interest rate environment, and general economic conditions. Due to the level of risk associated with certain investment securities and the level of uncertainty related to changes in the fair value of investment securities, it is reasonably possible that the amounts reported in the accompanying financial statements could change materially in the near future.

Property and Equipment

Property and equipment are stated at cost if purchased, and at fair value if donated and depreciated on a straight-line basis over their estimated useful lives. Estimated useful lives range from three to forty years. The Organization capitalizes all assets over \$2,500. Depreciation expense for the years ended December 31, 2019 and 2018 was \$111,442 and \$115,591 respectively.

Expenditures for major renewals and betterments that extend the useful lives of property and equipment are capitalized. Expenditures for maintenance and repairs are charged to expense as incurred.

Collections

The Organization capitalizes its collections. Collections are capitalized at cost if purchased and at appraised or fair value at date of collection if received by donation. Gains and losses on donated collections are recorded based on the presence or absence of donor restrictions placed on items at the date of donation. Depreciation is not taken on the collections.

Restricted and Unrestricted Revenue and Support

Contributions received are recorded as net assets with donor restrictions or without donor restrictions depending on the existence and/or nature of any donor restrictions.

Donated Securities

Donated securities are recorded as contributions at their fair value at the date of donation. There were no donated securities for the years ended December 31, 2019 and 2018.

Donated Materials and Services

Donated materials and services are reflected as contributions at their estimated values with an offsetting charge to expense. Only those materials and services for which there is an objective basis of valuation are reflected in the financial statements. Donated materials for the years ended December 31, 2019 and 2018 were \$18,525 and \$26,062, respectively.

The Organization received donated services from several veterinarians who performed neuter operations for the feral cat spay/neuter program. The feral cat spay/neuter program clinics are

performed monthly generally from March to December. Donated services for the years ended December 31, 2019 and 2018 were \$6,519 and \$4,946 respectively.

Functional Allocation of Expenses

The costs of providing the various programs have been summarized on a functional basis in the statements of activities. The costs are functionalized on a direct basis, where possible. Indirect costs are allocated on the basis of time spent, square footage, or some other reasonable basis consistently applied.

Investment Fees

Net investment returns reflect fees paid by various investment funds to their affiliated investment advisors, transfer agents, and others as described in each fund prospectus or other published documents. These fees are deducted prior to allocation of investment earnings activity and thus not separately identifiable as an expense.

Prior Period Balances

Certain prior period balances have been reclassified to conform to the current year presentation.

3. Implementation of Accounting Pronouncements

During 2018 the Organization adopted ASU No. 2016-14 – *Not-for-Profit Entities (Topic 958)*: *Presentation of Financial Statements for Not-for-Profit Entities.* The update addresses the complexity and understandability of net asset classification, deficiencies in information about liquidity of available resources, and the lack of consistency in the type of information provided about expenses and investment return. The ASU has been applied retrospectively to all periods presented.

Presentation changes include:

- Reducing the number of classes of net assets from three to two (net assets with donor restrictions and net assets without donor restrictions)
- o Requiring the presentation of expenses in both natural and functional classifications
- o Eliminating the requirement to disclose the components of investment return as well as reporting investment return net of external and direct internal investment expenses.
- Requiring qualitative and quantitative disclosures regarding an entity's liquidity and availability of resources.

During 2019, the Organization adopted ASU No. 2016-18 Statement of Cash Flows: Restricted Cash, which amends guidance and presentation related to restricted cash in the statement of cash flows, including stating that amounts generally described as restricted cash and restricted cash equivalents should be included in cash and cash equivalents when reconciling the beginning-of-period and end-of-period amounts shown in the statement of cash flows. The Organization adopted ASU No. 2016-18 for the fiscal year ended December 31, 2019 and retroactively applied the ASU as required. While the new standard is applicable to the Organization, its application did not have a significant impact on its financial statements.

4. Liquidity and Availability of Financial Assets

The following reflects the organization's financial assets as of the balance sheet date, reduced by amounts not available for general use because of contractual or donor-imposed restrictions within one year of the balance sheet date.

	2019	2018
Financial assets year-end	\$ 29,269,281	\$ 24,546,422
Less those unavailable for general expenditures within one year, due to:		
Donor-restrictions	16,850,000	16,850,000
Financial assets available to meet cash needs for general		
expenditure within one year	\$ 12,419,282	\$ 7,696,422

5. Fair Value Measurements

Accounting Standards Codification (ASC) 820, Fair Value Measurements and Disclosures, provides the framework for measuring fair value. That framework provides a fair value hierarchy that prioritizes the inputs to valuation techniques used to measure fair value. The hierarchy gives the highest priority to unadjusted quoted prices in active markets for identical assets or liabilities (level 1 measurements) and the lowest priority to unobservable inputs (level 3 measurements). The three levels of the fair value hierarchy under ASC 820 are described as follows:

- **Level 1** Inputs are quoted prices in active markets for identical assets or liabilities.
- Level 2 Inputs are quoted prices for similar assets or liabilities in an active market, quoted prices for identical or similar assets or liabilities in markets that are not active, inputs other than quoted prices that are observable, and market-corroborated inputs which are derived principally from or corroborated by observable market data.
- **Level 3** Inputs are derived from valuation techniques in which one or more significant inputs or value drivers are unobservable.

The 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 used need to maximize the use of observable inputs and minimize the use of unobservable inputs.

Following is a description of the valuation methodologies used for investments measured at fair value. There have been no significant changes in the methodologies used during the years ended December 31, 2019 and 2018.

Level 1 Fair Value Measurements

Investments in mutual funds are based on quoted net asset values of the shares held at year-end. Investments in common stocks and US Government securities are valued at the closing price reported on the active market on which the individual securities are traded.

The following tables set forth by level, with the fair value hierarchy, the investments at fair value as of December 31:

						2019
Reoccurring fair value measur	rements					
	Level 1	L	evel 2	Le	evel 3	Totals
Common stocks	\$ 19,145,714	\$	_	\$	_	\$ 19,145,714
Exchange-traded funds	1,064,880		_		-	1,064,880
Mutual funds	8,480,113					8,480,113
	<u>\$ 28,690,707</u>	\$	_	\$	_	\$ 28,690,707
						2018
Reoccurring fair value measu	rements					
	Level 1	<u> </u>	evel 2	Le	evel 3	Totals
Common stocks	\$ 15,772,767	\$	_	\$	-	\$ 15,772,767
Exchange-traded funds	976,675		-		-	976,675
Mutual funds	7,302,647		_		_	7,302,647
	\$ 24,052,089	\$	_	\$	_	\$ 24,052,089
Investment income is summa	rized as follows:					
				2019		2018
Interest income			\$	2,370	\$	8,425
Dividend income			,	03,178	1	,179,098
Partnership distribution				51,975		62,100
Capital gain distributi				28,018		28,197
Realized and unrealiz on investments	ed gains/(losses)		1.6	55 601	()	161 205)
on investments				55,621 41,162		(883,575)
		7	5,5	71,102	D	(003,313)

6. Endowment Funds / Investment

Spring Farm Center Alternative Research Education Sanctuary's endowment consists of a donor-restricted fund. As required by GAAP, net assets associated with the endowment fund are classified and reported based on the existence or absence of donor-imposed restrictions. The donor-restricted endowment fund is made up of the following account balances as of December 31:

	2019	2018
Assets:		
Investments	\$ 16,850,000	\$ 16,850,000
Total Assets	\$ 16,850,000	\$ 16,850,000
Net assets:		
With donor restrictions	\$ 16,850,000	\$ 16,850,000
Total net assets	\$ 16,850,000	\$ 16,850,000

Interpretation of Relevant Law

Investments are reported at fair value and gains on net assets with donor restrictions are to be classified according to explicit donor-imposed stipulations. Absent explicit donor-imposed stipulations, applicable state law is to be followed. The Organization has interpreted New York State Law to allow the use of gains on investment net assets with donor restrictions for specific operating purposes absent explicit donor-imposed stipulations that all or a portion of such gains be restricted. Accordingly, such gains on net assets with donor restrictions are reported as net assets without donor restrictions unless there is a presence of donor-imposed stipulations as to their use. Changes in fair value resulting from realized and unrealized gains and losses are reflected as net appreciation (depreciation) within the statements of activities.

The Board of Directors of Spring Farm Center Alternative Research Education Sanctuary has interpreted the relevant state law as requiring the preservation of the fair value of the original gift as of the gift date of the donor-restricted endowment fund absent explicit donor stipulations to the contrary. As a result of this interpretation, the Organization classifies as net assets with donor restrictions (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 net assets with donor restrictions is classified as net assets without donor restrictions until those amounts are appropriated for expenditure by the organization in a manner consistent with the standard of prudence prescribed by the relevant state law. Unless specifically defined, a donor-restricted endowment fund that is required by donor stipulation to accumulate or appropriate endowment funds, the Organization considers the following factors:

1) The duration and preservation of the fund

- 2) The purposes of the donor-restricted endowment fund
- 3) General economic conditions
- 4) The possible effect of inflation and deflation
- 5) The expected total return from income and appreciation of investments
- 6) Other resources of the Organization
- 7) The investment policies of the Organization; and where appropriate, alternatives to spending from the endowment fund and the possible effects of those alternatives.

The following schedule represents the endowment activity for the years ended December 31:

	2019	2018
Endowment net assets, beginning of year	\$ 16,850,000	\$ 16,850,000
Investment income	1,285,541	1,277,820
Transfers to unrestricted	(1,285,541)	(1,277,820)
Endowment net assets, end of year	\$ 16,850,000	\$ 16,850,000

Return Objectives and Risk Parameters

The Organization has adopted investment and spending policies for endowment assets that attempt to provide a predictable stream of funding to programs supported by its endowments while seeking to maintain 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-specific period. Under this policy, as approved by the Board of Directors, the endowment assets are invested in a manner that is intended to preserve capital, considering the impact of inflation, strive for consistent annual total returns, and achieve long-term returns which meet or exceed inflation, and earn the highest possible return given the risk tolerance established by the Organization. The Organization expects its endowment fund, over time, to provide an average rate of return of approximately 5 percent annually. Actual returns in any given year may vary from this amount.

Strategies employed for Achieving Objectives

The Organization primarily relies on investment in highly rated securities that provide long term stable growth and generate current income that can be used for operations. The Organization limits the number of positions but diversifies among asset classes and utilizes a buy and hold strategy.

Endowment Spending Policy & How the Investment Objectives Relate to the Spending Policy

The Organization uses the total return concept for Endowment Fund income. Under this concept, endowment income to be utilized was established at 100% for 2019 and 2018, respectively, based upon the average of the interest and dividend income of the endowment assets accounts.

7. Concentrations of Credit and Market Risk

The Organization's investments consist of marketable equity securities. By their nature, these investments contain a credit risk associated with market conditions and fluctuations. In addition, there is also an element of credit risk associated with the financial conditions of the companies where these funds are invested.

8. Property and Equipment

Property and equipment consist of the following as of December 31:

	_	2019	_	2018
Land	\$	286,105	\$	286,105
Land improvements (estimated life 5 to 40 years)		201,283		131,193
Buildings (estimated life10-40 years)		842,343		838,583
Building improvements (estimated life 5 to 40 years)		801,944		789,444
Windmills (estimated life 20 years)		-		324,133
Solar power equipment (estimated life 20 years)		231,823		231,823
Farm equipment (estimated life 5 to 10 years)		144,709		141,909
Presentation equipment (estimated life 10 to 20 years)		44,669		44,669
Automobiles (estimated life 5 to 7 years)		81,171		61,421
Furnishings (estimated life 7 to 10 years)		31,448		31,448
Other (estimated life 5 to 10 years)		12,048		12,048
		2,677,543		2,892,776
Less: Accumulated depreciation		(1,181,678)	_	(1,250,082)
Property and equipment, net	9	3 1,495,865	\$	1,642,694

9. Impairment of Long-Lived Assets

The Organization reviews long-lived assets for impairment whenever events or changes in circumstances indicate that the carrying amount of such assets may not be recoverable. Recoverability of these assets is determined by comparing the forecasted undiscounted net cash flows of the operation to which the assets relate to the carrying amount. If the operation is determined to be unable to recover the carrying amount of its assets, then assets are written down. Fair value is determined based on discounted cash flows or appraised values, depending on the nature of the assets. At December 31, 2018 an impairment loss of \$70,895 represents the write-down of property plant and equipment to its recoverable amount

10. Collections

The Organization has acquired, largely through donation, various art pieces including posters, prints, watercolors, oils, carvings and statuary, almost all representing animals or human-animal relationships. These pieces are displayed in the main hall, public rooms and gardens.

11. Net Assets with Donor Restrictions

Net assets with donor restriction are restricted until donor release.

For the year ended December 31, 2019 and 2018, donor restricted net assets consisted of:

	2019		2018
Real Estate	\$ 300,000	\$	300,000
Investment	16,850,000	_	16,850,000
	\$ 17,150,000	\$	17,150,000

In 1998, a Board member donated property and real estate to the Organization. The property donation was recorded as a fixed asset at its fair market value of \$300,000 and is being depreciated on the straight-line basis over forty years. The Board member retained a life interest in the property and maintains the property. Upon the Board member's death, the net asset will be released from restriction.

The investment consists of a bequest that was made in 1999 in the amount of \$16,850,000. The principal is restricted, and any income derived from the principal is unrestricted and can be used for operations.

12. Related Party Transactions

In 2019 and 2018, Board members donated approximately \$59,425 and \$65,500 towards animal upkeep and general operations, respectively.

13. Pension Plan

The Organization has a Savings Incentive Match Plan for all employees who earned \$5,000 in compensation during any two calendar years. Eligible employees may make salary reduction elections twice a year. For the years ended December 31, 2019 and 2018, total pension expense was \$11,177 and \$14,103, respectively.

14. Subsequent Events

The United States is presently in the midst of a national health emergency related to a virus commonly known as Novel coronavirus (COVID-19). The overall consequences of COVID-19 on a national, regional and local level are unknown, but it has the potential to result in a significant economic impact. The impact of this situation on the Organization and its future results of operations and financial position is not presently determinable.

Management has evaluated subsequent events through September 30, 2020, which is the date the financial statements were available to be issued, and believes no additional events occurred between December 31, 2019 that date that require adjustment of, or disclosure in, the accompanying financial statements.