Incourage Community Foundation, Inc. and Affiliate

Consolidated Financial Statements

Years Ended December 31, 2023 and 2022

incourage™

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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"), nonprofit organizations, which comprise the consolidated statements of financial position as of December 31, 2023 and 2022, 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, 2023 and 2022, 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

July 30, 2024
Green Bay, Wisconsin

Incourage Community Foundation, Inc. and Affiliate

Consolidated Statements of Financial Position

December 31, 2023 and 2022

Assets	2023	2022
Current assets:		
Cash and cash equivalents	$ 162,371	$ 205,235
Grants receivable	11,368	11,368
Notes receivable, short-term	-	404,959
Unconditional promises to give	8,602	-
Other assets	49,639	32,485
Total current assets	231,980	654,047
Investments	28,751,762	25,332,808
Notes receivable, long-term	617,047	201,875
Property and equipment:		
Land	281,316	281,316
Buildings and improvements	1,237,434	1,237,434
Office equipment, furnishings, and technology	450,681	450,681
Totals	1,969,431	1,969,431
Less - Accumulated depreciation	796,219	744,857
Net depreciated value	1,173,212	1,224,574
Capital additions in progress	1,515,343	1,503,338
Total property and equipment	2,688,555	2,727,912
Other assets:		
Beneficial interest in pooled income funds	129,874	123,663
Other	5,326	5,014
Total other assets	135,200	128,677
TOTAL ASSETS	$ 32,424,544	$ 29,045,319

Incourage Community Foundation, Inc. and Affiliate

Consolidated Statements of Financial Position (Continued)

December 31, 2023 and 2022

Liabilities and Net Assets	2023	2022
Current liabilities:		
Current portion of notes payable	$ 3,710	$ 223,500
Grants payable	97,343	82,923
Accounts payable	6,477	11,367
Refundable advance liability	-	191,922
Accrued payroll and benefits	7,673	7,477
Accrued interest	753	612
Funds held for other agencies	1,507,222	1,332,348
Total current liabilities	1,623,178	1,850,149
Long-term liabilities:		
Notes payable	218,882	-
Charitable gift annuities	19,800	20,540
Total long-term liabilities	238,682	20,540
Total liabilities	1,861,860	1,870,689
Net assets:		
Without donor restrictions:		
Designated	19,296,455	17,519,099
Donor advised	1,338,957	1,199,516
Field of interest/scholarships	6,965,524	5,967,429
Undesignated	2,676,282	2,222,274
Total net assets without donor restrictions	30,277,218	26,908,318
With donor restrictions	285,466	266,312
Total net assets	30,562,684	27,174,630
TOTAL LIABILITIES AND NET ASSETS	$ 32,424,544	$ 29,045,319

See accompanying notes to consolidated financial statements.

Incourage Community Foundation, Inc. and Affiliate

Consolidated Statements of Activities

Years Ended December 31, 2023 and 2022

	2023	2022
Net assets without donor restrictions:		
Revenue and other support:		
Contributions	$ 458,569	$ 406,454
Grant revenue - PPP forgiveness	191,922	-
Interest and dividends	592,253	515,619
Rent	70,991	70,432
Program and facilitation services	275	300
Total revenue and other support	1,314,010	992,805
Functional expenses:		
Program services:		
Distributions approved for charitable purposes	925,122	808,219
Direct program services	435,741	390,293
Total program services	1,360,863	1,198,512
Management and general	70,181	74,175
Fund-raising	24,185	23,363
Total functional expenses	1,455,229	1,296,050
Other income (loss):		
Net realized and unrealized gain (loss) on investments	3,509,894	(4,493,268)
Other miscellaneous income	225	151
Total other income (loss)	3,510,119	(4,493,117)
Change in net assets without donor restrictions	3,368,900	(4,796,362)
Net assets with donor restrictions:		
Contributions	8,602	-
Net realized and unrealized gain (loss) on investments	10,552	(53,053)
Total net assets with donor restrictions	19,154	(53,053)
Change in net assets	3,388,054	(4,849,415)
Net assets at beginning	27,174,630	32,024,045
Net assets at end	$ 30,562,684	$ 27,174,630

See accompanying notes to consolidated financial statements.

Incourage Community Foundation, Inc. and Affiliate
Consolidated Statement of Functional Expenses
Year Ended December 31, 2023

	Program Services*	Management and General	Fund-Raising	Total Expenses
Distributions approved for charitable purposes	$ 925,122	$ -	$ -	$ 925,122
Wages	138,952	27,704	13,910	180,566
Retirement plan	4,798	971	488	6,257
Employee benefits	11,423	2,855	1,330	15,608
Payroll taxes	10,769	2,119	1,064	13,952
Professional fees for services	81,706	20,991	534	103,231
Advertising and promotion	267	54	26	347
Office expenses	6,445	1,436	2,553	10,434
Information technology	30,804	6,232	3,036	40,072
Meeting, training program, and conference costs	658	91	60	809
Interest	232	-	-	232
Occupancy	76,163	834	416	77,413
Depreciation	49,690	1,116	556	51,362
Insurance	1,578	3,851	158	5,587
Fund program-related activities	20,611	-	-	20,611
Communications and sponsorships	375	-	-	375
Dues, subscriptions, books	1,270	1,050	54	2,374
Other expenses	-	877	-	877
Total functional expenses	$ 1,360,863	$ 70,181	$ 24,185	$ 1,455,229

*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, 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 Statements of Cash Flows
Years Ended December 31, 2023 and 2022

	2023	2022
Change in cash and cash equivalents:		
Cash flows from operating activities:		
Change in net assets	$ 3,388,054	$ (4,849,415)
Adjustments to reconcile change in net assets to net cash flows from operating activities:		
Depreciation	51,362	67,289
Net realized and unrealized gain (loss) on investments	(3,520,446)	4,546,321
Contribution of marketable equity securities and services	(26,955)	(61,488)
Change in present value of beneficial interest in pooled income funds	(6,211)	9,554
Change in present value of charitable gift annuities	(740)	(4,068)
PPP grant forgiveness	(191,922)	-
Changes in operating assets and liabilities:		
Unconditional promises to give	(8,602)	-
Grants receivable	-	16,336
Other assets	(17,466)	6,783
Notes receivable	(10,213)	35
Grants payable	14,420	10,323
Accounts payable	(4,890)	(2,546)
Accrued payroll and benefits	196	(196)
Accrued interest	141	-
Funds held for other agencies	174,874	(266,781)
Total adjustments	(3,546,452)	4,321,562
Net cash flows from operating activities:	(158,398)	(527,853)
Cash flows from investing activities:		
Proceeds from sale and maturity of investments	7,146,953	5,892,755
Payment for purchase of investments	(7,018,506)	(5,213,414)
Acquisition of property and equipment	(12,005)	(26,042)
Net cash flows from investing activities	116,442	653,299
Cash flows from financing activities:		
Payments on notes payable	(908)	-
Net change in cash and cash equivalents	(42,864)	125,446
Cash and cash equivalents at beginning	205,235	79,789
Cash and cash equivalents at end	$ 162,371	$ 205,235

Noncash operating and investing activities:

For the years ended December 31, 2023 and 2022, the Organization received $26,955 and $61,488, respectively, in gifts of noncash investments.

Supplemental schedule of financing activities:

Cash paid for interest was $12,009 and $11,176 during 2023 and 2022, 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' hopes and concerns and identify 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, 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.

Building upon the resident-led design process for the Tribune, the Organization joined a co-learning team of more than 100 that co-creatively supported researching and writing the book "Beloved Economies - Transforming How We Work", which offers a compelling vision of a world in which the relationship between work, the environment, and human flourishing is one of harmony rather than friction and inequity. The book offers seven specific practices as a springboard for changing how we work and several examples of the Organization's work are included in support of showing that it's not only what we do, but how we do it that can be powerful levers to move us into economies that all of us can love.

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 2023 and 2022.

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, 2023 and 2022.

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. Through December 31, 2022, 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 collectibility, prior loss experience (if any), and current economic conditions.

Effective January 1, 2023, the Organization uses a current expected credit loss ("CECL") model to estimate the allowance for credit losses on loans. The CECL model considers historical loss rates and other qualitative adjustments, as well as a new forward-looking component that considers reasonable and supportable forecasts over the expected life of each loan. To develop the allowance for credit losses on loans estimate under the model, the Organization segments the loan portfolio into loan pools based on loan type and similar credit risk elements.

Under the CECL model, loans that do not share similar risk characteristics with loans in their respective pools are individually evaluated for expected credit losses and are excluded from the collectively evaluated loan credit loss estimates. Management individually evaluates its notes and interest receivables from limited liability companies for evidence of credit deterioration. For loans individually evaluated, a specific reserve is estimated based on either the fair value of the collateral (if applicable) or the discounted value of expected future cash flows.

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.

Note 1: Summary of Significant Accounting Policies (Continued)

Charitable Gift Annuities (Continued)

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.

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, 2023 and 2022.

Note 1: Summary of Significant Accounting Policies (Continued)

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.

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 Principle

Accounting Standards Update (ASU) No. 2016-13, *Measurement of Credit Losses on Financial Instruments*, requires the Organization to present financial assets measured at amortized cost (including trade receivables) at the net amount expected to be collected over their remaining contractual lives. Estimated credit losses are based on relevant information about historical experience, current conditions, and reasonable and supportable forecasts that affect the collectibility of the reported amounts.

Note 1: Summary of Significant Accounting Policies (Continued)

Change in Accounting Principle (Continued)

The Organization adopted ASU No. 2016-13 on January 1, 2023. The net impact to retained earnings would have been immaterial, thus no cumulative effect adjustment was made to net assets upon adoption of this standard. Results for the year ended December 31, 2023, are presented under Accounting Standards Codification (ASC) 326 while prior period amounts continue to be reported in accordance with previously applicable accounting standards generally accepted in the United States (US GAAP). See the notes receivable policy for changes to accounting policies.

Subsequent Events

Subsequent events have been evaluated through July 30, 2024, 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.

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 $1,350,000 and $1,330,000 as of December 31, 2023 and 2022, 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, 2023 and 2022, 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:

	2023	2022
Certificates of deposit	$ 127,788	$ 26,488
Money market funds	2,071,334	2,029,713
Fixed income mutual funds	3,387,368	3,338,635
Fixed income commingled funds	603,480	574,923
Equities	12,339,246	9,973,510
Equity mutual funds	8,297,214	7,651,238
Equity commingled funds	1,819,938	1,594,743
Private equity collective investment funds	105,394	143,558
Total investments	$ 28,751,762	$ 25,332,808

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 $118,508 and $117,902 for the years ended December 31, 2023 and 2022, respectively. The investment fees are netted with realized and unrealized gain (loss) 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.

Note 4: Fair Value Measurements (Continued)

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.

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:

	Fair Value Measurements Using				
2023	**Level 1**	**Level 2**	**Level 3**	**Net Asset Value**	**Total**
Assets:					
Money market funds	$ 147,022	$ 1,924,312	$ -	$ -	$ 2,071,334
Fixed income mutual funds:					
U.S. intermediate term bonds	2,407,488	-	-	-	2,407,488
U.S. inflation protected bonds	972,809	-	-	-	972,809
U.S. high yield bonds	4,207	-	-	-	4,207
Emerging markets bonds	2,864	-	-	-	2,864
Equities	12,339,246	-	-	-	12,339,246
Equity mutual funds:					
U.S. large cap growth	12,688	-	-	-	12,688
U.S. large cap blend	174,299	-	-	-	174,299
U.S. large cap value	13,037	-	-	-	13,037
U.S. mid cap blend	202,836	-	-	-	202,836
U.S. small cap growth	2,242	-	-	-	2,242
U.S. small cap value	2,463	-	-	-	2,463
International developed large cap blend	6,703,028	-	-	-	6,703,028
International emerging markets diversified	1,186,621	-	-	-	1,186,621
Investments measured at net asset value	-	-	-	2,528,812	2,528,812
Total investments	24,170,850	1,924,312	-	2,528,812	28,623,974
Beneficial interest in pooled income funds	-	-	129,874	-	129,874
Total assets	$ 24,170,850	$ 1,924,312	$ 129,874	$ 2,528,812	$28,753,848
Liability - Charitable gift annuities	$ -	$ -	$ 19,800	$ -	$ 19,800

Note 4: Fair Value Measurements (Continued)

2022	Level 1	Level 2	Level 3	Net Asset Value	Total
	Fair Value Measurements Using				
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

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

	2023	2022
Investments	$ 28,751,762	$ 25,332,808
Less - Certificates of deposit	127,788	26,488
Total assets per the fair value hierarchy table	$ 28,623,974	$ 25,306,320

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:

2023		Fair Value		Unfunded Commitment	Redemption Frequency	Redemption Notice Period
Fixed income commingled funds (a)	$	603,480	$	-	Daily	10 days
Equity commingled funds (b)		1,819,938		-	Monthly	15-45 days
Private equity collective investment funds (c)		105,394		40,000	N/A	N/A
Totals	$	2,528,812	$	40,000		

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		

(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, 2026, 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:

	2023	2022
Assets held under charitable gift annuities included in investments	$ 26,958	$ 28,332
Beneficial interest in pooled income funds	129,874	123,663
Liabilities to other beneficiaries	19,800	20,540

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, 2023, and 2022, the segregated account totaled $129,371 and $118,819, 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, 2023, and 2022, was $10,552 and $(53,053), 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:

	2023	2022
Forward Community Investments, Inc., entire balance due October 7, 2026, interest payable annually at 4.5% through October 7, 2023, and at 3.5% thereafter through October 7, 2026	$ 260,233	$ 253,664
Community Assets for People, LLC, entire balance due October 3, 2030, interest payable annually at 4.0% through October 3, 2030	151,466	151,295
Community Assets for People, LLC, entire balance due December 31, 2028, interest payable annually at 3.5%	103,500	100,000
Wisconsin Women's Business Initiative Corporation, entire balance due January 13, 2026, interest payable annually at 2.5%	101,848	101,875
Subtotal notes receivable	617,047	606,834
Less - Current portion	-	(404,959)
Notes receivable, long-term	$ 617,047	$ 201,875

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 collectibility, 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 note payable that was used to purchase the historic Tribune building, which is the collateral for the note payable. The note was refinanced on September 12, 2023, for $223,500 and bears interest at 6.5%, with final maturity due September 12, 2026. The monthly principal and interest payments of $1,509 began on October 12, 2023, with a final balloon payment at maturity. The outstanding balance at December 31, 2023 and 2022 was $222,592 and $223,500, respectively.

Future maturities for the note payable are as follows:

2024	$	3,710
2025		4,000
2026		214,882
Total	$	222,592

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:

		2023		2022
Beneficial interest in pooled income funds	$	129,874	$	123,663
Charitable gift annuities		146,990		142,649
Unconditional promises to give		8,602		-
Total net assets with donor restrictions	$	285,466	$	266,312

There were no net assets released from donor restrictions in 2023 and 2022.

Note 9: Major Contributors

For the year ended December 31, 2023, three donors accounted for approximately $199,000 (43%) of contributions. For the year ended December 31, 2022, two donors accounted for approximately $229,000 (56%) 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, 2023 and 2022, the amount of retirement plan expense was $6,257 and $7,070, 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.

The Organization received notification from the SBA that the loan was fully forgiven in a letter dated February 28, 2023, in accordance with accounting standards, $191,922 of grant revenue is reported on the consolidated statements of activities for the year ended December 31, 2023.