

**BOYS & GIRLS CLUB  
FOX VALLEY, INC.**

**APPLETON, WISCONSIN**

**AUDITED FINANCIAL STATEMENTS**

**DECEMBER 31, 2016**

**BOYS & GIRLS CLUB FOX VALLEY, INC.  
APPLETON, WISCONSIN**

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# **Erickson & Associates, S.C.**

## *Certified Public Accountants*

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### **INDEPENDENT AUDITOR'S REPORT**

To the Board of Directors  
Boys & Girls Club Fox Valley, Inc.  
Appleton, Wisconsin

We have audited the accompanying financial statements of Boys & Girls Club Fox Valley, Inc., which comprise the statement of financial position as of December 31, 2016, 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.

#### **Auditor's 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 of 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 Organization'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 of the effectiveness of the Organization'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 Boys & Girls Club Fox Valley, Inc. as of December 31, 2016, and the changes in its net assets and its cash flows for the year then ended in accordance with accounting principles generally accepted in the United States of America.

## Report on Summarized Comparative Information

We have previously audited the Organization's 2015 financial statements, and we expressed an unmodified opinion on those audited financial statements in our report dated May 31, 2016. In our opinion, the summarized comparative information presented herein as of and for the year ended December 31, 2015, is consistent, in all material respects, with the audited financial statements from which it has been derived.

*Erickson & Associates, S.C.*

ERICKSON & ASSOCIATES, S.C.

Appleton, Wisconsin

May 31, 2017

**BOYS & GIRLS CLUB FOX VALLEY, INC.**  
**APPLETON, WISCONSIN**

**STATEMENT OF FINANCIAL POSITION**

December 31, 2016

(With Comparative Totals for 2015)

	2016	2015
	<u>Totals</u>	<u>Totals</u>
Current assets:		
Cash and temporary investments	\$ 967,817	\$ 1,035,903
Receivables:		
Grant receivable	80,397	146,153
United Ways	304,282	295,419
Pledges receivable (net)	1,103,939	1,611,835
Build out receivable	--	--
Other	14,986	72,832
Prepaid expenses	49,094	46,519
Total current assets	<u>2,520,515</u>	<u>3,208,661</u>
Fixed assets:		
Land, building and equipment	13,800,237	13,816,934
Less accumulated depreciation	<u>( 1,920,690)</u>	<u>( 1,556,366)</u>
Total fixed assets	<u>11,879,547</u>	<u>12,260,568</u>
Other assets:		
Pledges receivable, less current amount	988,514	1,687,979
Beneficial interest in assets held by the Community Foundation	91,948	86,531
Cash value of life insurance	<u>83,357</u>	<u>71,537</u>
Total other assets	<u>1,163,819</u>	<u>1,846,047</u>
Total assets	<u><u>\$ 15,563,881</u></u>	<u><u>\$ 17,315,276</u></u>

LIABILITIES AND NET ASSETS

	<u>2016</u>	<u>2015</u>
	<u>Totals</u>	<u>Totals</u>
Current liabilities:		
Accounts payable - operations	\$ 43,000	\$ 43,729
Accounts payable - construction in progress	--	--
Accrued expenses	140,224	143,934
Refundable advances	105,493	85,033
Total current liabilities	<u>288,717</u>	<u>272,696</u>
Long-term liabilities:		
Deferred compensation	83,357	71,537
Note payable	1,368,829	2,623,829
Total long-term liabilities	<u>1,452,186</u>	<u>2,695,366</u>
Total liabilities	<u>1,740,903</u>	<u>2,968,062</u>
Net assets:		
Unrestricted:		
Operations	198,168	113,951
Fixed assets (net of related debt)	10,510,718	9,636,739
Total unrestricted	10,708,886	9,750,690
Temporarily restricted	3,034,610	4,517,867
Permanently restricted	79,482	78,657
Total net assets	<u>13,822,978</u>	<u>14,347,214</u>
Total liabilities and net assets	<u>\$ 15,563,881</u>	<u>\$ 17,315,276</u>

**BOYS & GIRLS CLUB FOX VALLEY, INC.  
APPLETON, WISCONSIN**

**STATEMENT OF ACTIVITIES**  
For the Year Ended December 31, 2016  
(With Comparative Totals for 2015)

	Unrestricted	Temporarily Restricted	Permanently Restricted	2016 Totals	2015 Totals
Public support , fees, grants, and revenues:					
Contributions	\$ 1,089,408	\$ 341,215	\$ 825	\$ 1,431,448	\$ 1,373,554
In-kind contributions	345,995		--	345,995	795,775
United Ways	--	300,840	--	300,840	297,786
Governmental sources	--	627,627	--	627,627	621,396
Program services	195,902	--	--	195,902	187,654
Investment returns	7,186	--	--	7,186	( 2,639)
Events:					
In-kind contributions	97,376	--	--	97,376	94,764
Other contributions and revenues	818,299	--	--	818,299	725,128
Less direct benefit to participants	( 194,918)	--	--	( 194,918)	( 194,384)
Less direct benefit to participants- in-kind	( 97,376)	--	--	( 97,376)	( 94,764)
Facility rent	2,503	--	--	2,503	8,522
Miscellaneous income	11,148	--	--	11,148	10,975
Net assets released from restrictions:					
Time	295,419	( 295,419)	--	--	--
Satisfaction of program restrictions	2,457,520	(2,457,520)	--	--	--
Total public support, fees, grants, and revenues	<u>5,028,462</u>	<u>(1,483,257)</u>	<u>825</u>	<u>3,546,030</u>	<u>3,823,767</u>
Expenses:					
Program services	3,492,878	--	--	3,492,878	3,109,118
Supporting services:					
Management	278,161	--	--	278,161	287,151
Fund raising	299,227	--	--	299,227	284,447
Total supporting services	<u>577,388</u>	<u>--</u>	<u>--</u>	<u>577,388</u>	<u>571,598</u>
Total expenses	<u>4,070,266</u>	<u>--</u>	<u>--</u>	<u>4,070,266</u>	<u>3,680,716</u>
Change in net assets	958,196	(1,483,257)	825	( 524,236)	143,051
Net assets - beginning of year	<u>9,750,690</u>	<u>4,517,867</u>	<u>78,657</u>	<u>14,347,214</u>	<u>14,204,163</u>
Net assets - end of year	<u>\$ 10,708,886</u>	<u>\$ 3,034,610</u>	<u>\$ 79,482</u>	<u>\$ 13,822,978</u>	<u>\$ 14,347,214</u>

THE ACCOMPANYING NOTES TO FINANCIAL STATEMENTS ARE AN INTEGRAL PART OF THESE STATEMENTS.

**BOYS & GIRLS CLUB FOX VALLEY, INC.  
APPLETON, WISCONSIN**

**STATEMENT OF FUNCTIONAL EXPENSES**

For the Year Ended December 31, 2016

(With Comparative Totals for 2015)

	Program	Administrative	Fund Raising	2016 Totals	2015 Totals
Salaries	\$ 1,716,050	\$ 143,768	\$ 182,858	\$ 2,042,676	\$ 1,890,987
Employee benefits	132,182	21,769	24,669	178,620	189,936
Payroll taxes	170,668	11,426	17,213	199,307	168,485
Special assistance	154,518	--	--	154,518	162,430
Special assistance - in-kind	82,787	--	--	82,787	109,292
Scholarships	11,000	--	--	11,000	6,000
Recognition	7,476	240	4,914	12,630	16,533
Occupancy	218,642	1,924	2,393	222,959	183,526
Equipment maintenance	36,428	474	1,317	38,219	25,004
Telephone	12,111	--	165	12,276	13,204
Professional fees	44,069	74,132	4,018	122,219	75,670
In-kind professional fees	100,744	6,503	5,000	112,247	30,662
Transportation	103,954	1,287	1,085	106,326	97,298
Staff development	7,131	734	40	7,905	14,491
Supplies and technology	108,805	8,192	5,948	122,945	203,143
In-kind supplies	40,501	5,170	5,830	51,501	60,111
Printing	12,687	610	37,628	50,925	49,768
In-kind printing	1,715	--	--	1,715	605
Postage	2,970	543	2,081	5,594	6,485
Interest and investment expenses	1,464	--	--	1,464	1,368
Interest - in-kind	97,745	--	--	97,745	61,682
Dues and subscriptions	17,879	160	1,142	19,181	16,710
Real estate taxes	--	--	--	--	--
Miscellaneous	22,820	1,229	2,926	26,975	23,278
Total expenses before depreciation	3,104,346	278,161	299,227	3,681,734	3,406,668
Depreciation of building and equipment	388,532	--	--	388,532	274,048
Total expenses	<u>\$ 3,492,878</u>	<u>\$ 278,161</u>	<u>\$ 299,227</u>	<u>\$ 4,070,266</u>	<u>\$ 3,680,716</u>

THE ACCOMPANYING NOTES TO FINANCIAL STATEMENTS ARE AN INTEGRAL PART OF THESE STATEMENTS.

**BOYS & GIRLS CLUB FOX VALLEY, INC.  
APPLETON, WISCONSIN**

**STATEMENT OF CASH FLOWS**  
For the Year Ended December 31, 2016  
(With Comparative Totals for 2015)

	<u>2016</u> <u>Totals</u>	<u>2015</u> <u>Totals</u>
Cash flows from operating activities:		
Change in net assets	\$( 524,236)	\$ 143,051
Adjustments to reconcile change in net assets to net cash provided by operating activities:		
Depreciation	388,532	274,048
Donations made directly to the Community Foundation	--	--
In - kind donations capitalized	--	( 595,063)
Return on beneficial interest in assets held by the Community Foundation	( 5,417)	4,039
Increase in cash value of life insurance policy	( 11,820)	( 11,346)
Change in certain assets and liabilities		
Operating promises to give	1,207,361	1,704,202
Other receivables	57,846	188,232
Grant receivables	65,756	( 11,085)
United Way allocations receivable	( 8,863)	( 8,604)
Prepaid expenses	( 2,575)	7,714
Accounts payable	( 729)	19,885
Accrued expenses	( 3,710)	( 506)
Deferred compensation	11,820	11,346
Refundable advances	20,460	( 722)
Net cash provided by operating activities	<u>1,194,425</u>	<u>1,725,191</u>
Cash flows from investing activities:		
Purchase of property and equipment	<u>( 7,511)</u>	<u>( 5,516,570)</u>
Cash flows from financing activities:		
Receipts from build out receivable	--	1,375
Proceeds from note payable	--	3,427,561
Payment on note payable	<u>( 1,255,000)</u>	<u>( 1,000,000)</u>
Net cash provided by (used in) financing activities	<u>( 1,255,000)</u>	<u>2,428,936</u>
Net increase (decrease) in cash and temporary investments	( 68,086)	( 1,362,443)
Cash and temporary investments at beginning of year	<u>1,035,903</u>	<u>2,398,346</u>
Cash and temporary investments at end of year	<u>\$ 967,817</u>	<u>\$ 1,035,903</u>
Supplemental disclosures on cash flow information		
Interest paid	<u>\$ --</u>	<u>\$ 129</u>

THE ACCOMPANYING NOTES TO FINANCIAL STATEMENTS ARE AN INTEGRAL PART OF THESE STATEMENTS.

**BOYS & GIRLS CLUB FOX VALLEY, INC.  
APPLETON, WISCONSIN**

**NOTES TO FINANCIAL STATEMENTS**

**Note 1. Summary of Significant Accounting Policies:**

**Nature of Activities**

Boys & Girls Club Fox Valley, Inc. (Organization) is a not-for-profit corporation organized in the State of Wisconsin to promote the health, social, educational, vocational, character and leadership development of the boys and girls in the Fox Valley area.

The Organization operates from its sites in Appleton and Menasha, WI and from 7 school sites in Appleton and Little Chute, WI.

The Organization is supported primarily through donor contributions, grants and the United Way.

**Basis of Accounting**

The financial statements of the Organization have been prepared utilizing the accrual basis of accounting in accordance with accounting principles generally accepted in the United States of America.

**Financial Statement Presentation**

The Organization's financial statements are presented in accordance with the requirements of the *Non-Profit Entities Topic of the FASB Accounting Standards Codification*. Under this Topic, the Organization is required to report information regarding its financial position and activities according to three classes of net assets: unrestricted net assets, temporarily restricted net assets, and permanently restricted net assets.

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

Temporarily Restricted Net Assets - Net assets subject to donor-imposed stipulations that can be fulfilled by the actions of the Organization pursuant to those stipulations or that expire by the passage of time.

Permanently Restricted Net Assets - Net assets subject to donor-imposed stipulations that they be maintained permanently by the Organization. The income earned on these assets is used for general purposes.

**Revenue Recognition**

Contributions are recognized as revenue when they are received or unconditionally pledged. Contributions that are restricted by the donor are reported as increases in temporarily or permanently restricted net assets, depending on the nature of the restrictions. When a restriction expires, temporarily restricted net assets are reclassified to unrestricted net assets and reported in the statement of activities as net assets released from restrictions.

Donated services are recognized as contributions if the services (a) create or enhance non-financial assets or (b) require specialized skills, are performed by those skills and would otherwise be purchased by the Organization.

**Cash and Cash Equivalents**

For purposes of reporting cash flows, the Organization considers cash and cash equivalents to include all cash accounts which are not subject to withdrawal restrictions or penalties with a maturity at the date of acquisition of three months or less.

**BOYS & GIRLS CLUB FOX VALLEY, INC.  
APPLETON, WISCONSIN**

**NOTES TO FINANCIAL STATEMENTS - CONTINUED**

**Note 1. Summary of Significant Accounting Policies - Continued:**

**Accounts Receivable**

The Organization uses the direct write-off method to provide for uncollectible accounts. There is no material effect on income in using this method rather than the allowance method.

**Pledges Receivable**

Unconditional pledges receivable are recognized as revenues in the period received, and as assets, decreases of liabilities or expenses depending on the form of the benefits received. Conditional pledges to give are recognized when the conditions on which they depend are substantially met.

**Summarized Comparative Information**

The financial statements include certain prior year summarized comparative financial information in total but not by net asset class. Such information does not include sufficient detail to constitute a presentation in conformity with accounting principles generally accepted in the United States of America. Accordingly, such information should be read in conjunction with the Organization's financial statements for the year ending December 31, 2015, from which the summarized information was derived.

**Building and Equipment Depreciation**

Furniture, buildings and equipment are carried at cost or at fair value if contributed. Additions and improvements, which extend the useful life of furniture, buildings and equipment, are capitalized. Repair and maintenance costs are charged to operations as incurred. The Organization follows the practice of capitalizing only furniture, equipment and leasehold improvements with costs in excess of \$5,000 and useful lives of more than one year. When items of property or equipment are sold or retired, the related cost and accumulated depreciation are removed from the accounts and any gain or loss is included in the statement of activities.

Depreciation is provided on a straight-line basis over the estimated useful lives of the assets.

Estimated useful lives are as follows:

Equipment	5 years
Building and building improvements	7-40 years

**Refundable Advances**

The Organization records grant awards accounted for as exchange transactions as refundable advances until related services are performed, at which time they are recognized as revenue.

**Income Taxes**

The Organization is a not-for-profit organization which is exempt from federal income taxes under Sections 501(c)(3) and 170(b)(A)(vi) of the Internal Revenue Code. It has been classified as an organization that is not a private foundation under Section 509(a)(2) of the Internal Revenue Code and qualifies for the 50% charitable contributions deduction for individual donors. The Organization is also exempt from Wisconsin income taxes.

**BOYS & GIRLS CLUB FOX VALLEY, INC.  
APPLETON, WISCONSIN**

**NOTES TO FINANCIAL STATEMENTS - CONTINUED**

**Note 1. Summary of Significant Accounting Policies - Continued:**

The Organization adopted the provisions of the *Income Taxes Topic of the FASB Accounting Standards Codification* as of January 1, 2009. As a result, the Organization evaluates its tax positions based on whether or not the position is more likely than not to be sustained upon examination by taxing authorities. The Organization continually evaluates its tax positions, changes in tax law and new authoritative rulings for potential implications on its tax status. For the year ended December 31, 2016, the Organization had no interest or penalties related to income taxes. With few exceptions, the Organization is no longer subject to U.S. federal and state income tax examination by tax authorities for the years before 2013.

**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 effect certain reported amounts and disclosures. Accordingly, actual results could differ from those estimates.

**Concentration of Credit Risk**

The Organization maintains its bank accounts at two financial institutions in the Fox Valley Area. Aggregate deposits are insured by the Federal Deposit Insurance Corporation and National Credit Union Administration up to \$250,000. The Organization's cash deposits exceed these federally insured limits at times during the year. The Organization has not experienced any losses on these accounts. Management believes the Organization is not exposed to any significant credit risk on cash.

**Direct Benefits to Participants**

Direct benefits to participants represent the value of items received in activities that are part exchange transactions and part contribution.

**Reclassifications**

Certain amounts in the prior year financial statements have been reclassified for comparative purposes to conform to the presentation in the current year financial statements.

**Note 2. Major Support Received:**

During the year ended December 31, 2016, the Organization received major support from one source that exceeded 10% of the Organization's total support. Support from this source was \$475,812 for the year ended December 31, 2016. The Organization also had receivables from the one source that exceeded 10% of the Organization's total receivables.

**Note 3. Land, Building, Equipment and Depreciation:**

The following is a summary of property and equipment as of December 31,

	2016	2015
Land	\$ 1,243,595	\$ 1,243,595
Buildings	12,039,077	12,039,077
Equipment and vehicles	517,565	534,262
	13,800,237	13,816,934
Less accumulated depreciation	1,920,690	1,556,366
Net property and equipment	\$11,879,547	\$12,260,568

**BOYS & GIRLS CLUB FOX VALLEY, INC.  
APPLETON, WISCONSIN**

**NOTES TO FINANCIAL STATEMENTS - CONTINUED**

**Note 4. Pledges Receivable:**

Pledges receivable at December 31, are as follows:

	2016	2015
Receivable in less than one year	\$ 1,103,939	\$ 1,611,835
Receivable in one to five years	1,243,996	2,020,411
Total pledges receivable	2,347,935	3,632,246
Less discounts to net present value	48,587	116,237
Less allowances for uncollectible pledges	206,895	216,195
Net pledges receivable at December 31,	\$ 2,092,453	\$ 3,299,814

The discount rate used on long term pledges was 4 %.

**Note 5. Beneficial Interest in Investments Held by the Community Foundation:**

Beneficial interest in investments held by the Community Foundation represents amounts held at Community Foundation for the Fox Valley Region, Inc. The Foundation makes distributions to Boys & Girls Club Fox Valley, Inc. in accordance with the custodial agreement. No distributions were made in 2016 or 2015.

The agreement governing the assets includes a variance power allowing the Foundation to modify the restrictions on distributions from the funds.

**Note 6. Note Payable:**

Community First Credit Union, \$1,368,829 note payable. The note renewed January 9, 2017, is due in one installment on January 9, 2019, and bears interest at 0%. The note was secured by property of the Organization.

**BOYS & GIRLS CLUB FOX VALLEY, INC.  
APPLETON, WISCONSIN**

**NOTES TO FINANCIAL STATEMENTS - CONTINUED**

**Note 7. Restricted Net Assets:**

Temporarily restricted net assets at December 31, consist of the following:

	2016	2015
Purpose restrictions:		
Center for Grieving Children	\$ --	\$ 25,437
After School Programs	15,999	26,543
Passport to Manhood	2,000	--
Educational Assistance fund	10,000	--
Targeted Outreach Initiative	--	1,000
Career Launch	15,000	--
Healthy Habits Food Program	5,000	--
STEM Program	6,667	3,750
"Be Great" Building Campaign	2,954	91,212
Triple Play	2,917	2,000
Wisconsin After 3	6,000	4,000
Summer of Service	5,831	--
Boys & Girls Club Little Chute	131,002	65,766
Boys & Girls Club Menasha	30,000	34,333
Campaign for Menasha Youth	1,121,038	2,242,487
Operations - Menasha	1,325,920	1,675,920
Operations - Appleton	50,000	50,000
Time Restrictions:		
United Way Allocation	304,282	295,419
	\$ 3,034,610	\$ 4,517,867

Permanently restricted assets represent contributions by donors as endowment contributions.

**BOYS & GIRLS CLUB FOX VALLEY, INC.  
APPLETON, WISCONSIN**

**NOTES TO FINANCIAL STATEMENTS - CONTINUED**

**Note 8. Donated Materials and Services:**

The value of donated materials and services included in the financial statements in contributions and the corresponding expense for the years ended December 31, 2016 and 2015, are as follows:

	2016				
	Program	Management	Fundraising	Direct Benefits	Total
Supplies	\$ 40,501	\$ 5,170	\$ 5,830	\$ --	\$ 51,501
Participant direct benefit	--	--	--	97,376	97,376
Special assistance	82,787	--	--	--	82,787
Printing	1,715	--	--	--	1,715
Professional fees	100,744	6,503	5,000	--	112,247
Interest	97,745	--	--	--	97,745
	<u>\$323,492</u>	<u>\$ 11,673</u>	<u>\$ 10,830</u>	<u>\$ 97,376</u>	<u>\$ 443,371</u>
	2015				
	Program	Management	Fundraising	Direct Benefits	Total
Supplies	\$ 53,366	\$ 3,734	\$ 3,011	\$ --	\$ 60,111
Participant direct benefit	--	--	--	94,764	94,764
Special assistance	109,292	--	--	--	109,292
Printing	605	--	--	--	605
Professional fees	26,162	4,500	--	--	30,662
Interest	61,682	--	--	--	61,682
	<u>\$ 251,107</u>	<u>\$ 8,234</u>	<u>\$ 3,011</u>	<u>\$ 94,764</u>	<u>\$ 357,116</u>

A substantial number of unpaid volunteers have made significant contributions of their time to the operations of the Organization. The value of these donated services and time is not recognized in the accompanying financial statements because they do not meet the criteria for recognition.

**BOYS & GIRLS CLUB FOX VALLEY, INC.  
APPLETON, WISCONSIN**

**NOTES TO FINANCIAL STATEMENTS - CONTINUED**

**Note 9. Fair Value Measurements:**

As defined in the *Fair Value Measurements Topic of the FASB Accounting Standards Codification*, fair value is the price that would be received to sell an asset or paid to transfer a liability in an orderly transaction between market participants at the measurement date. The fair value hierarchy ranks the quality and reliability of the information used to determine fair values. Assets and liabilities measured, reported and/or disclosed at fair value will be classified and disclosed in one of the following three categories:

- Level 1 - Fair value measurement is based on quoted prices for identical assets or liabilities in active markets.
  
- Level 2 - Fair value measurement is based on 1) quoted prices for similar assets or liabilities in active markets; 2) quoted prices for identical or similar assets or liabilities in markets that are not active; or 3) valuation models and methodologies for which all significant assumptions are or can be corroborated by observable market data.
  
- Level 3 - Fair value measurement is based on valuation models and methodologies that incorporate at least one significant assumption that cannot be corroborated by observable market data. Level 3 measurements reflect the Organization's estimates about assumptions market participants would use in measuring fair value of the asset or liability.

The fair value of funds held at Community Foundation for the Fox Valley Region, Inc. is based on information provided by the Foundation and they have not historically adjusted this information.

Classifications of these funds as of December 31, 2016, are as follows:

	Level 1	Level 2	Level 3	Total
Beneficial interest in assets held by the Community Foundation	\$       --	\$   91,948	\$       --	\$   91,948

Classifications of these funds as of December 31, 2015, are as follows:

	Level 1	Level 2	Level 3	Total
Beneficial interest in assets held by the Community Foundation	\$       --	\$   86,531	\$       --	\$   86,531

**BOYS & GIRLS CLUB FOX VALLEY, INC.  
APPLETON, WISCONSIN**

**NOTES TO FINANCIAL STATEMENTS - CONTINUED**

**Note 10. Employee Benefit Plan:**

The Organization has a 401(k) plan covering all employees. The Organization matches employee's contributions up to 4% of the employee's salary on an annual basis. For the year ended December 31, 2016, the Organization's contributions to the plan were \$37,940, and are included in employee benefits in the accompanying financial statements. In addition to the 401(k), the Organization has established a non-qualified plan for certain employees.

The Organization adopted a non-qualified deferred compensation program as allowed under Section 457(b) of the Internal Revenue Code to retain and reward key employees of the Organization. Active participants may defer a portion of their salary to the plan on a pre-tax basis. The Organization can make non-elective and matching contributions to the accounts of active participants in the plan on a discretionary basis. During 2016, contributions of \$9,414 were made by the Organization to the plan.

**Note 11. Campaign for Menasha Youth:**

The Organization started the Campaign for Menasha Youth during 2014 to raise funds for the construction and operation of a new facility in the City of Menasha. This new facility was opened in June 2015. The Campaign has impacted several areas in the financial statements. These include but are not limited to cash, pledges receivable, line of credit payable, temporarily restricted net assets, contributions, and fund raising expenses.

**Note 12. Subsequent Events:**

The Organization has evaluated all subsequent events through May 31, 2017, the date on which the financial statements were available to be issued.