

**MIKVA CHALLENGE GRANT
FOUNDATION, INC.**

FINANCIAL STATEMENTS

YEAR ENDED JUNE 30, 2021

MIKVA CHALLENGE GRANT FOUNDATION, INC.

YEAR ENDED JUNE 30, 2021

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Independent Auditors' Report

Board of Directors
Mikva Challenge Grant Foundation, Inc.

We have audited the accompanying financial statements of Mikva Challenge Grant Foundation, Inc. (the Foundation), which comprise the statement of financial position as of June 30, 2021, 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 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 Mikva Challenge Grant Foundation, Inc. as of June 30, 2021, 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.

Ostrow Reisin Berk & Abrams, Ltd.

February 2, 2022

MIKVA CHALLENGE GRANT FOUNDATION, INC.

STATEMENT OF FINANCIAL POSITION

June 30, 2021

ASSETS

Cash	\$ 3,002,901
Investments	1,477,038
Grants and contributions receivable	699,738
Accounts receivable	280,096
Prepaid expenses and deposits	156,053
Property and equipment, net	21,954

Total assets	\$ 5,637,780
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LIABILITIES AND NET ASSETS

Liabilities:

Accounts payable and accrued expenses	\$ 139,989
Contract liabilities	159,500
Deferred rent	49,732

Total liabilities	349,221
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Net assets:

Without donor restrictions:

Board-designated endowment funds	1,684,314
Undesignated	1,346,228

Total without donor restrictions	3,030,542
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With donor restrictions	2,258,017
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Total net assets	5,288,559
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Total liabilities and net assets	\$ 5,637,780
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See notes to financial statements.

MIKVA CHALLENGE GRANT FOUNDATION, INC.

STATEMENT OF ACTIVITIES

Year ended June 30, 2021	Without donor restrictions	With donor restrictions	Total
Revenue:			
Foundation and corporate grants	\$ 1,170,313	\$ 2,510,420	\$ 3,680,733
Individual contributions	384,435	111,447	495,882
Special events:			
Gross proceeds	640,076		640,076
Contract services revenue	811,608		811,608
Forgiveness of debt - PPP loan	430,272		430,272
Net investment loss	(218)		(218)
Net assets released from restrictions	2,165,252	(2,165,252)	
Total revenue	5,601,738	456,615	6,058,353
Expenses:			
Program services	2,997,834		2,997,834
Management and general	733,504		733,504
Fundraising	788,885		788,885
Total expenses	4,520,223		4,520,223
Change in net assets	1,081,515	456,615	1,538,130
Net assets:			
Beginning of year	1,949,027	1,801,402	3,750,429
End of year	\$ 3,030,542	\$ 2,258,017	\$ 5,288,559

See notes to financial statements.

MIKVA CHALLENGE GRANT FOUNDATION, INC.

STATEMENT OF FUNCTIONAL EXPENSES

Year ended June 30, 2021	Program services					Support services		
	Activism Programs	National programs	Elections Program	Policymaking Programs	Total program services	Management and general	Fundraising	Total
Depreciation and amortization	\$ 5,942	\$ 2,923	\$ 259	\$ 10,170	\$ 19,294	\$ 4,507	\$ 5,385	\$ 29,186
Education, dues and subscriptions	2,415	1,773	1,415	2,853	8,456	22,789	11,430	42,675
Grants, awards and stipends	33,338	27,015	42,487	276,728	379,568		3,600	383,168
Occupancy	52,227	34,856	22,218	47,721	157,022	21,586	52,637	231,245
Professional services	623	100,347	8,792	27,789	137,551	267,015	175,056	579,622
Provision for uncollectible contributions receivable						46,301		46,301
Salaries and related costs	536,423	1,069,123	270,430	385,697	2,261,673	323,725	522,872	3,108,270
Supplies, office expenses and other related costs	4,316	4,238	1,714	4,491	14,759	45,963	16,949	77,671
Workshops, campaign and other program events	3,419	6,071	2,596	7,425	19,511	1,618	956	22,085
Total expenses	\$ 638,703	\$ 1,246,346	\$ 349,911	\$ 762,874	\$ 2,997,834	\$ 733,504	\$ 788,885	\$ 4,520,223

See notes to financial statements.

MIKVA CHALLENGE GRANT FOUNDATION, INC.

STATEMENT OF CASH FLOWS

Year ended June 30, 2021

Cash flows from operating activities:	
Change in net assets	\$ 1,538,130
Adjustments to reconcile change in net assets to net cash provided by operating activities:	
Forgiveness of debt - PPP loan	(430,272)
Depreciation and amortization	29,186
Net realized and unrealized loss on investments	28,694
Deferred rent	(7,344)
Provision for uncollectible contributions receivable	46,301
(Increase) decrease in operating assets:	
Grants and contributions receivable	1,054,923
Accounts receivable	(113,982)
Prepaid expenses and deposits	(33,610)
Increase in operating liabilities:	
Accounts payable and accrued expenses	48,660
Contract liabilities	159,500
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Net cash provided by operating activities	2,320,186
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Cash flows from investing activities:	
Purchases of property and equipment	(1,595)
Purchases of investments	(27,511)
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Net cash used in investing activities	(29,106)
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Net increase in cash	2,291,080
Cash, beginning of year	711,821
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Cash, end of year	\$ 3,002,901

See notes to financial statements.

MIKVA CHALLENGE GRANT FOUNDATION, INC.

NOTES TO FINANCIAL STATEMENTS

1. Organization and operations

Mikva Challenge Grant Foundation, Inc. (the Foundation) was formed in 1997 to foster and encourage young peoples' interest in politics and civic affairs. The Foundation's mission is to develop youth to be empowered, informed, and active citizens who will promote a just and equitable society. Through its work, the Foundation looks to build a stronger, inclusive democracy that values youth voice. Its programs serve over 20,000 middle and high school age students located in Illinois, Washington, D.C. and California, and provide training and materials for educators in action civics in states across the country. Through its Elections, Activism, Policymaking, and National Programs, the Foundation works with teachers to develop curriculum and implement educational programs which offer students a variety of activities. Students learn about the political process and have the opportunity to participate in political forums, internships, policy councils, leadership and public policy development workshops, voter registration drives, voter education, election judging, polling and research.

2. Summary of significant accounting policies

Basis of accounting:

The Foundation's financial statements are prepared in accordance with accounting principles generally accepted in the United States of America.

Basis of presentation:

Net assets, revenue, gains, and losses are classified based on the existence or absence of donor or grantor-imposed restrictions. Accordingly, net assets and changes therein are classified and reported as follows:

Net assets without donor restrictions - Net assets available to finance the general operations of the Foundation. The only limits on the use of net assets without donor restrictions are the broad limits resulting from the nature of the Foundation, the environment in which it operates and the purposes specified in its Articles of Incorporation. Voluntary resolutions by the Board of Directors to designate a portion of the Foundation's net assets without donor restrictions for specified purposes do not result in restricted funds. Since designations are voluntary and may be reversed by the Board of Directors at any time, designated net assets are included under the caption "net assets without donor restrictions." Board-designated net assets include assets over which the Board retains control and may, at its discretion, subsequently use for other purposes. Board-designated net assets represent assets used to fund future special projects or other programs of the Foundation.

MIKVA CHALLENGE GRANT FOUNDATION, INC.

NOTES TO FINANCIAL STATEMENTS (CONTINUED)

2. Summary of significant accounting policies (continued)

Basis of presentation: (continued)

Net assets with donor restrictions - Net assets with donor restrictions represent those for which the use by the Foundation has been limited by donors to a specific time period or purpose.

Recent accounting pronouncement:

Effective July 1, 2020, the Foundation adopted ASU 2014-09, *Revenue from Contracts with Customers (Topic 606)*. This guidance requires that the Foundation recognize revenue to depict the transfer of promised goods and services to customers in an amount that reflects the consideration to which the Foundation expects to be entitled in exchange for those goods or services. The guidance uses a principles-based approach for determining revenue recognition, eliminates the transaction and industry-specific guidance, and establishes a five step approach for the recognition of revenue. The Foundation implemented this standard during the year ended June 30, 2021 using the modified retrospective method. The adoption of this standard did not materially impact the financial statements of the Foundation.

Contributions and grants:

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

When a restriction expires (that is, when a stipulated time restriction ends or purpose restriction is accomplished), 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.

Investments:

Investment purchases are recorded at cost, or if donated, at fair value on the date of donation. Thereafter, investments are reported at their fair values in the statement of financial position. Net investment income or loss is reported in the statement of activities and consists of interest and dividend income, realized and unrealized gains and losses, less external investment expenses.

MIKVA CHALLENGE GRANT FOUNDATION, INC.

NOTES TO FINANCIAL STATEMENTS (CONTINUED)

2. Summary of significant accounting policies (continued)

Risks and uncertainties:

The Foundation invests in various investment securities. Investment securities are exposed to various risks such as interest rate, market and credit risks. Due to the level of risk associated with certain investment securities, it is at least reasonably possible that changes in the values of investment securities will occur in the near term and that such changes could materially affect the amounts reported in the statement of financial position.

Grants and contributions receivable:

Grants and contributions receivable consist of unconditional promises to give. As of June 30, 2021, \$699,738 is due within one year. Management estimates an allowance for doubtful accounts based on experience and knowledge of circumstances that may affect the ability of donors to meet their obligations. Receivables are considered impaired if full principal payments are not received in accordance with agreed upon terms. At June 30, 2021, all amounts are considered fully collectible and an allowance for doubtful accounts is considered unnecessary and is not provided.

Accounts receivable:

Accounts receivable consist of receivables related to contract services revenue. All amounts are due within one year and are stated at the amount management expects to receive. Management estimates an allowance for doubtful accounts based on experience, third-party contracts, and knowledge of circumstances that may affect the ability of customers to meet their obligations. Receivables are considered impaired if full principal payments are not received in accordance with the contractual terms. At June 30, 2021, all amounts are considered fully collectible and an allowance for doubtful accounts is considered unnecessary and is not provided.

Property and equipment:

Property and equipment are stated at cost, if purchased or fair value at date of donation, if donated. Depreciation of furniture and equipment and software is provided over three or five years using the straight-line method. Amortization of leasehold improvements is provided ratably over the lesser of the term of the lease or the estimated life of the improvements. Major additions and betterments of \$500 or more are capitalized, while maintenance and repairs which do not improve or extend the lives of the respective assets are expensed as incurred.

MIKVA CHALLENGE GRANT FOUNDATION, INC.

NOTES TO FINANCIAL STATEMENTS (CONTINUED)

2. Summary of significant accounting policies (continued)

Property and equipment: (continued)

Property and equipment is reviewed for impairment if the use of the asset significantly changes or another indicator of possible impairment is noted. If the carrying amount for the asset is not recoverable, the carrying value is written down to the asset's fair value. There were no indicators of asset impairment during the year ended June 30, 2021.

Deferred rent:

The Foundation records monthly rent expense equal to total minimum payments due over the lease term, divided by the number of months in the lease term. The difference between rent expense recorded and the amount paid is charged (credited) to deferred rent which is reflected in the statement of financial position.

Expense allocation:

The costs of providing program and other activities have been summarized on a functional basis in the statement of activities. The statement of functional expenses presents the natural classification of expenses by function. Accordingly, certain costs have been allocated among the programs and supporting services benefited. Therefore, these expenses require allocation on a reasonable basis that is consistently applied. Salaries and related costs; depreciation and amortization; education, dues and subscriptions; and occupancy are allocated on the basis of time and effort.

Use of estimates:

The preparation of financial statements in accordance with generally accepted accounting principles requires management to make estimates and assumptions that affect certain reported amounts and disclosures in the financial statements. Accordingly, actual results could differ from those estimates.

Subsequent events:

Management of the Foundation has reviewed and evaluated subsequent events through February 2, 2022, the date the financial statements were available to be issued.

MIKVA CHALLENGE GRANT FOUNDATION, INC.

NOTES TO FINANCIAL STATEMENTS (CONTINUED)

3. Revenue from contracts with customers

Performance obligations:

The Foundation receives contract services revenue for training educators in action civics. The Foundation recognizes these fees ratably over the life of the contract as services are rendered over time.

Disaggregation of revenue:

Revenue from contracts with customers disaggregated by category for the year ended June 30, 2021 was as follows:

<u>Year ended June 30, 2021</u>	
Revenue recognized over time:	
Contract services revenue	\$ 811,608

Contract balances:

Accounts receivable relating to contracts with customers was \$280,096 and \$166,114 at June 30, 2021 and 2020, respectively. There were no contract assets as June 30, 2021 and 2020. Contract liabilities represent amounts received by June 30 for services that will not be performed until after June 30. Contract liabilities were \$159,500 and \$-0- at June 30, 2021 and 2020, respectively.

Significant judgments:

Significant judgment is required in determining the appropriate approach to applying the revenue recognition criteria. Significant judgment is also required to assess collectibility, which is assessed at the onset of the contract; and revenue is recognized at the amount management expects to collect from its customers when performance obligations have been satisfied.

MIKVA CHALLENGE GRANT FOUNDATION, INC.

NOTES TO FINANCIAL STATEMENTS (CONTINUED)

4. COVID-19 impact

As a result of the COVID-19 global pandemic, many national, regional, and local governments implemented preventative or protective measures, such as travel and business restrictions, temporary store closures, wide-sweeping quarantines, and stay-at-home orders. As a result, COVID-19 and the related restrictive measures has had a significant adverse impact upon many sectors of the economy. During the COVID-19 pandemic, the Foundation changed its programming model and special events from in-person to a remote or virtual format. However, the functions of the Foundation have not been materially interrupted.

As the situation continues to evolve, the Foundation is closely monitoring the impact of the COVID-19 pandemic on all aspects of the Foundation's business, including its donors, suppliers, vendors, and employees. Moreover, the Foundation is actively assessing how the COVID-19 pandemic is impacting its ability to provide programs and services and its relationships with strategic partners. The Foundation believes that the ultimate impact of the COVID-19 pandemic on its operating results, cash flows, and financial condition is likely to be determined by factors which are uncertain, unpredictable, and outside of the Foundation's control. The situation surrounding COVID-19 remains fluid, and if disruptions do arise, they could adversely impact the Foundation.

MIKVA CHALLENGE GRANT FOUNDATION, INC.

NOTES TO FINANCIAL STATEMENTS (CONTINUED)

5. Liquidity and availability

The following represents the Foundation's financial assets available to meet general expenditures within one year at June 30, 2021:

<u>June 30, 2021</u>	
Financial assets:	
Cash	\$ 3,002,901
Investments	1,477,038
Grants and contributions receivable	699,738
Accounts receivable	280,096
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Total financial assets	5,459,773
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Less amounts not available to be used within one year:	
Net assets with donor restrictions	2,258,017
Board-designated endowment funds	1,684,314
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Total amounts not available to be used within one year	3,942,331
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Financial assets available to meet general expenditures within one year	\$ 1,517,442
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The Foundation manages available cash to meet general expenditures following these principles:

- Meet operating needs and contractual commitments
- Maintain adequate liquid assets
- Maximize investment opportunities
- Maintain sufficient reserves to fund unexpected circumstances

MIKVA CHALLENGE GRANT FOUNDATION, INC.

NOTES TO FINANCIAL STATEMENTS (CONTINUED)

5. Liquidity and availability (continued)

Management prepares monthly budgetary projections for the upcoming year. Management monitors bank accounts daily to maintain a reserve. If unexpected circumstances arose which would require significant funds immediately, funds could be drawn from the Board-designated endowment funds to cover additional obligations. Funds are deposited into the investment account at the discretion of management. Those deposits are monitored by both management and the investment manager. The Foundation's Audit and Finance Committee reviews liquidity measures on a quarterly basis.

6. Cash

The Foundation maintains its cash in bank accounts which, at times, may exceed federally-insured limits. At June 30, 2021, cash in excess of these limits totaled approximately \$2,819,000. Management believes that the Foundation is not subject to any significant credit risk on cash.

7. Tax status

The Foundation is a tax-exempt organization as described in Section 501(c)(3) of the Internal Revenue Code (the Code) and is exempt from federal income taxes on related income pursuant to Section 501(a) of the Code. In addition, the Internal Revenue Service has determined that the Foundation is not a private foundation within the meaning of Section 509(a) of the Code. Management has determined that the Foundation was not required to record a liability related to uncertain tax positions as of June 30, 2021.

8. Investments

The Foundation reports its investments at fair value in the financial statements. Fair value is the price that would be received to sell an asset or paid to transfer a liability in an orderly transaction in the principal, or most advantageous, market at the measurement date under current market conditions regardless of whether that price is directly observable or estimated using another valuation technique. Inputs used to determine fair value refer broadly to the assumptions that market participants would use in pricing the asset or liability, including assumptions about risk.

MIKVA CHALLENGE GRANT FOUNDATION, INC.

NOTES TO FINANCIAL STATEMENTS (CONTINUED)

8. Investments (continued)

Inputs may be observable or unobservable. Observable inputs are inputs that reflect the assumptions market participants would use in pricing the asset or liability based on market data obtained from sources independent of the reporting entity. Unobservable inputs are inputs that reflect the reporting entity's own assumptions about the assumptions market participants would use in pricing the asset or liability based on the best information available. The three levels of the fair value hierarchy are as follows:

- Level 1 Quoted prices (unadjusted) in active markets for identical assets or liabilities that the Foundation can access at the measurement date.

- Level 2 Inputs other than quoted prices included within Level 1 that are observable for the asset or liability, either directly or indirectly. These include quoted prices for similar assets or liabilities in active markets, quoted prices for identical or similar assets or liabilities in markets that are not active, inputs other than quoted prices that are observable for the asset or liability, and market-corroborated inputs.

- Level 3 Unobservable inputs for the asset or liability. In these situations, the Foundation develops inputs using the best information available in the circumstances.

Following is a description of the valuation methodology used for assets measured at fair value:

Investments in mutual funds that are traded on a national securities exchange are stated at the last reported sales price on the day of valuation. These financial investments are classified as Level 1 in the fair value hierarchy.

The method described above may produce a fair value calculation that may not be indicative of net realizable value or reflective of future fair values. Furthermore, while management believes that its valuation method is appropriate and consistent with other market participants, the use of different methodologies or assumptions to determine the fair value of certain financial instruments could result in a different fair value measurement at the reporting date.

The following table sets forth by level, within the fair value hierarchy, the Foundation's investments at fair value as of June 30, 2021:

June 30, 2021	Level 1
Mutual funds	\$ 1,477,038

MIKVA CHALLENGE GRANT FOUNDATION, INC.

NOTES TO FINANCIAL STATEMENTS (CONTINUED)

9. Property and equipment

The components of property and equipment are as follows:

<u>June 30, 2021</u>	
Office furniture and equipment	\$ 219,534
Software	28,731
Leasehold improvements	11,560
	<u>259,825</u>
Less accumulated depreciation and amortization	<u>237,871</u>
Property and equipment, net	<u>\$ 21,954</u>

10. PPP loan payable

On March 27, 2020, the Coronavirus Aid, Relief, and Economic Security Act, commonly referred to as the CARES Act, was signed into law. One component of the CARES Act was the Paycheck Protection Program (PPP) which provides businesses with funding to maintain their payroll and cover applicable overhead. The PPP was implemented by the Small Business Administration (SBA) with support from the Department of the Treasury. The PPP provides funds to pay up to 24 weeks of payroll costs including benefits. Funds can also be used to pay interest on mortgages, rent, and utilities and other allowable costs. The Foundation applied for and received \$430,272. In December 2020, the Foundation received notice from the SBA and its lender that the full loan amount of \$430,272 was fully forgiven. The Foundation has accounted for the PPP loan under the debt model and has recognized forgiveness of debt revenue of \$430,272 during the year ended June 30, 2021 upon approval of the loan forgiveness application.

11. Line of credit

The Foundation has a \$135,000 line of credit. The line of credit, which is collateralized by substantially all assets, bears interest at Prime (3.25% at June 30, 2021) plus 2%. There were no outstanding draws on the line of credit at June 30, 2021.

MIKVA CHALLENGE GRANT FOUNDATION, INC.

NOTES TO FINANCIAL STATEMENTS (CONTINUED)

12. Board-designated endowment funds

As of June 30, 2021, the Foundation has two endowment funds, a general endowment fund and the Ab and Zoe Legacy Fund.

The general endowment fund is designated by the Board of Directors to support the mission of the Foundation including programs in Washington, D.C. The Ab and Zoe Legacy Fund is an endowment fund designated by the Board of Directors to support the Elections Program. Since the amounts in the endowment funds resulted from an internal designation and are not donor-restricted, the Board-designated endowment funds are classified and reported as net assets without donor restrictions.

The Foundation has a spending policy that all or a portion of the income and/or capital appreciation from the endowment funds will be used to support the programs and operating expenses of the Foundation or in the case of the Ab and Zoe Legacy Fund, to support the Elections Program. This is consistent with the Foundation's objective to maintain the purchasing power of the endowment assets as well as to provide additional real growth through investment return. To achieve that objective, the Foundation has adopted an investment policy that attempts to maximize total return consistent with an acceptable level of risk. The general endowment fund is invested in the Vanguard Intermediate-Term Bond Index Fund and the Vanguard Short-Term Treasury Index Fund. The Ab and Zoe Legacy Fund is included in the Vanguard Short-Term Bond Index Fund and the remaining amounts are included in cash and grants and contributions receivable and will be invested in the future.

The composition of and changes in Board-designated endowment funds for the year ended June 30, 2021 were as follows:

<u>Year ended June 30, 2021</u>	
General endowment fund:	
Beginning of year	\$ 1,326,649
Net investment loss	(1,653)
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End of year	1,324,996
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Ab and Zoe Legacy Fund:	
Beginning of year	354,209
Contributions	5,109
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End of year	359,318
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Total Board-designated endowment funds	\$ 1,684,314

MIKVA CHALLENGE GRANT FOUNDATION, INC.

NOTES TO FINANCIAL STATEMENTS (CONTINUED)

13. Net assets with donor restrictions

Net assets with donor restrictions are available for the following purpose and time restrictions as follows:

<u>June 30, 2021</u>	
Purpose restrictions:	
Activism Programs	\$ 118,334
National Programs	1,310,189
Development Programs	194,000
Policymaking Programs	149,252
Summer Fellows	146,954
Time restrictions:	
Operating grants	336,288
Grants and contributions receivable	3,000
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Total net assets with donor restrictions	\$ 2,258,017

During the year ended June 30, 2021, net assets were released from donor restrictions by incurring expenses satisfying purpose and time restrictions as follows:

<u>Year ended June 30, 2021</u>	
Purpose restrictions:	
Activism Programs	\$ 530,973
National Programs	362,471
Development Programs	68,667
Policymaking Programs	479,748
Time restrictions:	
Operating grants	708,284
Grants and contributions receivable	15,109
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Total net assets released from restrictions	\$ 2,165,252

MIKVA CHALLENGE GRANT FOUNDATION, INC.

NOTES TO FINANCIAL STATEMENTS (CONTINUED)

14. Leases

The Foundation has an office space lease agreement in Chicago, Illinois through December 2024. The lease includes an option to renew for five years.

The Foundation also leases office space in the District of Columbia through October 31, 2022. The Foundation also leases copier equipment through September 2022.

Future minimum lease payments as of June 30, 2021 are as follows:

Year ending June 30:	Amount
2022	\$ 130,019
2023	120,891
2024	121,906
2025	61,688
Total	\$ 434,504

Rent expense for the year ended June 30, 2021 was \$124,336.

15. Retirement plan

The Foundation has a 401(k) retirement and savings plan covering all full-time employees. Under the plan, employees may elect to defer their compensation up to the maximum allowed. The Foundation's discretionary employer match is equal to 100% of participants' contributions to the plan up to 3% of the individual participant's annual compensation. Total pension contributions paid by the Foundation during the year ended June 30, 2021 was \$49,928.

16. Concentrations

One donor accounted for approximately 32% of foundation and corporate grants revenue during the year ended June 30, 2021 and approximately 42% of grants and contributions receivable at June 30, 2021.