Incourage Community Foundation, Inc. and Affiliate

Consolidated Financial Statements

Years Ended December 31, 2022 and 2021

WIPFLI

Independent Auditor's Report

Board of Directors
Incourage Community Foundation, Inc. and Affiliate
Wisconsin Rapids, Wisconsin

Opinion

We have audited the accompanying consolidated financial statements of Incourage Community Foundation, Inc. and Affiliate (the "Organization"), a nonprofit organization, which comprise the consolidated statements of financial position as of December 31, 2022 and 2021, and the related consolidated statements of activities, functional expenses, and cash flows for the years then ended, and the related notes to the consolidated financial statements.

In our opinion, the accompanying consolidated financial statements referred to above present fairly, in all material respects, the financial position of Incourage Community Foundation, Inc. and Affiliate as of December 31, 2022 and 2021, and the changes in their net assets and their cash flows for the years then ended in accordance with accounting principles generally accepted in the United States of America (''GAAP'').

Basis for Opinion

We conducted our audits in accordance with auditing standards generally accepted in the United States of America ("GAAS"). Our responsibilities under those standards are further described in the Auditor's Responsibilities for the Audit of the Consolidated Financial Statements section of our report. We are required to be independent of Incourage Community Foundation, Inc. and Affiliate and to meet our other ethical responsibilities, in accordance with the relevant ethical requirements relating to our audits. We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our audit opinion.

Responsibilities of Management for the Consolidated Financial Statements

Management is responsible for the preparation and fair presentation of the consolidated financial statements in accordance with GAAP, and for the design, implementation, and maintenance of internal control relevant to the preparation and fair presentation of consolidated financial statements that are free from material misstatement, whether due to fraud or error.

In preparing the consolidated financial statements, management is required to evaluate whether there are conditions or events, considered in the aggregate, that raise substantial doubt about Incourage Community Foundation, Inc. and Affiliate's ability to continue as a going concern for one year after the date the financial statements are available to be issued.

Auditor's Responsibilities for the Audit of the Consolidated Financial Statements

Our objectives are to obtain reasonable assurance about whether the consolidated financial statements as a whole are free from material misstatement, whether due to fraud or error, and to issue an auditor's report that includes our opinion. Reasonable assurance is a high level of assurance, but is not absolute assurance and, therefore, is not a guarantee that an audit conducted in accordance with GAAS will always detect a material misstatement when it exists. The risk of not detecting a material misstatement resulting from fraud is higher than for one resulting from error, as fraud may involve collusion, forgery, intentional omissions, misrepresentations, or the override of internal control. Misstatements are considered material if there is a substantial likelihood that, individually or in the aggregate, they would influence the judgment made by a reasonable user based on the consolidated financial statements.

In performing an audit in accordance with GAAS, we:

- Exercise professional judgment and maintain professional skepticism throughout the audit.

- Identify and assess the risks of material misstatement of the consolidated financial statements, whether due to fraud or error, and design and perform audit procedures responsive to those risks. Such procedures include examining, on a test basis, evidence regarding the amounts and disclosures in the consolidated financial statements.

- Obtain an understanding of internal control relevant to the audit 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 Incourage Community Foundation, Inc. and Affiliate’s internal control. Accordingly, no such opinion is expressed.

- Evaluate the appropriateness of accounting policies used and the reasonableness of significant accounting estimates made by management, as well as evaluate the overall presentation of the consolidated financial statements.

- Conclude whether, in our judgment, there are conditions or events, considered in the aggregate, that raise substantial doubt about Incourage Community Foundation, Inc. and Affiliate's ability to continue as a going concern for a reasonable period of time.

We are required to communicate with those charged with governance regarding, among other matters, the planned scope and timing of the audit, significant audit findings, and certain internal control-related matters that we identified during the audit.

Wipfli LLP

Wipfli LLP

August 17, 2023
Green Bay, Wisconsin

Incourage Community Foundation, Inc. and Affiliate
Consolidated Statements of Financial Position
December 31, 2022 and 2021

Assets	**2022**	**2021**
Current assets:		
Cash and cash equivalents	$ 205,235	$ 79,789
Grants receivable	11,368	27,704
Notes receivable, short-term	404,959	-
Other assets	32,485	39,091
Total current assets	654,047	146,584
Investments	25,332,808	30,496,982
Notes receivable, long-term	201,875	606,869
Property and equipment:		
Land	281,316	281,316
Buildings and improvements	1,237,434	1,226,819
Office equipment, furnishings, and technology	450,681	442,181
Totals	1,969,431	1,950,316
Less - Accumulated depreciation	744,857	677,569
Net depreciated value	1,224,574	1,272,747
Capital additions in progress	1,503,338	1,496,412
Total property and equipment	2,727,912	2,769,159
Other assets:		
Beneficial interest in pooled income funds	123,663	133,217
Other	5,014	5,191
Total other assets	128,677	138,408
TOTAL ASSETS	$ 29,045,319	$ 34,158,002

Incourage Community Foundation, Inc. and Affiliate
Consolidated Statements of Financial Position (Continued)
December 31, 2022 and 2021

Liabilities and Net Assets	**2022**	**2021**
Current liabilities:		
Current portion of notes payable	$ 223,500	$ -
Grants payable	82,923	72,600
Accounts payable	11,367	13,913
Refundable advance liability	191,922	191,922
Accrued payroll and benefits	7,477	7,673
Accrued interest	612	612
Funds held for other agencies	1,332,348	1,599,129
Total current liabilities	1,850,149	1,885,849
Long-term liabilities:		
Notes payable	-	223,500
Charitable gift annuities	20,540	24,608
Total long-term liabilities	20,540	248,108
Total liabilities	1,870,689	2,133,957
Net assets:		
Without donor restrictions:		
Designated	17,519,099	20,817,286
Donor advised	1,199,516	1,359,044
Field of interest/scholarships	5,967,429	6,972,381
Undesignated	2,222,274	2,555,970
Total net assets without donor restrictions	26,908,318	31,704,681
With donor restrictions	266,312	319,364
Total net assets	27,174,630	32,024,045
TOTAL LIABILITIES AND NET ASSETS	$ 29,045,319	$ 34,158,002

See accompanying notes to consolidated financial statements.

Incourage Community Foundation, Inc. and Affiliate
Consolidated Statements of Activities
Years Ended December 31, 2022 and 2021

	2022	2021
Net assets without donor restrictions:		
Revenue and other support:		
Contributions	$ 406,454	$ 3,512,030
Grant revenue	-	189,368
Interest and dividends	515,619	507,594
Rent	70,432	69,516
Program and facilitation services	300	900
Total revenue and other support	992,805	4,279,408
Functional expenses:		
Program services:		
Distributions approved for charitable purposes	808,219	867,357
Direct program services	390,293	460,988
Management and general	74,175	84,883
Fund-raising	23,363	28,710
Total functional expenses	1,296,050	1,441,938
Other (loss) income:		
Net realized and unrealized (loss) gain on investments	(4,493,268)	2,899,774
Other miscellaneous income	151	201
Total other (loss) income	(4,493,117)	2,899,975
Change in net assets without donor restrictions	(4,796,362)	5,737,445
Net assets with donor restrictions:		
Net realized and unrealized (loss) on investments	(53,053)	(2,987)
Change in net assets	(4,849,415)	5,734,458
Net assets at beginning	32,024,045	26,289,587
Net assets at end	$ 27,174,630	$ 32,024,045

See accompanying notes to consolidated financial statements.

Incourage Community Foundation, Inc. and Affiliate
Consolidated Statement of Functional Expenses
Year Ended December 31, 2022

	Program Services*	Management and General	Fund-Raising	Total Expenses
Distributions approved for charitable purposes	$ 808,219	$ -	$ -	$ 808,219
Wages	145,391	30,944	13,045	189,380
Retirement plan	5,457	1,139	474	7,070
Employee benefits	10,731	2,765	1,049	14,545
Payroll taxes	11,292	2,367	998	14,657
Professional fees for services	21,330	19,191	352	40,873
Advertising and promotion	267	57	23	347
Office expenses	6,466	1,660	2,138	10,264
Information technology	36,960	7,917	3,247	48,124
Meeting, training program, and conference costs	60	-	40	100
Interest	354	-	-	354
Occupancy	68,183	877	366	69,426
Depreciation	62,231	3,568	1,490	67,289
Insurance	991	3,590	88	4,669
Fund program-related activities	18,143	-	-	18,143
Communications and sponsorships	84	-	-	84
Dues, subscriptions, books and refund of other expenses	2,353	100	53	2,506
Total functional expenses	$ 1,198,512	$ 74,175	$ 23,363	$ 1,296,050

*See Note 1 - Nature of Activities.

See accompanying notes to consolidated financial statements.

Incourage Community Foundation, Inc. and Affiliate

Consolidated Statement of Functional Expenses (Continued)

Year Ended December 31, 2021

	Program Services*	Management and General	Fund-Raising	Total Expenses
Distributions approved for charitable purposes	$ 867,357	$ -	$ -	$ 867,357
Wages	162,342	35,360	13,957	211,659
Retirement plan	4,583	1,075	415	6,073
Employee benefits	4,348	1,134	381	5,863
Payroll taxes	12,594	2,721	1,067	16,382
Professional fees for services	39,583	22,343	4,381	66,307
Office expenses	8,558	2,107	2,270	12,935
Information technology	39,246	8,549	3,299	51,094
Meeting, training program, and conference costs	1,273	233	229	1,735
Interest	265	-	-	265
Occupancy	94,626	789	310	95,725
Depreciation	70,716	5,745	2,254	78,715
Insurance	1,086	3,450	92	4,628
Fund program-related activities	19,482	-	-	19,482
Dues, subscriptions, and books	1,286	1,020	54	2,360
Other expenses	1,000	357	1	1,358
Total functional expenses	$ 1,328,345	$ 84,883	$ 28,710	$ 1,441,938

*See Note 1 - Nature of Activities.

See accompanying notes to consolidated financial statements.

Incourage Community Foundation, Inc. and Affiliate
Consolidated Statements of Cash Flows
Years Ended December 31, 2022 and 2021

	2022	2021
Change in cash and cash equivalents:		
Cash flows from operating activities:		
Change in net assets	$ (4,849,415)	$ 5,734,458
Adjustments to reconcile change in net assets to net cash flows from operating activities:		
Depreciation	67,289	78,715
Net realized and unrealized gain (loss) on investments	4,546,321	(2,896,787)
Contribution of marketable equity securities and services	(61,488)	(19,687)
Change in present value of beneficial interest in pooled income funds	9,554	(1,008)
Change in present value of charitable gift annuities	(4,068)	(1,148)
Changes in operating assets and liabilities:		
Grants receivable	16,336	(11,368)
Other assets	6,783	(17,636)
Notes receivable	35	-
Grants payable	10,323	6,311
Accounts payable	(2,546)	(1,717)
Refundable advance liability	-	35,668
Accrued payroll and benefits	(196)	(347)
Accrued interest	-	(110)
Funds held for other agencies	(266,781)	158,400
Total adjustments	4,321,562	(2,670,714)
Net cash flows from operating activities:	(527,853)	3,063,744
Cash flows from investing activities:		
Proceeds from sale and maturity of investments	5,892,755	7,078,832
Payment for purchase of investments	(5,213,414)	(10,075,398)
Acquisition of property and equipment	(26,042)	(28,015)
Net cash flows from investing activities	653,299	(3,024,581)
Cash flows from financing activities:		
Repayment of notes receivable	-	(3,655)
Payments on notes payable	-	(40,000)
Net cash flows from financing activities	-	(43,655)
Net change in cash and cash equivalents	125,446	(4,492)
Cash and cash equivalents at beginning	79,789	84,281
Cash and cash equivalents at end	$ 205,235	$ 79,789

Noncash operating and investing activities:

For the years ended December 31, 2022 and 2021, the Organization received $61,488 and $19,687, respectively, in gifts of noncash investments and services.

Supplemental schedule of financing activities:

Cash paid for interest was $11,176 and $12,201 during 2022 and 2021, respectively.

See accompanying notes to consolidated financial statements.

Note 1: Summary of Significant Accounting Policies

Nature of Activities

Incourage Community Foundation, Inc. (the "Organization"), commonly referred to as Incourage, is a not-for-profit community foundation incorporated under the laws of the state of Wisconsin in 1993. Utilizing a values-led, user-centered, place-based approach, its primary mission involves promoting community-led philanthropy in furtherance of building community in southern Wood County and the surrounding area. It receives and maintains funds to be utilized for philanthropic activities that meet the requirements of the Organization's governing documents.

Guided by values of equity, opportunity, and shared stewardship, the Organization partners with residents, businesses, and civic leaders in rural Central Wisconsin to co-create an inclusive, adaptive and sustainable community, and realize a community that works well for all people. The Organization operates from a central belief that people are its most important asset and positive community change happens when systemic barriers to participation and engagement are eliminated, so every person and the community can realize the power of their full potential. This includes the belief that residents who feel a sense of belonging, ownership, shared responsibility, and shared destiny by virtue of a shared place are essential in shaping healthy, sustainable, and inclusive economic growth. Recognizing that grants alone cannot support the needs of an innovative, emerging economy, the Organization has committed to align and leverage all its capitals, including moral, human, social, intellectual, reputational, natural, and financial to advance its mission.

In addition to the traditional community foundation grant-making role, the Organization has directly organized, developed, and led programs and community initiatives aimed at rebuilding and diversifying its local economy. The Organization is a leader in rural community and economic development encouraging collaborative development practices, community information, civility, adaptive skills, resident engagement, workforce development, and grassroots grant making. It has a history of joining with local, regional, state, and national funders in both the public and private sectors, who are committed to: prudent and transparent efforts to take existing and emerging models further, promoting adaptive leadership skills, relationship building, collaboration, convening, advocacy, mission/impact investing and financing, stewarding resources, proactive and unbiased research, capacity building, a shared learning environment, and the effective exchange of relevant information in the process.

Examples of community initiatives include having participated as a rural project site in the National Fund for Workforce Solutions' pursuit to promote community prosperity built on valuing workers, supporting local employers, and investing in economic growth; having participated in the John S. and James L. Knight Foundation's Community Information Challenge, focused on user-centered processes to create a more informed, engaged, and connected community; and periodically undertaking community surveys to understand residents' current hopes and concerns and identify today's priorities for the community.

Note 1: Summary of Significant Accounting Policies (Continued)

Nature of Activities (Continued)

The Organization's commitment to user-centered decision making for southern Wood County's future is symbolized by the planned redevelopment of the former *Daily Tribune* (the "Tribune") building. The Organization purchased this historic local property located on the Wisconsin River and engaged over 2,000 residents in planning and decision making. The Tribune is being designed to reflect resident priorities and capitalize on community and regional assets. The redeveloped facility will be an economic and community hub to serve as a laboratory for innovation for southern Wood County and Central Wisconsin, with a particular focus on the needs of rural communities. It will serve as an entrepreneurial support center, a focal point of regional collaboration and innovation among major institutional drivers of economic change, and a dynamic community place for work, play, and commerce. At its core, the Tribune will be a true social enterprise focused on cultivating entrepreneurs and growing a sustainable local economy.

The Organization is committed to learn, reflect, and act on what it means to be an authentically user-centered, values-led, place-based philanthropic institution that recognizes that tangible changes within the community culture and its supporting systems take persistence, patience, and time; because it believes that when it knows better, it does better.

Community Property, Inc. (the "Affiliate") was formed as a supporting organization to acquire, accept, hold, lease, manage, administer, and/or liquidate in an orderly fashion, contributions and property for the benefit, and/or purposes of Incourage Community Foundation, Inc.

Principles of Consolidation

The consolidated financial statements include the accounts of Incourage Community Foundation, Inc. and its supporting organization, Community Property, Inc. All significant intercompany accounts and transactions have been eliminated in consolidation.

Basis of Presentation

The accompanying consolidated financial statements have been prepared on the accrual basis of accounting in accordance with accounting principles generally accepted in the United States of America (GAAP) for the nonprofit industry. Collectively, the entities are referred to as the "Organization."

Note 1: Summary of Significant Accounting Policies (Continued)

Classification of Net Assets

Net assets and revenue, gains, and losses are classified based on the existence or absence of donor-imposed restrictions.

Accordingly, the Organization's net assets and changes therein are classified and reported as follows:

- *Net assets without donor restrictions* are not subject to donor-imposed stipulations.
- *Net assets with donor restrictions* are subject to donor or certain grantor-imposed restrictions. Some donor-imposed restrictions are temporary in nature, such as those that will be met by the passage of time, long-lived assets placed in service, or other events specified by the donor. Other explicit donor-imposed restrictions are perpetual in nature, such as where the donor stipulates that resources be maintained in perpetuity or where the resources are to be used for a designated purpose. Donor-imposed restrictions are released when a restriction expires, that is when the stipulated time has elapsed, when the stipulated purpose for which the resource was restricted has been fulfilled, or both.

GAAP provides that if a governing body of an organization has the unilateral power to redirect the use of a donor's contribution to another beneficiary or designation, such contributions must be classified as net assets without donor restrictions. The Organization's Board of Directors (the "Board") has that ability (variance power); however, the Board would intend to exercise this authority only if the stated purpose of the contribution becomes no longer applicable and/or incapable of fulfillment. Accordingly, the Organization's consolidated financial statements classify substantially all funds, including the principal of endowment funds, as net assets without donor restrictions, but segregate for internal management and endowment record keeping the portion that is held as endowment from the funds that are currently available. In addition, to ensure the Organization observes the designations and/or restrictions placed on the funds by the donors, the Organization's accounts are internally managed as individual charitable funds.

Use of Estimates in Preparation of Financial Statements

The preparation of the accompanying consolidated financial statements in accordance with GAAP requires management to make estimates and assumptions that directly affect the reported amounts of assets and liabilities and disclosure of contingent assets and liabilities at the date of the consolidated financial statements and the reported amounts of revenue and expenses during the reporting period. Actual results may differ from these estimates.

Cash and Cash Equivalents

The Organization considers all highly liquid debt instruments with an original maturity of three months or less to be cash equivalents.

Note 1: Summary of Significant Accounting Policies (Continued)

Property and Equipment

Property and equipment are stated at cost if purchased or fair value at the date received if contributed. It is the Organization's policy to capitalize all asset additions over $5,000 in value with an estimated useful life in excess of one year. Depreciation is computed using the straight-line method based on the estimated useful lives of the assets. Estimated useful lives range from 3 to 7 years for office equipment, furnishings, and technology, 15 to 40 years for buildings and improvements, and if appropriate, life of the lease for leasehold improvements.

Interest cost incurred on borrowed funds during the construction of capital assets is capitalized as a component of the cost of acquiring those assets.

Gifts of long-lived assets, such as land, buildings, or equipment are reported as support without donor restrictions and are included in revenue, unless explicit donor stipulations specify how the donated assets must be used. Gifts of long-lived assets with explicit restrictions that specify how the assets are to be used, and gifts of cash or other assets that must be used to acquire long-lived assets, are reported as support with donor restrictions. Absent explicit donor stipulations regarding how long those long-lived assets must be maintained, expirations of donor restrictions are reported when the donated or acquired long-lived assets are placed in service and the funds are received.

The Organization periodically evaluates whether events and circumstances have occurred that may affect the carrying value of property and equipment. If such events or circumstances indicate the carrying value may not be recoverable, impairment is determined by comparing the carrying value with the estimated future net undiscounted cash flows expected to result from the use of the assets, including cash flows from dispositions. Should the sum of the expected future net cash flows be less than the carrying value, the Organization would recognize an impairment loss. The Organization determined no evaluations of carrying value were necessary during 2022 and 2021.

Asset Retirement Obligation

Management annually assesses its existing properties to determine if there is a need to recognize a liability for a conditional asset retirement specifically as it relates to its legal obligation to perform asset retirement activities on its existing properties such as asbestos removal. The Organization believes there is an indeterminate settlement date for the asset retirement obligations because the range of time over which the Organization may settle the obligation is unknown and cannot be estimated. As a result, the Organization cannot reasonably estimate the liability related to these asset retirement activities as of December 31, 2022 and 2021.

Note 1: Summary of Significant Accounting Policies (Continued)

Contributions and Promises to Give

Contributions are recognized when the donor makes a promise to give to the Organization that is, in substance, unconditional. The Organization reports contributions as support with donor restrictions if they are received with donor stipulations that limit the use of the donated assets. When a donor 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 consolidated statements of activities as net assets released from restrictions. Contributions that are restricted by the donor are reported as increases in net assets without donor restrictions if the restrictions expire in the fiscal year in which the contributions are received.

Unconditional promises to give are recorded as receivables in the year pledged. Conditional promises to give are recognized only when the conditions on which they depend are substantially met. Pledges and other promises to give whose eventual uses are restricted by the donors are recorded as increases in net assets with donor restrictions. Promises to give without donor restrictions to be collected in future periods are also recorded as an increase to net assets with donor restrictions and reclassified to net assets without donor restrictions when received, unless the donor's intention is to support current-period activities.

Promises to give expected to be collected in less than one year are reported as current assets at net realizable value. Promises to give that are expected to be collected in future years are reported as long-term assets at the present value of estimated future cash flows on a discounted basis applicable to the years in which the promises are to be received. The amortization of the discount is recognized as contribution income over the duration of the pledge.

Management individually reviews all past due balances of unconditional promises to give and estimates the portion, if any, that will not be collected. The carrying amounts of unconditional promises to give are reduced by allowances that reflect management's estimate of uncollectible accounts.

Donated marketable securities and other noncash donations are recorded as contributions at their estimated fair value at the date of donation.

Investments and Investment Income

Investments are measured at fair value in the accompanying consolidated statements of financial position. Investment income or loss (including realized and unrealized gains and losses on investments, interest, and dividends) is included in revenue without donor restrictions unless the income or loss is restricted by the donor or by law. Investment fees, including direct internal investment expenses, if any, are netted with realized and unrealized gain (loss) on investments on the consolidated statements of activities.

Note 1: Summary of Significant Accounting Policies (Continued)

Fair Value Measurements

Fair value is the price that would be received when an asset is sold or paid to transfer a liability in an ordinary transaction between market participants at the measurement date. A three-tier hierarchy prioritizes the inputs used in measuring fair value. These tiers include Level 1, defined as observable inputs such as quoted market prices in active markets; Level 2, defined as inputs other than quoted market prices in active markets that are either directly or indirectly observable; and Level 3, defined as unobservable inputs where little or no market data exists, thus requiring an entity to develop its own assumptions. The fair value measurement of assets and liabilities within the hierarchy is based on the lowest level of any input that is significant to the fair value measurement.

Notes Receivable

Notes receivable consist of amounts loaned to not-for-profit organizations in the region for community lending pool purposes. Notes receivable are recorded at the amount of unpaid principal and related accrued interest. Interest is calculated using the annual interest rate multiplied by the unpaid principal amount. The Organization regularly evaluates various attributes of the notes to determine the appropriateness of any allowance for doubtful accounts. This evaluation considers changes in the borrower's creditworthiness, evaluations of collectability, prior loss experience (if any), and current economic conditions. The Organization considers the notes receivable and related interest to be fully collectible; therefore, no allowance for uncollectible amounts has been recorded. Management does not have a policy to address placing loans on nonaccrual status and has not experienced a loan to be nonperforming or past due.

Charitable Gift Annuities

Under charitable gift annuity contracts, the Organization receives irrevocable title to contributed assets and agrees to make fixed period payments over various periods, generally over the remaining life of the donor. Contributed assets are recorded at fair value at the date of receipt, and a liability is established for the present value of future annuity payments. Assets to fund these liabilities are included in investments on the accompanying consolidated statements of financial position.

At the date into which the annuity is entered, the excess of contributed assets over the annuity liability is recorded as contribution revenue without donor restrictions. Any subsequent gain or loss resulting from the computation of the liability for the present value of future annuity payments performed on an annual basis is recorded as a change in the value of charitable gift annuities and is presented in contribution revenue without donor restrictions on the consolidated statements of activities. Upon termination of the annuity contract, remaining liability, if any, is recognized as contribution revenue without donor restrictions on the accompanying consolidated statements of activities.

Note 1: Summary of Significant Accounting Policies (Continued)

Beneficial Interest in Pooled Income Funds

The Organization is the beneficiary of irrevocable pooled income gifts that are managed as a trust by a third-party trustee. The value of the Organization's estimated irrevocable remainder interest is the discounted present value of cash flows and is shown as a beneficial interest in pooled income funds.

Funds Held for Other Agencies

The Organization recognizes a liability when it receives a transfer of assets and the resource provider (i.e., a not-for-profit organization) specifies itself or an affiliate as the beneficiary, even if the resource provider explicitly grants the Organization variance power. The Organization, when accepting cash or other financial assets from a not-for-profit organization, recognizes the fair value of those assets as a liability to the specified beneficiary (generally the same not-for-profit organization) concurrent with recognition of the assets received from the not-for-profit organization if the Organization agrees to any of the following: (1) use of those assets on behalf of the not-for-profit organization, (2) transfer of those assets to the not-for-profit organization, or (3) use of the return on those assets to benefit the not-for-profit organization.

Grant Revenue

Grants are recorded as contributions or exchange transactions based on criteria contained in the grant award:

Grant Awards That Are Contributions - Grant awards that are contributions are evaluated for conditions and recognized as revenue when conditions in the award are satisfied. Unconditional awards are recognized as revenue when the award is received. Amounts received in which conditions have not been met are reported as a refundable advance liability.

Grant Awards That Are Exchange Transactions - Exchange transactions are those in which the resource provider or grantor receives a commensurate value in exchange for goods or services transferred. Revenue is recognized when control of the promised goods or services is transferred to the customer (grantor) in an amount that reflects the consideration to which the entity expects to be entitled in exchange for those goods or services. Amounts received in excess of recognized revenue are reflected as a contract liability. There were no grants that were considered to be exchange transactions for the years ended December 31, 2022 and 2021.

Rental Income

Rental income is primarily produced through the rental of a building and land to long-term tenants. Rental income is recognized in the period earned. The Organization has determined that the leases are considered operating leases under Accounting Standards Codification 842. Lease income is presented as rent on the consolidated statements of activities.

Note 1: Summary of Significant Accounting Policies (Continued)

Donated Services

Contributions of services are recognized if the services received (a) create or enhance nonfinancial assets, or (b) require specialized skills, are provided by individuals possessing those skills, and would typically need to be purchased if not provided by donation.

Functional Allocation of Expenses

The costs of providing the Organization's various programs, activities, and supporting services have been summarized on a functional basis in the consolidated statements of activities and consolidated statements of functional expenses. Accordingly, certain costs have been allocated among the programs, activities, and supporting services benefited. Personnel costs are allocated based on estimations of time and effort, by employee. Where not specific to a program, activity, or supporting service, expenses, such as occupancy, depreciation, office, and information technology are allocated in proportion to the allocation of personnel costs.

Tax Status

Incourage Community Foundation, Inc. and Community Property, Inc. are exempt from federal income taxes under Section 501(c)(3) of the Internal Revenue Code (the "Code"). In addition, both organizations qualify for the charitable contribution deduction under Section 170(b)(1)(A) and have been classified as organizations other than private foundations under Section 509(a)(2) of the Code. The organizations are also exempt from state income taxes on related income.

The Organization is required to assess whether it is more likely than not that a tax position will be sustained upon examination of the technical merits of the position, assuming the taxing authority has full knowledge of all information. If the tax position does not meet the more-likely-than-not-recognition threshold, the benefit of that position is not recognized in the financial statements.The Organization has determined there are no amounts to record as assets or liabilities related to uncertain tax positions.

Change in Accounting Principles

In February 2016, the Financial Accounting Standards Board (FASB) issued Accounting Standards Update (ASU) No. 2016-02, *Leases* (Topic 842). ASU No. 2016-02 is intended to improve financial reporting of leasing transactions by requiring organizations that lease assets to recognize assets and liabilities for the rights and obligations created by leases on the balance sheet. This accounting update also requires additional disclosures surrounding the amount, timing, and uncertainty of cash flows arising from leases. The Organization adopted this guidance for the year ended December 31, 2022, with modified retrospective application to January 1, 2022, through a cumulative-effect adjustment, if necessary. The Organization has operating leases in which the Organization is considered to be a lessor under ASC Topic 842.

This standard did not have a material impact on the Organization's net assets or cash flows from operations and had an immaterial impact on its operating results.

Note 1: Summary of Significant Accounting Policies (Continued)

New Accounting Pronouncements

ASU No. 2016-13, *Measurement of Credit Losses on Financial Instruments*, will require the Organization to present financial assets measured at amortized cost (including trade receivables and contract assets) at the net amount expected to be collected over their remaining contractual lives. Estimated credit losses will be based on relevant information about historical experience, current conditions, and reasonable and supportable forecasts that affect the collectability of the reported amounts. This accounting standard will be effect for the financial statements issued for interim and annual periods beginning after December 15, 2022. The Organization is currently evaluating what impact this new standard will have on its consolidated financial statements.

Subsequent Events

Subsequent events have been evaluated through August 17, 2023, which is the date the consolidated financial statements were available to be issued.

Note 2: Liquidity and Availability of Financial Resources

The Organization does not have a formal liquidity policy, but generally maintains financial assets in liquid form, such as cash, cash equivalents, and money market funds for at least two months of anticipated functional expenses. These amounts are reflected within the cash and cash equivalents and investments of the consolidated statements of financial position. Contributions and grants are received in support of its programs, activities, and supporting services that may or may not be subject to donor-imposed designations, such as what areas of work the funds are designated to support. Contributions and grants may be for expenditures in the current fiscal year or over a period of time. The Organization also receives contributions into endowment funds that will exist for the long term; the spending policy amounts generated from such endowment funds are also used to fund its programs, activities, and supporting services.

Note 2: Liquidity and Availability of Financial Resources (Continued)

Financial assets available for general expenditure, that is without donor restrictions or designations limiting their use, within one year of the statement of financial position date, are estimated at $1,330,000 and $1,410,000 as of December 31, 2022 and 2021, respectively, and are reflected within the cash and cash equivalents, unconditional promises to give, and investments of the consolidated statements of financial position. This estimated balance available for general expenditure is based on the Organization's approved spending policy, fund balances that are designated as available for general expenditure, and estimated service fee revenue from the funds that is available for general expenditure. Financial assets on hand at December 31, 2022 and 2021, also include assets that are available for expenditure within one year in support of the Organization's programs, activities, and supporting services in accordance with the designations indicated by the donor, that are not included in the amount available for general expenditure. For example, if a donor indicates its contribution is to be designated toward a scholarship, that amount would be available for supporting scholarships rather than for general expenditure.

As noted in Note 1, Classification of Net Assets section, the Organization's Board has the ability (variance power) to redirect the use of a donor's contributions, resulting in the Organization's consolidated financial statements classifying substantially all funds, including the principal of endowment funds, as net assets without donor restrictions. The calculation of financial assets available for general expenditure stated above assumes that all donor designations are observed, and variance power is not exercised.

Note 3: Investments

Investments, stated at fair value, consisted of the following at December 31:

	2022	2021
Certificates of deposit	$ 26,488	$ 26,264
Money market funds	2,029,713	2,654,794
Fixed income mutual funds	3,338,635	4,003,439
Fixed income commingled funds	574,923	675,263
Equities	9,973,510	12,005,515
Equity mutual funds	7,651,238	8,943,687
Equity commingled funds	1,594,743	2,006,034
Private equity collective investment funds	143,558	181,986
Total investments	$ 25,332,808	$ 30,496,982

Note 3: Investments (Continued)

The Organization uses the services of various investment managers to administer its investment portfolio. Investment expenses relating to the management of the Organization's investment portfolio totaled $117,902 and $128,841 for the years ended December 31, 2022 and 2021, respectively. The investment fees are netted with realized and unrealized (loss) gain on investments in the consolidated statements of activities.

Investments, in general, are exposed to various risks such as interest rate, credit, and overall market volatility. Due to the level of risk associated with certain investments, it is reasonably possible that changes in the values of certain investments will occur in the near term and such changes could materially affect the amounts reported in the accompanying consolidated financial statements.

Note 4: Fair Value Measurements

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

Money market funds are valued at historical cost which approximates fair value. Mutual funds and equities are valued at quoted market prices from active markets. The fixed income commingled funds, equity commingled funds, and private equity collective investment funds are valued at estimated fair value based on meaningful third-party transactions and/or comparable public market valuations which represent the net asset value of shares held by the Organization at year-end. Split-interest agreements are valued using the estimated fair market value of the underlying financial instruments in the agreements and then discounting this value for the time restrictions embedded in the agreements. Charitable gift annuities are valued using the actuarial present value of amounts due under annuity agreements using inputs payable over various periods, generally the life of the donor. An investment may be carried at cost if deemed the most appropriate estimate of fair value.

The methods 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 the Organization believes its valuation methods are 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.

Note 4: Fair Value Measurements (Continued)

The following tables set forth by level, within the fair value hierarchy, the Organization's assets and liability measured at fair value on a recurring basis as of December 31:

2022	Fair Value Measurements Using Level 1	Level 2	Level 3	Net Asset Value	Total
Assets:					
Money market funds	$ 41,825	$ 1,987,888	$ -	$ -	$ 2,029,713
Fixed income mutual funds:					
U.S. intermediate term bonds	2,349,097	-	-	-	2,349,097
U.S. inflation protected bonds	977,877	-	-	-	977,877
U.S. high yield bonds	9,105	-	-	-	9,105
Emerging markets bonds	2,556	-	-	-	2,556
Equities	9,973,510	-	-	-	9,973,510
Equity mutual funds:					
U.S. large cap growth	9,041	-	-	-	9,041
U.S. large cap blend	141,033	-	-	-	141,033
U.S. large cap value	12,143	-	-	-	12,143
U.S. mid cap blend	620,033	-	-	-	620,033
U.S. small cap growth	1,902	-	-	-	1,902
U.S. small cap value	2,482	-	-	-	2,482
International developed large cap blend	5,750,976	-	-	-	5,750,976
International emerging markets diversified	1,113,628	-	-	-	1,113,628
Investments measured at net asset value	-	-	-	2,313,224	2,313,224
Total investments	21,005,208	1,987,888	-	2,313,224	25,306,320
Beneficial interest in pooled income funds	-	-	123,663	-	123,663
Total assets	$ 21,005,208	$ 1,987,888	$ 123,663	$ 2,313,224	$25,429,983
Liability - Charitable gift annuities	$ -	$ -	$ 20,540	$ -	$ 20,540

Note 4: Fair Value Measurements (Continued)

2021	Fair Value Measurements Using Level 1	Level 2	Level 3	Net Asset Value	Total
Assets:					
Money market funds	$ 56,151	$ 2,598,643	$ -	$ -	$ 2,654,794
Fixed income mutual funds:					
U.S. intermediate term bonds	2,793,046	-	-	-	2,793,046
U.S. inflation protected bonds	1,201,332	-	-	-	1,201,332
U.S. high yield bonds	4,726	-	-	-	4,726
Emerging markets bonds	4,335	-	-	-	4,335
Equities	12,005,515	-	-	-	12,005,515
Equity mutual funds:					
U.S. large cap growth	12,927	-	-	-	12,927
U.S. large cap blend	175,363	-	-	-	175,363
U.S. large cap value	13,455	-	-	-	13,455
U.S. mid cap blend	774,728	-	-	-	774,728
U.S. small cap growth	2,557	-	-	-	2,557
U.S. small cap value	2,775	-	-	-	2,775
International developed large cap blend	6,649,978	-	-	-	6,649,978
International emerging markets diversified	1,311,904	-	-	-	1,311,904
Investments measured at net asset value	-	-	-	2,863,283	2,863,283
Total investments	25,008,792	2,598,643	-	2,863,283	30,470,718
Beneficial interest in pooled income funds	-	-	133,217	-	133,217
Total assets	$ 25,008,792	$ 2,598,643	$ 133,217	$ 2,863,283	$30,603,935
Liability - Charitable gift annuities	$ -	$ -	$ 24,608	$ -	$ 24,608

Reconciliation of the fair value hierarchy tables to the financial statements is as follows:

	2022	2021
Investments	$ 25,332,808	$ 30,496,982
Less - Certificates of deposit	26,488	26,264
Total assets per the fair value hierarchy table	$ 25,306,320	$ 30,470,718

Note 4: Fair Value Measurements (Continued)

The following tables set forth additional disclosures of the Organization's investments whose fair values are estimated using net asset value per share as of December 31:

2022	Fair Value	Unfunded Commitment	Redemption Frequency	Redemption Notice Period
Fixed income commingled funds (a)	$ 574,923	$ -	Daily	10 days
Equity commingled funds (b)	1,594,743	-	Monthly	15-45 days
Private equity collective investment funds (c)	143,558	45,432	N/A	N/A
Totals	$ 2,313,224	$ 45,432		

2021	Fair Value	Unfunded Commitment	Redemption Frequency	Redemption Notice Period
Fixed income commingled funds (a)	$ 675,263	$ -	Daily	10 days
Equity commingled funds (b)	2,006,034	-	Monthly	15-45 days
Private equity collective investment funds (c)	181,986	53,517	N/A	N/A
Totals	$ 2,863,283	$ 53,517		

(a) This investment category strives to achieve favorable income-oriented returns from a globally diversified portfolio of primarily debt or debt-like securities. This investment can be sold and purchased daily with 10 business days of written notice.

(b) This investment category has a primary objective of capital appreciation through the investment in common stocks of domestic small capitalization companies. These investments can be sold and purchased on a monthly basis and have redemption notice periods ranging from 15 to 45 days. In addition, the fund has a $50,000 minimum withdrawal requirement.

(c) These funds were established to provide certain eligible organizations with cost-effective access to private equity investments and managers operating in the United States and abroad. The objective is to generate returns in excess of the S&P 500 over the long term. These funds do not permit redemptions, and the private equity fund lives run to December 31, 2022, and October 4, 2027, with cash distributions from time to time as determined by the funds.

Note 5: Split-Interest Agreements

Some donors enter into trusts or other arrangements under which the Organization receives benefits that are shared with other beneficiaries. These types of arrangements, known as split-interest agreements, include pooled (life) income funds and charitable gift annuities. Provisions for the various donor trust agreements are as follows:

- *Pooled Income Funds* - All income of the pooled fund is distributed to its participants on a pro rata basis.
- *Charitable Gift Annuities* - Donors receive a fixed percentage rate of income based on the initial value of the gift annuity. Amounts are payable either quarterly or monthly. Assets received under a gift annuity contract are held as general assets of the Organization, and the annuity liability is a general obligation of the Organization. All assets received under a gift annuity contract are pooled with other gift annuity contract funds and invested in equity and fixed income mutual funds and in cash equivalents. Those investments are held in an account segregated from the Organization's other investments.

Irrevocable split-interest agreements in which the Organization controls the trust assets are recognized in the Organization's consolidated financial statements when the trust is executed. The fair value of the trust assets and the present value of the expected future payments to be made to other beneficiaries are recorded as assets and liabilities, respectively, and the difference is recorded as contribution revenue.

On an annual basis, the Organization revalues the liability to reflect distributions to the designated beneficiaries based on actuarial assumptions. The present value of the estimated future payments is calculated using a discount rate and applicable mortality tables.

Amounts included in the accompanying consolidated statements of financial position at December 31 from these types of agreements are as follows:

	2022	2021
Assets held under charitable gift annuities included in investments	$ 28,332	$ 38,883
Beneficial interest in pooled income funds	123,663	133,217
Liabilities to other beneficiaries	20,540	24,608

As was previously required by the State of Wisconsin, the Organization has established a segregated account of at least $100,000 related to the charitable gift annuities. As of December 31, 2022, and 2021, the segregated account totaled $118,819 and $171,872, respectively, and is included in investments on the consolidated statements of financial position.

Included as a change in net assets with donor restrictions on the consolidated statements of activities for the years ended December 31, 2022, and 2021, was $(53,053) and ($2,987), respectively, from changes in the value of split-interest agreements.

Note 6: Notes Receivable

Notes receivable are amounts loaned to not-for-profit organizations in the region and consisted of the following at December 31:

	2022	2021
Forward Community Investments, Inc., entire balance due October 7, 2023, interest payable semiannually at 2.5% through October 7, 2020, and at a maximum of 4.5% thereafter through October 7, 2023	$ 253,664	$ 253,664
Community Assets for People, LLC, entire balance due October 3, 2023, interest payable annually at 2.0% through October 3, 2020, and at a maximum of 4.0% thereafter through October 3, 2023	151,295	151,295
Community Assets for People, Inc., entire balance due December 31, 2028, interest payable annually at 3.5%	100,000	100,000
Wisconsin Women's Business Initiative Corporation, entire balance due January 13, 2026, interest payable annually at 2.5%	101,875	101,910
Subtotal notes receivable	606,834	606,869
Less - Current portion	(404,959)	-
Notes receivable, long-term	$ 201,875	$ 606,869

All notes receivable are considered to be for community development purposes. The Organization regularly evaluates various attributes of loans to determine the appropriateness of any allowance for doubtful accounts. This evaluation considers changes in the borrower's creditworthiness, evaluations of collectability, prior loss experience (if any), and current economic conditions. The Organization's community development class of loans is generally evaluated based on whether the loan is performing according to its contractual terms. The Organization has not identified any nonperforming loans. In addition, the Organization has not identified any loans that are past due according to the contractual terms; therefore, no loans have been placed on nonaccrual status. The Organization has not had to grant any concessions to the borrowers as troubled debt restructurings due to financial difficulties and has not individually evaluated any loans for impairment. As stated in Note 1, no allowance for doubtful accounts is necessary given the Organization's analysis of the credit quality of its portfolio.

Note 7: Notes Payable

The Organization has a $223,500 note payable that is due in June 2023, but on June 12, 2023 the Organization extended this note to September 12, 2023 on the same terms while working on a longer extension. Monthly interest-only payments bear a rate of 5%. The proceeds were utilized to purchase the historic Tribune building, which is the collateral for the note payable.

Note 8: Net Assets with Donor Restrictions

Net assets with donor restrictions consist of assets that are restricted by time at December 31, as follows:

	2022	2021
Beneficial interest in pooled income funds	$ 123,663	$ 133,217
Charitable gift annuities	142,649	186,417
Total net assets with donor restrictions	$ 266,312	$ 319,634

There were no net assets released from donor restrictions in 2022 and 2021.

Note 9: Major Contributors

For the year ended December 31, 2022, two donors accounted for approximately $229,000 (58%) of contributions. For the year ended December 31, 2021, one donor accounted for approximately $3,222,000 (92%) of contributions.

Note 10: Retirement Plan

The Organization sponsors a 401(k) defined contribution retirement plan that covers all eligible employees. Employees become eligible after meeting hours of service and minimum age requirements. Employees may make elective contributions to the plan and, at the discretion of the Organization, the employer may make contributions to the plan. For the years ended December 31, 2022 and 2021, the amount of retirement plan expense was $7,070 and $6,073, respectively.

Note 11: Concentration of Credit Risk

The Organization maintains cash balances at financial institutions where the accounts are insured by the FDIC for up to $250,000. At times throughout the year, balances may exceed the FDIC-insured limit. Management has assessed the creditworthiness of the financial institutions and deems the risk of loss to be minimal.

Note 12: Refundable Advance Liability

In March 2020, the Coronavirus Aid, Relief, and Economic Security (CARES) Act created and funded the Small Business Administration (SBA) Paycheck Protection Program (PPP) to provide loans designated to help small businesses cover their near-term operating expenses and to provide an incentive to retain their employees during the COVID-19 crisis.

The Organization applied the revenue recognition policy as described in Note 1 and considered this to be a conditional award with the conditions, including the incurring of eligible expenditures and subsequent review and approval of forgiveness by the lending institution and the SBA. The Organization applied for and was approved for a loan of $191,922 in 2021 that is presented as a refundable advance liability on the consolidated statements of financial position at December 31, 2022 and 2021.

The Organization received forgiveness notification subsequent to year-end (May 31, 2023) and therefore the refundable advance liability will be recognized as grant revenue during the year ended December 31, 2023.