Financial Statements

December 31, 2016 and 2015



Independent Auditors' Report

Board of Directors The F.B. Heron Foundation

We have audited the accompanying financial statements of The F.B. Heron Foundation, which comprise the statements of financial position as of December 31, 2016 and 2015, and the related statements of activities 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 auditors' judgment, including the assessment of the risks of material misstatement of the financial statements, whether due to fraud or error. In making those risk assessments, the auditor considers internal control relevant to the entity's preparation and fair presentation of the financial statements in order to design audit procedures that are appropriate in the circumstances, but not for the purpose of expressing an opinion on the effectiveness of the entity's internal control. Accordingly, we express no such opinion. An audit also includes evaluating the appropriateness of accounting policies used and the reasonableness of significant accounting estimates made by management, as well as evaluating the overall presentation of the financial statements.

We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our audit opinion.

Opinion

In our opinion, the financial statements referred to above present fairly, in all material respects, the financial position of The F.B. Heron Foundation as of December 31, 2016 and 2015 and the changes in its net assets and its cash flows for the years then ended in conformity with accounting principles generally accepted in the United States of America.

Report on Supplementary Information

PKF O'Connor Davies, LLP

Our audits were conducted for the purpose of forming an opinion on the financial statements as a whole. The schedule of program, administrative and investment expenses on page 14 is presented for purposes of additional analysis and is not a required part of the financial statements. Such information is the responsibility of management and was derived from and relates directly to the underlying accounting and other records used to prepare the financial statements. The information has been subjected to the auditing procedures applied in the audits of the financial statements and certain additional procedures, including comparing and reconciling such information directly to the underlying accounting and other records used to prepare the financial statements or to the financial statements themselves, and other additional procedures in accordance with auditing standards generally accepted in the United States of America. In our opinion, the information is fairly stated in all material respects in relation to the financial statements as a whole.

May 22, 2017

Statements of Financial Position

	December 31		
	2016	2015	
ASSETS			
Cash and cash equivalents	\$ 1,797,291	\$ 6,529,405	
Investments allocated for mission	273,195,480	197,293,343	
Non-mission investments	-	68,939,459	
Prepaid Federal excise taxes	36,000	87,067	
Other assets	819,409	809,422	
	\$ 275,848,180	\$ 273,658,696	
LIABILITIES AND NET ASSETS			
Liabilities			
Accounts payable and accrued expenses	\$ 468,053	\$ 595,087	
Grants payable	16,000	59,250	
Deferred rent	91,863	114,828	
Deferred Federal excise tax	538,660	<u> 197,561</u>	
Total Liabilities	1,114,576	966,726	
Unrestricted net assets	274,733,604	272,691,970	
	\$ 275,848,180	\$ 273,658,696	

Statements of Activities

	Year Ended		
	December 31		
	2016	2015	
INVESTMENTS ALLOCATED FOR MISSION			
Revenue			
Interest, dividends and partnership earnings	\$ 4,349,436	\$ 3,969,841	
Realized (loss) gain	(933,938)	1,822,145	
Unrealized gain (loss), net of deferred Federal excise tax	11,403,267	(5,929,932)	
Program service fees (USCII license fee)	92,500	92,500	
Current Federal excise tax	(55,740)	(104,018)	
Net Revenue for Investments Allocated for Mission	14,855,525	(149,464)	
Expenses			
Program expenses	3,546,481	3,515,126	
Administrative expenses	1,044,633	1,227,186	
Investment expenses	1,378,541	1,023,397	
Total Expenses for Investments Allocated for Mission	5,969,655	5,765,709	
Excess (Deficiency) of Revenue over Expenses for			
Investments Allocated for Mission Before Grant Expense	8,885,870	(5,915,173)	
Grants	8,207,495	5,695,030	
Excess (Deficiency) of Revenue over Expenses for			
Investments Allocated for Mission	678,375	(11,610,203)	
NON-MISSION INVESTMENTS			
Revenue			
Interest, dividends and partnership earnings	2,017,524	2,682,291	
Realized (loss) gain	(4,871,098)	1,083,807	
Unrealized gain (loss), net of deferred Federal excise tax	4,386,822	(6,571,405)	
Current Federal excise tax	(35,327)	(77,440)	
Net Revenue for Non-Mission Investments	1,497,921	(2,882,747)	
Expenses			
Investment expenses	134,662	215,934	
Excess (Deficiency) of Revenue over Expenses for			
Non-Mission Investments	1,363,259	(3,098,681)	
Change in Net Assets	2,041,634	(14,708,884)	
NET ASSETS			
Beginning of year	272,691,970	287,400,854	
End of year	\$ 274,733,604	\$ 272,691,970	

Statements of Cash Flows

	Year Ended December 31			
		2016	50. 0	2015
CASH FLOWS FROM OPERATING ACTIVITIES				
Change in net assets Adjustments to reconcile change in net assets to net cash from operating activities	\$	2,041,634	\$	(14,708,884)
Realized and unrealized (gain) loss on investments		(10,326,152)		9,830,590
Deferred Federal excise tax		341,099		(235,205)
Deferred rent		(22,965)		2,102
Net change in operating assets and liabilities				
Prepaid Federal excise taxes		51,067		(13,542)
Other assets		(9,987)		176,756
Accounts payable and accrued expenses		(127,034)		33,603
Grants payable		(43,250)		(144,880)
Net Cash from Operating Activities	,	(8,095,588)		(5,059,460)
CASH FLOWS FROM INVESTING ACTIVITIES				
Purchases of non-misison investments		(2,010,418)		(2,682,396)
Proceeds from non-mission investments sold		70,555,128		35,707,294
Purchases of investments allocated for mission	(*	111,669,097)		(44,318,800)
Proceeds from investments allocated for mission sold or repaid		46,487,861		15,968,900
Net Cash from Investing Activities		3,363,474		4,674,998
Net Change in Cash and Cash Equivalents		(4,732,114)		(384,462)
CASH AND CASH EQUIVALENTS				
Beginning of year		6,529,405		6,913,867
End of year	\$	1,797,291	\$	6,529,405
SUPPLEMENTAL DISCLOSURE				
Federal excise tax paid	\$	40,000	\$	195,000

Notes to Financial Statements December 31, 2016 and 2015

1. Organization

The F.B. Heron Foundation (doing business as "Heron" and referred to herein as the "Foundation") is a not-for-profit, charitable corporation formed in December 1991 under the General Corporation Law of the State of Delaware. The Foundation is exempt from income tax under Section 501(c)(3) of the Internal Revenue Code (the Code) and is classified as a private foundation under Section 509(a) of the Code.

To advance its mission of helping people and communities to help themselves out of poverty, the Foundation makes grants and loans and takes equity stakes in organizations and funds that increase and maintain reliable employment, as well as those that advance systemic improvements to help communities be resilient to the changing nature of the economy.

2. Summary of Significant Accounting Policies

Use of Estimates

The preparation of financial statements in conformity with accounting principles generally accepted in the United States of America (US GAAP) requires management to make estimates and assumptions that affect the reported amounts of assets and liabilities and disclosures of contingencies at the date of the financial statements and the reported amounts of revenue and expenses during the reporting period. Accordingly, actual results could differ from those estimates.

Cash Equivalents

Cash equivalents include short-term investments with maturities of three months or less at the time of purchase, which are intended to be used for payment of expenses and grants and exclude those amounts used by investment managers for long-term investment strategies.

Fair Value Measurements

The Foundation follows US GAAP guidance on *Fair Value Measurements* which defines fair value and establishes a fair value hierarchy organized into three levels based upon the input assumptions used in pricing assets. Level 1 inputs have the highest reliability and are related to assets with unadjusted quoted prices in active markets. Level 2 inputs relate to assets with other than quoted prices in active markets which may include quoted prices for similar assets or liabilities or other inputs which can be corroborated by observable market data. Level 3 inputs are unobservable inputs and are used to the extent that observable inputs do not exist.

The Foundation follows US GAAP guidance which removes the requirements to categorize within the fair value hierarchy alternative investments where fair value is measured using the Net Asset Value ("NAV") per share as a practical expedient.

Notes to Financial Statements December 31, 2016 and 2015

2. Summary of Significant Accounting Policies (continued)

Investments Valuation

Investments (both investments allocated for mission and non-mission investments), with the exception of program related investments, are stated at fair value. For insured deposits, fair value is the amount of the deposit.

Program Related Investments

Program related investments (PRIs) defined in IRC 4944(c), have a primary purpose of advancing the mission of the Foundation without a significant purpose for the production of income or the appreciation of property. PRIs are treated as charitable distributions on Internal Revenue Service Form 990-PF, the tax and information return filed by private foundations for minimum-distribution requirement purposes. The Foundation's PRIs are considered below market rate loans and equities. They are stated at cost, less any valuation allowance for discount or uncollectable amounts.

Property and Equipment

Property and equipment are stated at cost. The Foundation capitalized property and equipment costing more than \$100,000. Depreciation was computed using the straight-line method over the estimated useful life of the assets. The estimated useful lives ranged from five to seven years. Leasehold improvements were amortized over the life of the original lease. There was no capitalized property and equipment at December 31, 2016 and 2015.

Net Asset Presentation

Net assets and revenues, expenses, gains and losses are classified based on the existence or absence of donor-imposed restrictions. Accordingly, the Foundation's net assets are classified as permanently restricted, temporarily restricted or unrestricted. There were no temporarily or permanently restricted net assets at December 31, 2016 and 2015.

Investment Income Recognition

Purchases and sales of securities are recorded on a trade-date basis. Interest income is recorded on the accrual basis and dividends are recorded on the ex-dividend date. Realized and unrealized gains and losses are included in the determination of the change in net assets.

Grants

Once a grant has been approved by the Board of Directors and/or President, and once any conditions imposed on the grantee have been fulfilled, the grant becomes payable.

Notes to Financial Statements December 31, 2016 and 2015

2. Summary of Significant Accounting Policies (continued)

Accounting for Uncertainty in Income Taxes

The Foundation recognizes the effect of income tax positions only if those positions are more likely than not of being sustained. Management has determined that the Foundation had no uncertain tax positions that would require financial statement recognition of disclosure.

Subsequent Events Evaluation by Management

Management has evaluated subsequent events for disclosure and/or recognition in the financial statements through the date that the financial statements were available to be issued, which is May 22, 2017.

3. Investments Allocated for Mission

Investments allocated for mission advance the mission of the Foundation using the strategies articulated in Note 1. These include both risk-adjusted, market-rate investments that advance the mission as well as PRIs.

The Foundation's PRI loans bear interest at below-market rates from 1% to 6%, generally payable on March 31 and September 30 of each year. PRI loans are individually monitored to determine net realizable value based on an evaluation of recovery. Management has reviewed the collectability of all PRI loans and deemed an allowance to be unnecessary at December 31, 2016 and 2015.

PRI equities consist of eight PRIs in LP and LLC interests in community development ventures and real estate funds, one PRI in preferred stock in a regulated community bank and one direct equity investment. PRI equity balances are net of a \$3,900,000 and \$3,000,000 valuation reserve at December 31, 2016 and 2015.

Notes to Financial Statements December 31, 2016 and 2015

3. Investments Allocated for Mission (continued)

The following are major categories of investments allocated for mission measured at fair value on a recurring basis at December 31, grouped by the fair value hierarchy, for those investments subject to categorization within such hierarchy:

					2016		
						(Practical	
		(Level 1)	(Level 2)	(L	evel 3)	Expedient) *	Total
At Fair Value							
Common and Preferred Stock							
Information technology	\$	16,579,499	\$ -	\$	-	\$ -	\$ 16,579,499
Consumer discretionary		9,266,397	-		-	-	9,266,397
Health care		11,769,995			-	-	11,769,995
Other		44,194,257	-		-	-	44,194,257
US community investing index							
commingled fund			27,659,795		-	-	27,659,795
Ishares MSCI		64,357,540					64,357,540
Fixed-Income Securities							
US agency		-	27,310,303		-	-	27,310,303
Municipals		-	19,382,489		-	-	19,382,489
Corporate		-	23,384,052		-	-	23,384,052
Limited partnership interests						10,610,441	10,610,441
Total at Fair Value	\$	146,167,688	\$ 97,736,639	\$	-	\$ 10,610,441	254,514,768
Program related investments, at cost (net of \$	\$3,9	00,000 valuati	on reserve)				12,791,504
Invested cash and cash equivalents, at cost							5,889,208
Total Investments Allocated for Mission							\$ 273,195,480
					2015		
	_				2015	(Practical	
	_	(Level 1)	(Level 2)		2015 evel 3)	(Practical Expedient) *	Total
At Fair Value		(Level 1)	(Level 2)			`	Total
At Fair Value Common and Preferred Stock		(Level 1)	(Level 2)			`	Total
		(Level 1) 14,593,436	(Level 2)			`	Total \$ 14,593,436
Common and Preferred Stock		14,593,436 12,075,233		<u>(</u> L		Expedient) *	
Common and Preferred Stock Information technology	\$	14,593,436 12,075,233 12,000,026		<u>(</u> L		Expedient) *	\$ 14,593,436 12,075,233 12,000,026
Common and Preferred Stock Information technology Consumer discretionary Health care Other	\$	14,593,436 12,075,233		<u>(</u> L		Expedient) *	\$ 14,593,436 12,075,233
Common and Preferred Stock Information technology Consumer discretionary Health care Other US community investing index	\$	14,593,436 12,075,233 12,000,026		<u>(</u> L	evel 3) - - -	Expedient) *	\$ 14,593,436 12,075,233 12,000,026 37,488,578
Common and Preferred Stock Information technology Consumer discretionary Health care Other US community investing index commingled fund	\$	14,593,436 12,075,233 12,000,026		<u>(</u> L	evel 3) - - -	Expedient) *	\$ 14,593,436 12,075,233 12,000,026
Common and Preferred Stock Information technology Consumer discretionary Health care Other US community investing index commingled fund Fixed-Income Securities	\$	14,593,436 12,075,233 12,000,026	\$	<u>(</u> L	evel 3) - - -	Expedient) *	\$ 14,593,436 12,075,233 12,000,026 37,488,578 24,433,669
Common and Preferred Stock Information technology Consumer discretionary Health care Other US community investing index commingled fund Fixed-Income Securities US agency	\$	14,593,436 12,075,233 12,000,026	\$ - - 24,433,669 26,789,274	<u>(</u> L	evel 3) - - -	Expedient) *	\$ 14,593,436 12,075,233 12,000,026 37,488,578 24,433,669 26,789,274
Common and Preferred Stock Information technology Consumer discretionary Health care Other US community investing index commingled fund Fixed-Income Securities	\$	14,593,436 12,075,233 12,000,026	\$	<u>(</u> L	evel 3) - - -	Expedient) *	\$ 14,593,436 12,075,233 12,000,026 37,488,578 24,433,669
Common and Preferred Stock Information technology Consumer discretionary Health care Other US community investing index commingled fund Fixed-Income Securities US agency	\$	14,593,436 12,075,233 12,000,026	\$ - - 24,433,669 26,789,274	<u>(</u> L	evel 3) - - -	Expedient) *	\$ 14,593,436 12,075,233 12,000,026 37,488,578 24,433,669 26,789,274
Common and Preferred Stock Information technology Consumer discretionary Health care Other US community investing index commingled fund Fixed-Income Securities US agency Municipals	\$	14,593,436 12,075,233 12,000,026	\$ - - 24,433,669 26,789,274 20,933,085	<u>(</u> L	evel 3) - - -	Expedient) *	\$ 14,593,436 12,075,233 12,000,026 37,488,578 24,433,669 26,789,274 20,933,085
Common and Preferred Stock Information technology Consumer discretionary Health care Other US community investing index commingled fund Fixed-Income Securities US agency Municipals Corporate		14,593,436 12,075,233 12,000,026	\$ - - 24,433,669 26,789,274 20,933,085	<u>(</u> L	evel 3) - - -	\$	\$ 14,593,436 12,075,233 12,000,026 37,488,578 24,433,669 26,789,274 20,933,085 22,250,817
Common and Preferred Stock Information technology Consumer discretionary Health care Other US community investing index commingled fund Fixed-Income Securities US agency Municipals Corporate Limited partnership interests Total at Fair Value	\$	14,593,436 12,075,233 12,000,026 37,238,578	\$ - - 24,433,669 26,789,274 20,933,085 22,250,817 - \$ 94,406,845	\$	250,000	\$	\$ 14,593,436 12,075,233 12,000,026 37,488,578 24,433,669 26,789,274 20,933,085 22,250,817 9,381,498 179,945,616
Common and Preferred Stock Information technology Consumer discretionary Health care Other US community investing index commingled fund Fixed-Income Securities US agency Municipals Corporate Limited partnership interests Total at Fair Value Program related investments, at cost (net of \$1.50)	\$	14,593,436 12,075,233 12,000,026 37,238,578	\$ - - 24,433,669 26,789,274 20,933,085 22,250,817 - \$ 94,406,845	\$	250,000	\$	\$ 14,593,436 12,075,233 12,000,026 37,488,578 24,433,669 26,789,274 20,933,085 22,250,817 9,381,498 179,945,616 14,288,633
Common and Preferred Stock Information technology Consumer discretionary Health care Other US community investing index commingled fund Fixed-Income Securities US agency Municipals Corporate Limited partnership interests Total at Fair Value	<u>\$</u>	14,593,436 12,075,233 12,000,026 37,238,578	\$ - - 24,433,669 26,789,274 20,933,085 22,250,817 - \$ 94,406,845	\$	250,000	\$	\$ 14,593,436 12,075,233 12,000,026 37,488,578 24,433,669 26,789,274 20,933,085 22,250,817 9,381,498 179,945,616

^{*} As discussed in Note 2, investments that are measured using the practical expedient are not classified within the fair value hierarchy.

Notes to Financial Statements December 31, 2016 and 2015

3. Investments Allocated for Mission (continued)

The following is a reconciliation of the beginning and ending balances for preferred stock assets:

	2016		2015
Beginning balance Unrealized loss	\$	250,000 (250,000)	\$ 2,000,000 (1,750,000)
Purchases, issuances and settlements			
Ending balance	\$		\$ 250,000

Information regarding limited partnership interests and preferred stock at December 31, 2016 is as follows:

	Fair Value	Unfunded Commitments	Redemption Frequency	Redemption Notice Period
Limited partnership interests	<u>\$ 10,610,441</u>	\$ 9,301,051	*	*

^{*} Limited partnership interests are illiquid assets.

The following summarizes changes in PRIs for 2016 and 2015:

		2016			2015	
	PRI Loans	PRI Equities	Total	PRI Loans	PRI Equities	Total
Balance at beginning of year	\$ 11,932,232	\$ 2,356,401	\$ 14,288,633	\$ 13,797,712	\$ 2,167,990	\$ 15,965,702
Additions Disbursements	2,344,517	1,013,867	3,358,384	56,467	1,370,513	1,426,980
Deductions Repayments	(3,792,227)	(163,286)	(3,955,513)	(1,921,947)	(182,102)	(2,104,049)
Writeoffs	10,484,522	3,206,982	13,691,504	11,932,232	3,356,401	15,288,633
Valuation adjustment		(900,000)	(900,000)	_	(1,000,000)	(1,000,000)
Balance at end of year	\$ 10,484,522	\$ 2,306,982	\$ 12,791,504	\$ 11,932,232	\$ 2,356,401	\$ 14,288,633

There is an additional \$4,111,182 of unfunded commitment for equity PRI investments.

Notes to Financial Statements December 31, 2016 and 2015

3. Investments Allocated for Mission (continued)

PRI loan principal repayments at December 31, 2016 are projected as follows:

2017	\$	1,030,100
2018		1,832,351
2019		1,088,421
2020	;	3,747,936
2021		-
Thereafter		2,785,714
	\$ 1	0,484,522

PRI equity investments will be redeemed over the next ten years depending on investment performance and activity.

4. Non-Mission investments

The following are the classes and major categories of non-mission investments at December 31 measured at fair value on a recurring basis:

	2016		 2015
At Fair Value			
Equity Funds			
Non-US developed markets	\$	-	\$ 52,916,484
Non-US emerging markets			 16,022,973
Total at Fair Value		-	68,939,457
Invested cash and cash equivalents, at cost			 2
Total Other Investments	\$		\$ 68,939,459

5. Assets Stated at Fair Value

The following summarizes all assets stated at fair value at December 31:

		2016		
(Level 1)	(Level 2)	(Level 3)	(Practical Expedient)	Total
\$ 146,167,688	\$ 97,736,639	\$ -	\$ 10,610,441	\$ 254,514,768
\$ 146,167,688	\$ 97,736,639	\$ -	\$ 10,610,441	\$ 254,514,768
		2015		
			(Practical	
(Level 1)	(Level 2)	(Level 3)	Expedient)	Total
\$ 75,907,273 	\$ 94,406,845 68,939,457 \$ 163,346,302	\$ 250,000 - \$ 250,000	\$ 9,381,498 	\$ 179,945,616 68,939,457 \$ 248,885,073
	\$ 146,167,688 	\$ 146,167,688 \$ 97,736,639 \$ 146,167,688 \$ 97,736,639 \$ 97,736,639 (Level 1) (Level 2) \$ 75,907,273 \$ 94,406,845 68,939,457	(Level 1) (Level 2) (Level 3) \$ 146,167,688 \$ 97,736,639 \$ - \$ 146,167,688 \$ 97,736,639 \$ - \$ 2015 (Level 1) (Level 2) (Level 3) \$ 75,907,273 \$ 94,406,845 \$ 250,000 68,939,457 -	(Level 1) (Level 2) (Level 3) (Practical Expedient) \$ 146,167,688 \$ 97,736,639 - \$ 10,610,441 \$ 146,167,688 \$ 97,736,639 - \$ 10,610,441 2015 (Level 1) (Level 2) (Level 3) (Practical Expedient) \$ 75,907,273 \$ 94,406,845 \$ 250,000 \$ 9,381,498 - 68,939,457 - -

Notes to Financial Statements December 31, 2016 and 2015

6. Grants Payable

The following summarizes changes in grants payable for the years ended December 31:

	2016	2015	
Balance at beginning of year	\$ 59,250	\$ 204,130	
Grants authorized	8,207,495	5,695,030	
Grants paid	(8,250,745)	(5,839,910)	
Balance at end of year	\$ 16,000	\$ 59,250	

There are an additional \$1,320,000 of conditional grant payments at December 31, 2016 which will become payable once the appropriate conditions have been met.

7. Federal Excise Tax

As a private foundation, the Foundation is normally subject to a Federal excise tax equal to 2% of its net investment income. However, under Section 4940(e) of the Code, this tax is reduced to 1% if certain conditions are met. Current taxes are estimated at 2% of net investment income, as defined in the Code.

The Foundation records a liability for deferred Federal excise taxes using the 2% rate. For 2016 the deferred excise tax provision amounted to \$341,099, and for 2015 the deferred excise tax benefit amounted to \$235,205.

For Federal excise tax purposes, realized gains and losses from the sale of securities are determined on the specific-identification basis. Net realized gain or loss is based on the Foundation's allocated share, and, on sale, average cost is used.

8. Lease Commitment

The Foundation's office lease expires on December 31, 2020. Future minimum rental payments under this agreement are as follows:

2017	\$ 335,905
2018	335,905
2019	335,905
2020	335,905
	\$ 1,343,620

Rent expense for 2016 and 2015 was \$350,155 and \$342,009.

Notes to Financial Statements December 31, 2016 and 2015

9. Retirement Plans

The Foundation sponsors a defined contribution retirement plan under IRC Section 401(a). Under the current plan, the Foundation contributes 12% of the basic compensation for all eligible employees subject to IRS and ERISA limitations. The Foundation also sponsors a 401(k) savings plan. Eligible participants, as defined, may make voluntary contributions into the savings plan. The Foundation is obligated to match 50% of participant contributions, not to exceed 3% of base compensation. For 2016 and 2015, retirement and savings plan expense was \$312,483 and \$286,106.

* * * *

Supplementary Information

Years Ended December 31, 2016 and 2015

The F.B. Heron Foundation

Schedule of Program, Administrative and Investment Expenses Year Ended December 31

					2016					2015		
						Non-Mission					Non-Mission	
	Investm	ents,	Investments Allocated for Mission	Miss	ion	Investments		Investr	Investments Allocated for Mission	Mission	Investments	
	Program	Adr	Administrative	=	Investment	Investment	Total	Program	Administrative	Investment	Investment	Total
Salary and related costs	\$ 1 880 022	€.	608.522	€.	644 333	\$ 21,801	\$ 3,154,678	\$ 1.783.790	\$ 674.213	\$ 436.732	\$ 72.615	\$ 2.967.350
Consulting fees	539,774	•	16,591		26,943		583,901	635,119	11,052	19,659	1,190	667,020
Occupancy	220,897		71,500		75,707	2,562	370,666	219,189	82,846	53,665		364,623
Investment monitoring and advisory	244,498		67,048		70,994	2,402	384,942	223,120	78,461	50,824		360,855
Outsourced functions	1		181,248		f	•	181,248	•	239,902	1	•	239,902
Market data	145,152		1		1	•	145,152	187,362	1	•		187,362
Travel, meetings, and conferences	229,415		16,111		•	t	245,526	111,929	53,937	739	123	166,728
Public education/communications	986,69		1		1	•	69,336	145,053	1	•	1	145,053
Office expenses	155,540		44,646		47,274	1,600	249,060	143,834	32,026	20,745	3,449	200,054
Legal fees			15,784		29,873	1	45,657	6,676	30,115	1,141	1	37,932
Audit expenses	21,112		6,833		7,235	245	35,425	20,995	7,935	5,140	855	34,925
Equipment expenses	21,821		7,063		7,478	253	36,615	19,834	7,497	4,856	807	32,994
Insurance	18,914		6,122		6,482	219	31,737	18,225	6,889	4,462	742	30,318
Bank fees	•		3,165		•	•	3,165	1	2,313	į	t	2,313
Custody fees	•		•		696,09	•	696,09	•	•	52,603	•	52,603
Asset management	1		-		401,853	104,987	506,840	1	1	372,831	118,780	491,611
	\$ 3,546,481	es	1,044,633	8	1,378,541	\$ 134,662	\$ 6,104,317	\$ 3,515,126	\$ 1,227,186	\$ 1,023,397	\$ 215,934	\$ 5,981,643