

AGENDA
NJHSA Board of Directors
Monday, July 26, 2021; 11 am – 1pm EDT
Zoom Video Conference

- | | | | |
|-------------|--|---------------------------------|---------------------|
| I. | Consent Agenda Approval | Judy Halper | 11:00 am EDT |
| | a. Approval of proposed meeting agenda | | |
| | b. Approval of minutes of May 3, 2021meeting | | |
| | | | |
| II. | Board Chair's Report | | 11:05 am EDT |
| | a. Board Campaign | Judy Halper | |
| | b. Plans for Upcoming Meetings | Judy Halper | |
| | c. D'var Torah | David Marcu | |
| | | | |
| III. | CEO's Report | Reuben Rotman | 11:20 am EDT |
| | | | |
| IV. | Presentation of FY 2020 Audit | Perry Ohren,
SAX, LLP | 11:35 am EDT |
| | | | |
| V. | Committee Reports/Action Items | | 11:55 PM EDT |
| | a. 2022 Executives' Networking Forum | Lori Moss | |
| | b. Advocacy Statement Taskforce | Jordan Golin | |
| | c. Budget and Finance Committee | David Marcu | |
| | d. Board Education | Susan Friedman, Michael Hopkins | |
| | e. Development Committee | Judy Halper | |
| | f. Membership Committee | Paula Goldstein | |
| | | | |
| VI. | Executive Session/Adjournment | Judy Halper | 12:50 PM EDT |



NETWORK
of Jewish Human
Service Agencies

COMMITTEE: BOARD OF DIRECTORS		MEETING MINUTES
DATE/TIME:	Monday, May 3, 2021; 11am ET	
LOCATION:	Zoom video conference	
ATTENDEES:	Judy Halper, Chair; Linda Burger, Julie Chapnick, John Colborn, Erik Lindauer, Joan Grayson Cohen, Kim Coulter, Sandy Muskovitz Danto, Susan Friedman, Paula Goldstein, Jordan Golin, Mark Hetfield, Michael Hopkins, Robert Hyfler, James Kahn, Stephan Kline, Jay Miller, Lori Moss, Perry Ohren, Larry Reader, Kevin Rhein, Amy Sales, Andrea Steinberg, Roselle Ungar. <u>Staff:</u> Jessica Foroutan, Reuben Rotman, Lisa Loraine Smith.	
NOT PRESENT:	June Gutterman, David Marcu, Leonard Petlakh, Leslie Reis, Ray Silverstein, Aviva Sufian.	
QUORUM/CALL TO ORDER:	The meeting was called to order at 11am ET. A quorum was present.	
AGENDA:	<ol style="list-style-type: none">1) Welcome/Meeting Focus/Consent Agenda Approval2) CEO's Report3) CPO's Report4) Generative Discussion: The Network's Role in Service Delivery5) Board Operations and Administration<ol style="list-style-type: none">a) Committees for 2021/22b) Board Orientation/Assessment Processc) Board Campaignd) Board Responsibilities/Conflict of Interest Disclosures6) Committee Reports/Action Items<ol style="list-style-type: none">a) 2021 Annual Conferenceb) 2022 Executives Networking Forumc) Budget and Finance Committeed) Membership Committee7) Meeting Schedule/Executive Session	
VOTES TAKEN / ELECTIONS/ACTIONS TAKEN/DECISIONS MADE	<ul style="list-style-type: none">○ A motion was made by Judy Halper, seconded by Lori Moss, and unanimously approved to accept the consent agenda.○ A motion was made by Kevin Rhein, seconded by Paula Goldstein and unanimously approved to adopt the Proposed Investment Policy Statement in the form approved by the Finance Committee and circulated prior to the meeting with the proposed meeting agenda.○ A motion was made by Kevin Rhein, seconded by Lori Moss, and unanimously approved to invest the Reserve Fund with the Jewish Community Investment Fund as recommended by the Finance Committee.	
KEY DEVELOPMENTS/DECISIONS REPORTED:	<p>Judy Halper thanked the outgoing board members; Larry Reader, Ray Silverstein and Aviva Sufian, for their contributions to the board and their years of service. Judy then welcomed new board members Linda Burger and Amy Sales.</p> <p>Reuben Rotman's CEO Report was distributed in writing. In addition, he noted that the Network received in April a 2-year grant from the Weinberg Foundation of \$1.75 million. This is a significant investment which will support the establishment of a virtual national employment service to support Jewish community members and others who have been impacted by COVID related job loss. The funding will also support a Best Practice initiative to gather data associated with employment service models for persons with disabilities Funding will also support efforts to grow the Network's Center for Innovation and Research and will support the hiring of two new full-time professionals, a VP of Workforce Development Services and a VP of</p>	

COMMITTEE: BOARD OF DIRECTORS	MEETING MINUTES
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	<p>Strategy and Partnerships. Reuben also noted that additional funding for the employment service has been received from Legacy Heritage Fund (\$564,977 Year One), Circle of Service Foundation (\$100k over 2 years) and Crown Family Philanthropies (Pending request of \$800k over 2 years).</p> <p>Lisa Loraine Smith's CPO Report noted the Network's Affinity Groups have grown greatly; with 113 Agencies participating in 2019 and 134 agencies participating in 2020. In 2020, 2,238 people were engaged, with 101 separate meetings and 24 Affinity Groups. Additionally, Lisa noted that 8 new Affinity Groups were established. Finally, Lisa noted that NJHSA sponsored 160 COVID related offerings, averaging 15-20 monthly with 7,584 participants.</p> <p>Susan Freidman gave a report on the plan for this year's orientation and self-evaluation/assessment process. She encouraged all to attend a new Board Orientation scheduled for May 19th and encouraged those who served on the FY 2020 Board to participate in the self-assessment evaluation process once the evaluation is disseminated.</p> <p>Judy reminded the Board that all Board members are asked each year to make a personal contribution to the Network and that increasingly funders are asking the Network to document the level of support that its Board provides. Judy noted that she, John and Reuben will be reaching out over the coming months to each Board member to ask for your commitment and our hope is that the full Board will make and pay their gifts by the end of the calendar year (2021). Last year's campaign raised just under \$74,000, an increase of close to \$30k over the previous year. We are hoping everyone will consider an increase of at least 20% over last year's gift for this year's gift.</p> <p>John Colborn reported on the outcomes of the 2021 annual conference and reflected on the success of the Network's first fully virtual annual conference. Financially, the sponsorship commitment outdid the budget and raised \$83,000 (budgeted goal was \$50,000). Total number of registered attendees: 1,751 (highest for an in-person conference was 400) with 207 lay leaders, over 850 first time attendees and 260 from Neshama: Association of Jewish Chaplains. All the session content will remain accessible via the conference platform through the end of this calendar year and will then be transitioned to the members' portal on the website. Our conference committee will be reviewing the feedback from the evaluations to help us with planning for next year's conference in Minneapolis. Our planning process will explore ways to ensure hybrid offerings – allowing folks to participate virtually as well as in person. But this was a great conference to build on, and the staff did a great job for their first virtual conference. The next conference will be held in May 2022 in Minneapolis, MN.</p> <p>Lori Moss gave an update on plans for the 2022 Executives' Networking Forum. She will be working with Al Benarroch, Executive Director of JCFS Winnipeg as Co-Chairs of the Conference. The conference will begin with an Opening Dinner on Saturday evening, January 8th and will go through the morning of Monday, January 10th. Our Board will then meet immediately following the closing of the conference on Monday. The conference will be held in Scottsdale at a resort that is new to us – an Embassy Suites by Hilton. These gatherings are an opportunity for Executive level staff from the agencies to meet around a central issue while also maximizing opportunities for networking and peer learning. We will be exploring ways to have elements of the Conference available for those who wish to join virtually. The entire Board is encouraged to join for the full conference, and we will be forming a</p>

COMMITTEE: BOARD OF DIRECTORS	MEETING MINUTES
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	<p>committee shortly to begin the planning. Lori encouraged the Board to consider joining the planning committee, or to extend the invitation to serve to colleagues from their agencies.</p> <p>Kevin Rhein reported on recent activities of the Budget and Finance Committee on behalf of David Marcu, who was not able to attend the meeting. Kevin explained that the Committee has prepared a proposed Investment Policy Statement for approval and is also seeking approval of the Finance Committee's decision to invest Reserve Funds with the Jewish Community Investment Fund, which is managed by the Associated Jewish Charities of Baltimore (the Foundation affiliated with the Baltimore Jewish Federation). Kevin noted that the Committee has spent several meetings exploring alternatives for the Network's reserve fund. Currently, the reserve funds (current balance of approximately \$200,000) is invested at Wealth Partners, a private investment management firm. The committee began its process with the development of the Network's first Investment Policy Statement– and was noted by our auditors as something we needed to develop. Seeking options to allow for greater growth while working to preserve capital, the committee in accordance with the investment policy recommended investing reserve funds with the Jewish Community Investment Fund of the Associated Jewish Charities of Baltimore (the Foundation affiliated with the Baltimore Jewish Federation).</p> <p>Paula Goldstein delivered a report on behalf of the Membership Committee and reported that the Network has welcomed 6 new member agencies since the beginning of the year. In Canada, 3 agencies: Beth Tikvah in Hamilton and Tamir in Ottawa, both of which provide residential services for persons with disabilities and the Atlantic Jewish Council, a small Federation in Nova Scotia which is establishing its first ever JFS department. And in the US, Cleveland Chessed Center, a kosher food pantry in Cleveland, JARC in Boca Raton which provides residential services for persons with disabilities and Footsteps, a national organization based in New York providing mental health, employment, and case management services for those who choose to leave the Ultra-Orthodox Jewish Community and in doing so are in need of specialized support services. Paula also noted that we also had the participation of 6 potential member agencies which sent staff to the recent annual conference. Paula explained that the Membership Committee is working on a detailed onboarding plan to support the needs of new members and will be working with staff to follow up on the prospective members that joined us for the conference.</p> <p>The Board adjourned into Executive Session at 12:35 pm ET.</p>
DISCUSSION ITEMS OF INTEREST	<p>Reuben - introduced the issue of the Network's role in service delivery as a topic for generative discussion. He asked the question, "Who is the Network's Client"? He explained that the primary clients for the Network are the member agencies, for whom we are providing funding and access to a wide range of supports. Reuben explained that during COVID, the Network was asked to organize the facilitation of a series of support group offerings for Jewish communal professionals who had experienced COVID related layoffs. He noted that these groups were facilitated by Lisa Loraine Smith, in partnership with co-facilitators from member agencies. Funding was secured to cover staff time. He noted that recently, NJHSA has been asked to facilitate a support group for Jews of Color who are engaged as staff and lay leadership- with Federations. This new role, of support group facilitator, has raised questions for NJHSA. Questions to consider include, is this a role for NJHSA? who should staff our group offerings, how should these be branded, and should NJHSA subsidize, or should these be fully funded by the requesting organization? Following discussion, the Board agreed that wherever possible groups such as these should be</p>

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	facilitated by member agency staff, listing NJHSA as a sponsor and that funding should be secured where possible. It was also agreed that these opportunities should be considered on a case-by-case basis and processed with the Executive Committee prior to moving forward.	
TASKS / ASSIGNMENTS / FOLLOW UP:	<ul style="list-style-type: none"> ○ Judy Halper reminded the Board to review the list of committees. She reminded the Board that all Board members are asked to serve on at least 1 committee. She encouraged all to let Jessica Foroutan know via the survey monkey link, which committees they would like to join. She noted that any questions can be directed to Judy or Reuben. ○ Erik Lindauer reminded everyone to review, complete and return the Board Responsibilities/Conflict of Interest Disclosure Forms which were sent prior to the meeting. 	
NEXT MEETING DATE / AGENDA	Next meeting date: Monday, July 26, 2021 Time: 11:00 am ET Location: Zoom video conference	
MINUTES TAKEN BY:	Paula Goldstein, NJHSA Board Secretary	

CEO's Report for NJHSA Board Meeting of July 26, 2021
(This report covers the period of May 3, 2021- July 26, 2021)

Staffing:

- **Sarah Welch** has been hired to assume the newly established position of VP, Workforce Development Services. In this position, Sarah will direct the US national employment initiative and will also serve as lead staff the Workforce Development Affinity Groups and related initiatives. Sarah comes to NJHSA having served most recently as the Director of the Career Development Center for JFCS Pittsburgh.
- **Basha Silverman** has been hired to assume the newly established position of **VP, Strategy and Partnerships**, In this role, Basha will direct the efforts of the Network's Center for Innovation and Research and will serve as lead staff for the development of partnerships with diverse stakeholders and sectors while leading the strategic planning efforts for NJHSA. Basha comes to NJHSA having served most recently as the CEO of JFS Delaware.

Funding:

- A new grant of \$1m over two years has been awarded to NJHSA by **Crown Family Philanthropies** to support the US national unemployment initiative, as well as NJHSA operations. \$400,000 of the grant each year will be allocated toward the employment program and \$100,000 each year will be allocated to NJHSA operations.
- A new grant of \$100,000, over two years, was received from **First Spoke Foundation**. This grant is directed to support the US national employment initiative.

Membership:

A total of nine new member agencies have joined NJHSA since the last Board meeting in May:

- JARC Florida joined the Network as a new member agency. This agency provides residential and community-based services for persons with disabilities.
- Footsteps joined the Network as a new member agency. This national organization, based in New York, supports individuals and families who have left, or are contemplating leaving the ultra-Orthodox Jewish community. Footsteps provides case management, mental health and employment services for this population.
- Cleveland Chesed Center joined the Network as a new member agency. This organization, based in Cleveland, is a kosher food pantry which in addition to food provides its clients with access to clothing, household supplies and financial literacy training services.
- Atlantic Jewish Council, based in Nova Scotia joined the Network as a new member agency. This small Jewish Federation recently established its first JFS department.
- Beth Tikvah Foundation of Hamilton in Canada also joined the Network. This agency provides residential and community-based services for persons with disabilities.
- Tamir Foundation based in Ottawa also joined and is also a disabilities provider.
- The Jewish Federation of Palm Beach County has joined the Network as a new member agency in the name of its Career Connections program, an employment service that is jointly implemented with Alpert JFS in West Palm Beach.
- UJC of the Virginia Peninsula has joined the Network as a new member agency. This small Federation has recently established a new integrated JFS department.

- ZA'AKAH has joined the Network as a new member agency. This is a small national agency that is dedicated to advocating for survivors of child sexual abuse in the Orthodox Jewish community. ZA'AKAH does not directly provide any victim services but partners with other organizations to coordinate services.

Program:

- Planning efforts have begun to develop the content for the upcoming **Executives' Networking Forum**, scheduled to begin the evening of **January 8 through Monday morning, January 10th**. The Board will meet immediately following on **January 10th from 12 Noon to 4pm, MST**.
- NJHSA is launching a new Affinity Group to address the topic of Diversity, Equity and Inclusion. This Group, which will draw professionals from a wide range of disciplines is being co-chaired by Sandra Braham, CEO, Gulf Coast JFCS and Avi Rose, Retired CEO, East Bay JFCS. The first meeting is scheduled for July 26th.
- NJHSA is also planning to launch a new Affinity Group to meet with the needs of member agency lay leadership. A survey is now underway to help further define the target audience and focus. Jay Miller of the NJHSA Board will serve as the Chair for this new Affinity Group.
- NJHSA is also partnering with JFNA to launch a pilot support group for Jews of Color who are employed or serve as volunteers in Jewish Federations. This group will be offered in August and will be co-facilitated by social work staff from JFS Cincinnati and JCS Baltimore.
- Planning efforts are underway to develop two new Learning Cohort offerings, one focused on Hording Disorders, which will be facilitated by staff from JFCS of Greater Philadelphia and one focused on the needs of older adult members of the LGBTQI community, facilitated by SAGE USA.

Network of Jewish Human Service Agencies
[a Non-Profit Organization]

Financial Statements

Years Ended December 31, 2020 and 2019

**Network of Jewish Human Service Agencies
[a Non-Profit Organization]**

Financial Statements

Year Ended December 31, 2020

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Independent Auditor's Report

Board of Directors
Network of Jewish Human Service Agencies
Paramus, New Jersey

Report on the Financial Statements

We have audited the accompanying financial statements of Network of Jewish Human Service Agencies (a not-for-profit organization), which comprise the statements of financial position as of December 31, 2020 and 2019, the related statements of activities and changes in net assets, functional expenses, and cash flows for the years then ended, and the related notes to the financial statements.

Management's Responsibility for the Financial Statements

Management is responsible for the preparation and fair presentation of these financial statements in accordance with accounting principles generally accepted in the United States of America; this includes the design, implementation, and maintenance of internal control relevant to the preparation and fair presentation of financial statements that are free from material misstatement, whether due to fraud or error.

Auditor's Responsibility

Our responsibility is to express an opinion on these financial statements based on our audits. We conducted our audits in accordance with auditing standards generally accepted in the United States of America. Those standards require that we plan and perform the audit to obtain reasonable assurance about whether the financial statements are free from material misstatement.

An audit involves performing procedures to obtain audit evidence about the amounts and disclosures in the financial statements. The procedures selected depend on the auditor's judgment, including the assessment of the risks of material misstatement of the financial statements, whether due to fraud or error. In making those risk assessments, the auditor considers internal control relevant to the entity's preparation and fair presentation of the financial statements in order to design audit procedures that are appropriate in the circumstances, but not for the purpose of expressing an opinion on the effectiveness of the entity's internal control. Accordingly, we express no such opinion. An audit also includes evaluating the appropriateness of accounting policies used and the reasonableness of significant accounting estimates made by management, as well as evaluating the overall presentation of the financial statements.

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

Opinion

In our opinion, the financial statements referred to above present fairly, in all material respects, the financial position of Network of Jewish Human Service Agencies as of December 31, 2020 and 2019, and the results of its operations and its cash flows for the years then ended in accordance with accounting principles generally accepted in the United States of America.

Sax LLP

Parsippany, New Jersey
June 22, 2021

Network of Jewish Human Service Agencies
[a Non-Profit Organization]

Statements of Financial Position

	December 31,	
	2020	2019
ASSETS		
CURRENT ASSETS		
Cash and cash equivalents	\$ 1,213,809	\$ 488,052
Accounts receivable less allowance of \$750 for each of 2020 and 2019	-	18,250
Grant receivable	4,913	24,320
Investments	199,016	148,037
Prepaid expenses and other	39,351	14,996
Total current assets	<u>1,457,089</u>	<u>693,655</u>
NET PROPERTY AND EQUIPMENT	<u>6,554</u>	<u>14,087</u>
TOTAL ASSETS	<u><u>\$ 1,463,643</u></u>	<u><u>\$ 707,742</u></u>
LIABILITIES AND STOCKHOLDERS' EQUITY		
CURRENT LIABILITIES		
Accounts payable and accrued expenses	\$ 90,295	\$ 40,587
Paycheck Protection Program ("PPP") loan payable	74,400	-
Contract liabilities	705,255	326,870
Total current liabilities	<u>869,950</u>	<u>367,457</u>
NET ASSETS		
Without donor restrictions	547,860	340,285
With donor restrictions	45,833	-
Total net assets	<u>593,693</u>	<u>340,285</u>
TOTAL LIABILITIES AND NET ASSETS	<u><u>\$ 1,463,643</u></u>	<u><u>\$ 707,742</u></u>

See accompanying Notes to Financial Statements.

Network of Jewish Human Service Agencies [a Non-Profit Organization]

Statement of Activities and Changes in Net Assets

Year Ended December 31, 2020

	Without Donor Restrictions	With Donor Restrictions	Total
REVENUE AND OTHER SUPPORT			
Membership dues	\$ 741,321	\$ -	\$ 741,321
Grants and contributions	218,451	45,833	264,284
Alliance and Federation Allocations	86,396	-	86,396
Conference fees	19,052	-	19,052
Sponsorships	53,000	-	53,000
Miscellaneous	7,063	-	7,063
Total revenue and other support	<u>1,125,283</u>	<u>45,833</u>	<u>1,171,116</u>
FUNCTIONAL EXPENSES			
Program expenses	651,136	-	651,136
Management and general expenses	235,436	-	235,436
Fundraising expenses	83,951	-	83,951
Total functional expenses	<u>970,523</u>	<u>-</u>	<u>970,523</u>
Increase in net assets before investment income	154,760	45,833	200,593
Investment income	52,815	-	52,815
Increase in net assets	207,575	45,833	253,408
NET ASSETS, <i>beginning of year</i>	<u>340,285</u>	<u>-</u>	<u>340,285</u>
NET ASSETS, <i>end of year</i>	<u><u>\$ 547,860</u></u>	<u><u>\$ 45,833</u></u>	<u><u>\$ 593,693</u></u>

See accompanying Notes to Financial Statements.

Network of Jewish Human Service Agencies [a Non-Profit Organization]

Statement of Activities and Changes in Net Assets

Year Ended December 31, 2019

	<u>Without Donor Restrictions</u>
REVENUE AND OTHER SUPPORT	
Membership dues	\$ 711,602
Grants and contributions	97,672
Alliance and Federation Allocations	83,029
Conference fees	273,642
Sponsorships	72,250
Miscellaneous	4,873
Total revenue and other support	<u>1,243,068</u>
FUNCTIONAL EXPENSES	
Program expenses	879,314
Management and general expenses	220,491
Fundraising expenses	81,536
Total functional expenses	<u>1,181,341</u>
Increase in net assets before investment income	61,727
Investment income	<u>40,436</u>
Increase in net assets	102,163
NET ASSETS, <i>beginning of year</i>	<u>238,122</u>
NET ASSETS, <i>end of year</i>	<u>\$ 340,285</u>

See accompanying Notes to Financial Statements.

Network of Jewish Human Service Agencies **[a Non-Profit Organization]**

Statement of Functional Expenses

Year Ended December 31, 2020

	Program Services		Supporting Services		
	Program	Fundraising	Management and General	Subtotal	Total
Office salaries	\$ 345,899	\$ 48,727	\$ 116,436	\$ 165,163	\$ 511,062
Payroll taxes and employee benefits	77,300	9,798	21,774	31,572	108,872
Telephone	1,948	649	649	1,298	3,246
Professional fees	134,409	7,618	78,202	85,820	220,229
Office expenses	42	25	16	41	83
Travel	5,502	-	-	-	5,502
Conferences and conventions	11,342	-	-	-	11,342
Rent	12,600	7,560	5,040	12,600	25,200
Advertising	3,390	-	-	-	3,390
Bad debt expense	-	-	550	550	550
Dues and subscriptions	8,390	5,034	3,356	8,390	16,780
Equipment rental	1,149	689	460	1,149	2,298
Membership/direct response marketing	2,573	1,544	1,029	2,573	5,146
Licenses and insurance	5,757	-	5,756	5,756	11,513
Bank fees	22,419	-	-	-	22,419
Miscellaneous	12,284	136	92	228	12,512
Office supplies	476	286	191	477	953
Total expenses before depreciation	645,480	82,066	233,551	315,617	961,097
Depreciation	5,656	1,885	1,885	3,770	9,426
Total functional expenses	\$ 651,136	\$ 83,951	\$ 235,436	\$ 319,387	\$ 970,523

See accompanying Notes to Financial Statements.

Network of Jewish Human Service Agencies **[a Non-Profit Organization]**

Statement of Functional Expenses

Year Ended December 31, 2019

	Program Services		Supporting Services		
	Program	Fundraising	Management and General	Subtotal	Total
Office salaries	\$ 328,706	\$ 45,527	\$ 105,171	\$ 150,698	\$ 479,404
Payroll taxes and employee benefits	80,821	10,245	22,767	33,012	113,833
Telephone	1,626	975	650	1,625	3,251
Professional fees	110,096	7,312	75,505	82,817	192,913
Office expenses	9,349	149	99	248	9,597
Travel	15,701	-	-	-	15,701
Conferences and conventions	254,988	-	-	-	254,988
Rent	12,600	7,560	5,040	12,600	25,200
Advertising	2,450	-	-	-	2,450
Dues and subscriptions	3,439	2,063	1,376	3,439	6,878
Meals and entertainment	15	-	-	-	15
Equipment rental	2,921	1,753	1,169	2,922	5,843
Membership/direct response marketing	2,189	1,313	875	2,188	4,377
Licenses and insurance	4,745	-	4,745	4,745	9,490
Bank fees	13,973	-	-	-	13,973
Miscellaneous	28,300	203	136	339	28,639
Office supplies	1,151	690	460	1,150	2,301
Total expenses before depreciation	873,070	77,790	217,993	295,783	1,168,853
Depreciation	6,244	3,746	2,498	6,244	12,488
Total functional expenses	\$ 879,314	\$ 81,536	\$ 220,491	\$ 302,027	\$ 1,181,341

See accompanying Notes to Financial Statements.

Network of Jewish Human Service Agencies
[a Non-Profit Organization]

Statement of Cash Flows

	December 31,	
	2020	2019
CASH FLOWS PROVIDED BY (USED FOR) OPERATING ACTIVITIES		
Increase in net assets	\$ 253,408	\$ 102,163
Adjustments to reconcile increase in net assets to net cash provided by (used for) operating activities		
Realized and unrealized (gain) on investments	(49,610)	(37,701)
Depreciation	9,426	12,488
(Increase) decrease in assets		
Accounts receivable	18,250	6,590
Grant receivable	19,407	921,577
Prepaid expenses and other	(24,355)	7,101
Increase (decrease) in liabilities		
Accounts payable and accrued expenses	49,708	(962,810)
Contract liabilities	378,385	106,186
	654,619	155,594
CASH FLOWS PROVIDED BY (USED FOR) INVESTING ACTIVITIES		
Purchase of property and equipment	(1,893)	(8,376)
Purchase of investments	(26,993)	(42,292)
Sale of investments	25,624	41,135
	(3,262)	(9,533)
CASH FLOWS PROVIDED BY FINANCING ACTIVITIES		
Proceeds from PPP loan	74,400	-
	74,400	-
Net increase in cash and cash equivalents	725,757	146,061
CASH AND CASH EQUIVALENTS, <i>beginning of year</i>	488,052	341,991
CASH AND CASH EQUIVALENTS, <i>end of year</i>	\$ 1,213,809	\$ 488,052

See accompanying Notes to Financial Statements.

Network of Jewish Human Service Agencies [a Non-Profit Organization]

Notes to Financial Statements

Years Ended December 31, 2020 and 2019

Note 1 - Organization and Summary of Significant Accounting Policies

a. Nature of the Organization

The Network of Jewish Human Service Agencies (the "Organization" or "Network") was formed in May 2017 when the two leading Jewish services associations - the Association of Jewish Family and Children's Agencies ("AJFCA") and the International Association of Jewish Vocational Services ("IAJVS") - merged into one entity.

The Network is an international membership association of more than 140 not-for-profit human service agencies in the United States, Canada, and Israel. Its members provide a full range of human services for the Jewish community and beyond, including healthcare, career, employment, and mental health services, as well as programs for youth, families, and seniors, Holocaust survivors, immigrants and refugees, persons with disabilities, and caregivers.

The Network strives to be the leading voice for the Jewish human service sector. As the go-to resource for advocacy, best practices, innovation and research, partnerships, and collaborations, the Network strengthens agencies, so they can better serve their communities.

b. Basis of Presentation

The accompanying financial statements are presented in accordance with the accrual basis of accounting, whereby revenue is recognized when earned and expenses are recognized when incurred.

The financial statement presentation is in accordance with the Financial Accounting Standards Board ("FASB") Accounting Standards Codification ("ASC") 958, *Not-for-profit Entities*, and the provisions of Accounting Standards Update 2016-14 *Not-For-Profit Entities* (Topic 958): *Presentation of Financial Statement of Not-For Profit Entities*.

The Organization classifies resources for accounting and reporting purposes into one of two net asset categories according to external (donor) imposed restrictions: net assets without donor restrictions and net assets with donor restrictions. For the year ended December 31, 2020, the Organization had net assets with donor restrictions in the amount of \$45,833, which was restricted due to a time restriction. For the year ended December 31, 2019, the Organization did not have any net assets with donor restrictions.

c. Cash and Cash Equivalents

The Organization considers all short-term highly liquid investments with an original maturity of three months or less to be cash and cash equivalents.

d. Accounting Estimates

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

Network of Jewish Human Service Agencies [a Non-Profit Organization]

Notes to Financial Statements

Years Ended December 31, 2020 and 2019

Note 1 - Organization and Summary of Significant Accounting Policies - Continued

e. Accounts Receivable and Allowance for Doubtful Accounts

Accounts receivable are stated at the amount management expects to collect from outstanding balances. Management provides for probable uncollectible amounts through a charge to expense and a credit to a valuation allowance based on its assessment of the current status of individual accounts. Balances that are still outstanding after management has used reasonable collection efforts are written off through a charge to the valuation allowance and a credit to accounts receivable. The allowance for doubtful accounts totaled \$750 for each of the years ended December 31, 2020 and 2019, respectively.

f. Property and Equipment

Property and equipment are recorded at cost. The cost is depreciated over the estimated useful lives, ranging from three to five years, utilizing the straight-line method. Additions and improvements are capitalized over a threshold of \$1,500, whereas costs of maintenance and repairs are charged to expense as incurred.

g. Newly Adopted Accounting Pronouncements

On January 1, 2020, the Organization adopted Accounting Standards Codification Topic 606, *Revenue from Contracts with Customers* ("ASC 606"), an accounting pronouncement issued by the FASB, as well as subsequently issued clarifying ASUs, which clarifies guidance on revenue recognition. This guidance includes the required steps to achieve the core principle that a company should recognize revenue when it transfers promised goods or services to customers in an amount that reflects the consideration to which the company expects to be entitled in exchange for those goods or services. The Organization adopted this pronouncement on a modified retrospective basis for all ongoing customer contracts. The results of operations for the reported periods after January 1, 2020 is presented under this amended guidance, while prior period amounts are not adjusted and continue to be reported in accordance with historical accounting guidance. The adoption of this pronouncement had no impact on net assets and results of operations but resulted in required additional disclosures. ASC 606 does not apply to all revenue recognized by the Organization. See footnotes for further details.

h. Revenues and Support Recognition

The Organization derives its revenue primarily from collecting membership dues, grants and contributions and conference fees. Under ASC 606, revenue is recognized when performance obligations are satisfied, and revenue is earned for each of the major revenue categories. The Organization also applies the guidance under ASC Topic 958 *Not-Profit Entities*, to recognize support received that is not subject to revenue recognition under ASC 606.

Membership Dues and Conference Fees

Revenue for annual membership dues is billed annually and recognized over the membership period based upon the year to which the membership dues relate. The membership dues period coincides with the calendar year, which is also the Organization's fiscal year and therefore all revenue is recognized by the end of the membership period. Billings for recurring members occurs in advance of the calendar year dues period and therefore membership dues collected in advance of the dues period are recognized as a contract liability until earned in the applicable dues period. New members who join after the annual membership period has begun are prorated a membership dues amount for the remainder of the period.

Network of Jewish Human Service Agencies [a Non-Profit Organization]

Notes to Financial Statements

Years Ended December 31, 2020 and 2019

Note 1 - Organization and Summary of Significant Accounting Policies - Continued

h. Revenues and Support Recognition - Continued

Dues are assessed to each member agency based on 0.5% for those agencies with prior year's personnel costs under \$2.5 million, with dues not to be less than \$500. For agencies with prior year's personnel costs over \$2.5 million, membership dues are assessed based on 1% of personnel costs, with dues not to exceed \$12,500.

Revenue for conference fees are billed in advance and recognized at a point in time when the performance obligation is met and the meeting takes place. Unearned revenues received in advance of the performance obligation being met is recognized as a contract liability until the event takes place and the performance obligation is met.

Grants and Contributions

Funding received from grant agencies through federal awards are cost reimbursement in nature. Grant agencies are not directly receiving commensurate value for the services provided to consumers, therefore grant revenue follows recognition guidance under ASC 958. Funds are required to be spent in accordance with the approved budget and allowable cost guidelines from the federal government, therefore, making the funding received a conditional contribution under ASC 2018-08 guidance. Support is recognized as income as conditions are met and services are provided to consumers. Grant dollars received in advance of conditions being met are recorded as a contract liability until earned.

The Organizations recognizes contributions as revenue when they are received and are deemed unconditional. Contributions with donor stipulations are reported as restricted support. 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 statements of activities and changes in net assets as net assets released from restrictions. However, restricted contributions whose restriction expire or are otherwise satisfied within the period are reported as unrestricted revenue in the statements of activities and changes in net assets.

i. Income Tax Status

The Organization is a non-profit corporation, exempt from federal income taxes under Section 501 (c)(3) of the Internal Revenue Code. Accordingly, no provision for federal or state income taxes has been recorded in the financial statements.

Management evaluated the Organization's tax positions and concluded that the Organization had taken no uncertain tax positions that require adjustment to the financial statements to comply with the provisions of this guidance. With few exceptions, the Organization is not subject to income tax examinations by the U.S. federal, state, or local tax authorities unless the Organization was engaged in activities that would generate unrelated business income.

j. Functional Expenses

The cost of providing the various programs and supporting services has been summarized on a functional basis in the statements of activities and changes in net assets, and in the statements of functional expenses. Accordingly, certain expenses have been allocated among the programs and supporting services benefited based upon employee time on functions relating to the specific activity, or in the case of shared expense, using an allocation based on management's estimation of personnel costs, usage, or other relevant bases. Depreciation is allocated based on the function the asset services.

Network of Jewish Human Service Agencies [a Non-Profit Organization]

Notes to Financial Statements

Years Ended December 31, 2020 and 2019

Note 1 - Organization and Summary of Significant Accounting Policies - Continued

k. Foreign Deposits

Certain dues collected are maintained in a Canadian bank account. That deposit amount is subject to currency fluctuations in future periods.

l. Concentration of Credit Risk

The Network maintains its temporary cash and money market accounts with creditworthy, high quality financial institutions. At times these accounts may exceed Federal Deposit Insurance Corporation ("FDIC") insured limits.

m. Pending Pronouncements

In February 2016, the FASB issued ASU 2016-02, *Leases* (Topic 842). The guidance in this ASU supersedes the leasing guidance in Topic 840, *Leases*. Under the new guidance, lessees are required to recognize lease assets and lease liabilities on the statement of financial position for all leases with terms longer than 12 months. Leases will be classified as either finance or operating, with classification affecting the pattern of expense recognition in the statement of activities. The new standard is effective for fiscal years beginning after December 15, 2021, and to interim periods within fiscal years beginning after December 15, 2022. A modified retrospective transition approach is required for lessees for capital and operating leases existing at, or entered into after, the beginning of the earliest comparative period presented in the financial statements, with certain practical expedients available. The Organization is currently evaluating the impact of the pending adoption of the new standard on the financial statements.

n. Evaluation of Subsequent Events

The Organization evaluated subsequent events through June 22, 2021, the date the financial statements were available to be issued.

Note 2 - Liquidity and Availability

The following reflects the Organization's financial assets as of December 31, 2020 and 2019 reduced by amounts not available for general use because of contractual or donor-imposed restrictions within one year of the financial position date.

	December 31,	
	2020	2019
Financial assets, at year end	\$ 1,417,738	\$ 678,659
Less those funds unavailable for general expenditures within one year due to		
Net assets with donor restrictions	45,833	-
Financial assets available to meet cash needs for general expenditures within one year	<u>\$ 1,371,905</u>	<u>\$ 678,659</u>

Network of Jewish Human Service Agencies [a Non-Profit Organization]

Notes to Financial Statements

Years Ended December 31, 2020 and 2019

Note 2 - Liquidity and Availability - Continued

In the event of an unanticipated liquidity need, the Organization could also draw upon its available line of credit.

Note 3 - Concentration of Credit Risk

The Organization maintains its cash in bank deposit accounts, which at times, may exceed federally insured limits. The Organization has not had any losses relative to these cash balances in 2020 or 2019.

Note 4 - Investments

Investments consisted of the following as of December 31, 2020 and 2019:

December 31, 2020			
	Cost	Fair Value	Cumulative Unrealized Gain
Temporarily invested cash	\$ 12,410	\$ 12,410	\$ -
Exchange traded funds (ETF)	113,094	179,342	66,248
Mutual Funds	6,500	7,264	764
Total investments	<u>\$ 132,004</u>	<u>\$ 199,016</u>	<u>\$ 67,012</u>

December 31, 2019			
	Cost	Fair Value	Cumulative Unrealized Gain
Temporarily invested cash	\$ 1,337	\$ 1,337	\$ -
Exchange traded funds (ETF)	129,298	146,700	17,402
Total investments	<u>\$ 130,635</u>	<u>\$ 148,037</u>	<u>\$ 17,402</u>

Investment income included in the statements of activities and changes in net assets for the years ended December 31, 2020 and 2019 are as follows:

Years Ended December 31,		
	2020	2019
Realized and unrealized gain	\$ 49,610	\$ 37,701
Interest income	3,205	2,735
Total investment income	<u>\$ 52,815</u>	<u>\$ 40,436</u>

Network of Jewish Human Service Agencies [a Non-Profit Organization]

Notes to Financial Statements

Years Ended December 31, 2020 and 2019

Note 5 - Fair Value Measurements

FASB ASC 820, *Fair Value Measurements and Disclosures*, provides the framework for measuring fair value. The framework provides a fair value and defines fair value as the price that would be received to sell an asset or paid to transfer a liability (i.e., the "exit price") in an orderly transaction between market participants.

In determining fair value, the Network uses various valuation approaches, including market, income, and/or cost approaches. The hierarchy gives the highest priority to unadjusted quoted prices in active markets for identical assets or liabilities (Level 1 measurements), and the lowest priority to unobservable inputs (Level 3 measurements). The three levels of the fair value hierarchy under the topic are described below:

Level 1 - Quoted prices for identical assets or liabilities in active markets.

Level 2 - Quoted prices of similar instruments in active markets; quoted prices of identical or similar instruments in markets that are not active; and model-derived valuations whose inputs are observable or whose significant value drivers are observable.

Level 3 - Significant inputs to the valuation model are unobservable.

The following is a description of the valuation methodology used for assets measured at fair value as of December 31, 2020.

Equity securities are valued based on quoted market prices. Such investments are included in Level 1 of the fair value hierarchy. The financial instrument's level within the fair value hierarchy is based on the lowest level of any input that is significant to the fair value measurement. The valuation levels are not necessarily an indication of the risk or liquidity associated with the underlying assets and liabilities.

The following tables set forth, by level, the Network's assets at fair value, within the aforementioned fair value hierarchy as of December 31, 2020 and 2019:

December 31, 2020				
	Level 1	Level 2	Level 3	Total
Exchange traded funds (ETF)	\$ 179,342	\$ -	\$ -	\$ 179,342
Mutual Funds	7,264	-	-	7,264
	<u>\$ 186,606</u>	<u>\$ -</u>	<u>\$ -</u>	<u>\$ 186,606</u>

December 31, 2019				
	Level 1	Level 2	Level 3	Total
Exchange traded funds (ETF)	\$ 146,700	\$ -	\$ -	\$ 146,700

Note 6 - Line of Credit

The Network has a line of credit agreement with a bank in the amount of \$50,000, which matures on August 8, 2021. The line of credit has a variable interest rate based on the prime interest rate at year end. There were no borrowings or outstanding balances under the line of credit as of December 31, 2020 or 2019.

Network of Jewish Human Service Agencies

[a Non-Profit Organization]

Notes to Financial Statements

Years Ended December 31, 2020 and 2019

Note 7 - Retirement Plan

The Network is a sponsor of a 403(b) defined contribution plan established pursuant to salary reduction agreements. All employees are eligible for participation under the terms of the plan, in which the Network provides 100% match up to 3% of employee contributions and 50% match for employee contributions between 3% and 5%. The Network contributions to the plan for the years ended December 31, 2020 and 2019 were \$33,377 and \$29,820, respectively.

The Network is a sponsor of a 457(b) deferred compensation plan and provides a match of 3% of employee compensation. The Network contributions to the plan was \$6,416 for each of the years ended December 31, 2020 and 2019.

Note 8 - Lease Commitment

The Network leases its office facilities under a three-year lease agreement. The lease agreement expired in April 2020 with an option to renew for one additional year which the Network exercised. Total rent expense was \$25,800 and \$25,200 for the years ended December 31, 2020 and 2019, respectively.

In November 2020, the Network entered into an amended two-year lease agreement for a smaller space within the same building as the original lease. The effective date of the amended lease is January 2021 expiring in December 2022. The amended lease has an option to renew for one additional year.

Scheduled future minimum lease payments under this operating lease are as follows:

For the years ending December 31,

2021	\$ 13,800
2022	13,800
	<u>\$ 27,600</u>

Note 9 - Paycheck Protection Program ("PPP") Loan Forgiveness

On May 15, 2020, the Organization was granted a loan (the "Loan") from PNC Bank in the amount of \$74,400, pursuant to the Paycheck Protection Program (the "Program") under Division A, Title I of the Coronavirus Aid, Relief, and Economic Security ("CARES") Act, which was enacted March 27, 2020. The Loan matures on May 15, 2022 and bears interest at a rate of 1% per annum. There is a deferral period beginning on May 15, 2020 of (6) months (the "Deferral Period") during which interest will accrue on the outstanding principal balance at the fixed rate. Neither principal nor interest will be due and payable during this time. At the end of the Deferral Period, all accrued interest that is not forgiven under the Program will be due. Also, at the end of the Deferral Period, the outstanding principal of the Loan that is not forgiven under the Program will convert to an amortizing term loan. The Loan may be prepaid by the Organization at any time prior to maturity with no prepayment penalties. Funds from the Loan may only be used to retain workers and maintain payroll or make mortgage interest payments, lease payments, and utility payments. Under the terms of the Paycheck Protection Program ("PPP"), certain amounts of the Loan may be forgiven if they are used for qualifying expenses as described in the CARES Act.

Subsequent to year end, the Organization applied for and received full forgiveness of the Loan.

Network of Jewish Human Service Agencies [a Non-Profit Organization]

Notes to Financial Statements

Years Ended December 31, 2020 and 2019

Note 10 - Risk and Uncertainty

The Organization's continuing operations have been affected by the recent and ongoing outbreak of the coronavirus ("COVID-19") which was declared a pandemic by the World Health Organization in March 2020. Actions taken around the world to help mitigate the spread of the coronavirus include restrictions on travel, quarantines in certain areas, and forced closures for certain types of public places and businesses. The coronavirus and the actions taken to mitigate it have had and are expected to continue to have an adverse impact on the economies and financial markets of many countries, including the geographic location in which the Organization operates. The Organization decided as early as possible to cancel the 2020 annual convention to limit contractual obligations and canceled other in person meetings and events for the year. The Organization shifted its resources throughout the year to generate revenue in other ways that aligned with government-imposed restrictions on gatherings. The Organization is hopeful that in person events will resume in 2021 and has scheduled the annual convention for August 2021 instead of being held in May as it typically is each year. As of the audit report date, it is uncertain what the outcome will be for the year and how government-imposed restrictions on gatherings will change. As a result, the Organization is in the process of re-evaluating their in-person events, considering different types of events, and holding more online classes.

RECOMMENDATIONS FOR NJHSA BOARD APPROVAL

NJHSA Public Statement Decision-Making Process

Guiding Principles:

- NJHSA is a membership association of more than 140 nonprofit human service agencies in the United States, Canada and Israel that strives to be the leading voice for the Jewish human service sector. NJHSA advances the Jewish human service sector through four pillars: advocacy, best practices, innovation and partnerships.
- The Advocacy Pillar develops and strengthens the public policy efforts of The Network and in so doing advances the diverse needs of the populations served by Network member agencies and the client services of those agencies.
- As part of its Advocacy Pillar, NJHSA issues public statements from time to time representing the policy priorities and values of the collective regarding:
 - US & Canadian public policy
 - Current events (newsworthy events, memorials or commemorations, community solidarity)
- NJHSA is a nonpartisan 501 (C)(3) tax exempt organization and does not issue statements or letters to endorse electoral candidates or support or oppose nominees or appointments.

Understanding the Context:

- NJHSA issued 23 public statements between April 2019 and April 2021.
- Public statements fall into two categories: policy statements related to NJHSA's Public Policy Agenda and Solidarity Statements issued in solidarity with a relevant community or group.
- Past statement topics: refugee, asylum, and immigration issues (7), antisemitism & racism (5), LGBTQI (3), terror attacks/violence (4), social service policy (3), and natural disasters (1).
- NJHSA issues public statements by sharing with its membership, disseminating to its press distribution list, posting on social media and the website, and inclusion in the e-newsletter.

Guiding Principles for Decision-making Process:

Threshold Questions:

- Policy Statement
 - Is it core to the approved NJHSA Public Policy Agenda?
 - If outside our approved PP Agenda, is it core to the work of many representative member agencies?
 - Is it connected to a call to action?
- Solidarity Statement
 - Does the event directly relate to NJHSA's stated mission, values, or values commonly associated with our member agencies?
 - Is it large in scope or impact a relevant group?
 - Does it impact one or more of our member agencies?
 - Does it impact a population we serve?
 - Does it impact our staff?
 - Does it impact coalition partners?

- Is this an event of historical significance?
 - Is it connected to a call to action?
- Who is our audience?
 - The press?
 - Partner organizations?
 - Member organizations?
 - Would a local template be useful rather than a national statement?
 - Policymakers?
 - The community (Jewish or broader)?

Controversial Decisions:

- Consult with Executive Committee via email in a timely manner.
 - Other Questions to Consider:
 - Is it an international, national, or local issue?
 - If local, consider lifting up local organization's statement.
 - Are other national human service organizations weighing in?
 - Are other national Jewish organizations weighing in?
 - Would a short social media statement suffice?
 - What might be the negative consequences of making a statement/not making a statement about this event?
 - Would it be effective to instead share another organization's statement or resources?
- **Final Decision:** Rests with Board Chair and CEO

Writing Process:

- NJHSA staff, in collaboration with President & CEO, writes statement draft.
 - If a controversial decision, feedback from Executive Committee will be solicited for the draft.
 - Where possible, NJHSA will provide suggested concrete action steps as a "call to action" to further the impact of the Statement.
- NJHSA Board Chair and Advocacy Committee Chair review draft and share comments.
- NJHSA staff finalizes document.
- NJHSA shares final statement with membership via the email listserv, posting on social media and website, and inclusion in the biweekly newsletter, and any other channels as determined by NJHSA leadership including but not limited to the press, policymakers, and coalition partners.

Task Force Members:

Chair: Jordan Golin, NJHSA Board & JFCS Pittsburgh

Cathy Barker, JFS of Greater Dallas

Paula Goldstein, NJHSA Board & JFCS of Greater Philadelphia

Sandy Muskovitz Danto, NJHSA Board

Perry Ohren, NJHSA Board & JFS of Metropolitan Detroit

Roselle Ungar, Chair, NJHSA Advocacy Committee, NJHSA Board & JFS New Orleans

Reuben Rotman, CEO, NJHSA

Darcy Hirsh, Washington Representative, NJHSA

Network of Jewish Human Service Agencies

**Budget
January - December 2021**

Month
6

As of June, 2021

		YTD			Budget		
		Budget	Actual	Variance	YTD	Adjustments	YE Projection
Operating Revenue							
Grants							
	Legacy Heritage Capital Grants	1,500,000	430,012	1,069,989	750,000	(639,977)	860,023
	Legacy Heritage COVID Employment Grant	0	297,489	(297,489)	0	564,977	564,977
	Legacy Heritage Unrestricted Operating Grant	0	37,500	(37,500)	0	75,000	75,000
	JFNA/ACL	400,000	366,666	33,334	200,000	0	400,000
	Crown Family Philanthropies Employment Grant	0	400,000	(400,000)	0	400,000	400,000
	Crown Family Philanthropies Unrestricted Grant	0	100,000	(100,000)	0	100,000	100,000
	Weinberg Foundation Program Grant	0	693,750	(693,750)	0	693,750	693,750
	Circle of Service Foundation	0	50,000	(50,000)	0	50,000	50,000
	Jewish Teen Education & Engagement	0	25,000	(25,000)	0	25,000	25,000
	First Spoke Foundation	0	50,000	(50,000)	0	50,000	50,000
	Marvin & Betty Danto Family Foundation	0	9,500	(9,500)	0	9,500	9,500
	Total Grants	1,900,000	2,459,916	(559,916)	950,000	1,328,250	3,228,250
Dues Revenue							
	US Member Agency Dues	691,746	660,636	31,110	345,873	5,201	696,947
	Canadian member Agency Dues	46,720	47,020	(300)	23,360	2,938	49,658
	Israeli Member Agency Dues	7,626	7,126	500	3,813	0	7,626
	Total Dues Revenue	746,092	714,782	31,310	373,046	8,139	754,231
Executive Conference							
	Registration	30,000	0	30,000	15,000	(30,000)	0
	Sponsorship	5,000	0	5,000	2,500	(5,000)	0
	Total Executive Conference	35,000	0	35,000	17,500	(35,000)	0
Annual Conference							
	Registration	80,000	78,890	1,110	40,000	1,467	81,515
	Sponsorship	50,000	74,000	(24,000)	25,000	33,000	83,000
	Total Annual Conference	130,000	152,890	(22,890)	65,000	34,467	164,515
Learning Cohorts							
	Registration	2,000	3,440	(1,440)	1,000	1,500	3,500
	Sponsorship	0	0	0	0	0	0
	Total Learning Cohorts	2,000	3,440	(1,440)	1,000	1,500	3,500
Board & Committee							
	Registration	0	0	0	0	0	0
	Sponsorship	0	0	0	0	0	0
	Total Board & Committee	0	0	0	0	0	0
Allocation							
	Other Federation Allocation						
	Jewish Federation Northern New Jersey	5,000	3,600	1,400	2,500	0	5,000
	Youngstown Area Jewish Federation	250	250	0	125	0	250
	Greater Metrowest NJ Federation	5,000	0	5,000	2,500	0	5,000
	Jewish Federation of Metro Detroit	10,000	0	10,000	5,000	20,000	30,000
	Jewish Federation of Milwaukee	356	0	356	178	0	356
	Jewish Federation of Cleveland	7,800	0	7,800	3,900	0	7,800
	Jewish Federation of Greater Washington	2,500	0	2,500	1,250	0	2,500
	The Greater Miami Jewish Federation	5,000	0	5,000	2,500	1,000	6,000
	Jewish Federation of Central NY	100	0	100	50	0	100
	United Jewish Federation of Tidewater	1,000	0	1,000	500	0	1,000
	The Associated: Baltimore Federation	3,000	3,000	0	1,500	0	3,000
	Jewish Federation of Southern Arizona	200	0	200	100	0	200
	Jewish United Fund of Chicago	12,000	25,000	(13,000)	6,000	38,000	50,000
	Jewish Federation of Greater Pittsburgh	633	0	633	317	0	633
	UJA Federation of New York	26,542	11,944	14,598	13,271	0	26,542
	Total Federation Allocations	79,381	43,794	35,587	39,691	59,000	138,381
Other Income Sources							
	Combined Federal Campaign	500	53	448	250	0	500
	Contributions	65,000	18,805	46,195	32,500	0	65,000
	Investment Income	2,500	1,090	1,410	1,250	0	2,500
	Income - other	5,400	75,490	(70,090)	2,700	71,000	76,400
	Unrealized Gain/Loss on Investments	20,000	11,316	8,684	10,000	0	20,000
	Total Other Income Sources	93,400	106,753	(13,353)	46,700	71,000	164,400
Total Operating Revenue		2,985,873	3,481,575	(495,702)	1,492,937	1,467,356	4,453,277

Network of Jewish Human Service Agencies
Budget
January - December 2021

As of June, 2021						
	YTD			Budget		
	Budget	Actual	Variance	YTD	Adjustments	YE Projection
Operating Expenses						
<i>Personnel</i>						
Salaries	562,300	269,792	292,508	281,150	83,818	646,118
FICA Taxes	42,200	20,810	21,390	21,100	6,400	48,600
NJ Unemployment Taxes	6,200	5,272	928	3,100	2,345	8,545
PA Unemployment Taxes	900	972	(72)	450	150	1,050
MD Unemployment Taxes	30	187	(157)	15	170	200
Payroll Processing Fees	4,000	1,630	2,370	2,000	50	4,050
Employee Insurance Benefits	25,500	15,596	9,904	12,750	20,614	46,114
Retirement	45,000	23,243	21,757	22,500	0	45,000
Work from Home Stipend	3,600	1,800	1,800	1,800	675	4,275
Total Personnel Expenses	689,730	339,302	350,428	344,865	114,222	803,952
<i>Professional</i>						
Consultation Expenses	141,098	63,725	77,373	70,549	130,013	271,111
Audit and Legal Expenses	27,000	13,500	13,500	13,500	0	27,000
Contractual Accounting Fees	45,000	22,500	22,500	22,500	0	45,000
MIS Fees	24,000	12,515	11,485	12,000	0	24,000
Washington Office	40,000	20,000	20,000	20,000	0	40,000
Staff Development	1,000	421	579	500	0	1,000
Staff Recruitment	500	400	100	250	0	500
Total Professional Fees	278,598	133,061	145,537	139,299	130,013	408,611
<i>Bank Fees & Interest</i>						
Canadian Exchange Fees	0	0	0	0	0	0
Bank Fees	9,000	6,253	2,747	4,500	0	9,000
Contingency fund	0	0	0	0	0	0
Total Bank Fees & Interest	9,000	6,253	2,747	4,500	0	9,000
<i>Supplies</i>						
Office Supplies	1,000	512	488	500	0	1,000
Copier Rental NJ	2,500	620	1,880	1,250	(1,000)	1,500
Total Supplies	3,500	1,131	2,369	1,750	(1,000)	2,500
<i>Insurance</i>						
Business Insurance	12,445	5,071	7,374	6,223	(3,095)	9,350
Total Insurance	12,445	5,071	7,374	6,223	(3,095)	9,350
<i>Other</i>						
Relocation	0	800	(800)	0	800	800
Telephone	3,500	1,098	2,402	1,750	0	3,500
Misc.	1,500	2	1,498	750	0	1,500
Postage & Shipping	2,500	165	2,335	1,250	0	2,500
Total Other	7,500	2,065	5,435	3,750	800	8,300
<i>Occupancy</i>						
NJ Rent	13,800	6,900	6,900	6,900	0	13,800
Total Occupancy	13,800	6,900	6,900	6,900	0	13,800
<i>Conferences & Meetings</i>						
Staff Travel & Expenses	5,000	0	5,000	2,500	0	5,000
Conference Expenses	100,000	77,914	22,086	50,000	0	100,000
Executive Conference Expenses	30,000	0	30,000	15,000	(30,000)	0
Learning Cohorts/Regional Training	2,000	625	1,375	1,000	0	2,000
Speaker Expenses	20,000	20,300	(300)	10,000	300	20,300
Meeting Expenses	5,000	0	5,000	2,500	(5,000)	0
Total Conference & Meetings	162,000	98,839	63,161	81,000	(34,700)	127,300
<i>Special Projects</i>						
Grants payable to agencies	1,785,000	730,014	1,054,987	892,500	314,273	2,099,273
Total Special Projects	1,785,000	730,014	1,054,987	892,500	314,273	2,099,273

Network of Jewish Human Service Agencies

Budget

January - December 2021

	YTD			Budget	Adjustments	YE Projection
	Budget	Actual	Variance	YTD		
Operating Expenses						
<i>Printing & Publications</i>						
Printing & Publicity	250	0	250	125	0	250
Website Development / Maintenance	3,000	3,100	(100)	1,500	500	3,500
Total Printing & Publications	3,250	3,100	150	1,625	500	3,750
<i>Dues & Subscriptions</i>						
Council of Accreditation	6,250	6,250	0	3,125	0	6,250
Subscriptions / Licensing	4,000	2,968	1,032	2,000	0	4,000
Memberships	4,500	5,470	(970)	2,250	970	5,470
Total Dues & Subscriptions	14,750	14,688	62	7,375	970	15,720
<i>Depreciation</i>						
Depreciation Expenses	6,300	3,352	2,948	3,150	0	6,300
Total Depreciation	6,300	3,352	2,948	3,150	0	6,300
Total Operating Expenses	2,985,873	1,343,775	1,642,098	1,492,937	521,982	3,507,855
Excess Revenues Over Expenditures	0	2,137,799		0		945,422

Network for Jewish Human Services Agency
Balance Sheet
As of 6/30/2021

	<u>June, 2021</u>	<u>June, 2020</u>
<u>Assets</u>		
Cash & Cash Equivalents		
Cash In Bank - PNC Operating	928,140.39	311,910.67
Cash In Bank - PNC Money Market	1,756,739.30	211,583.16
Cash in Bank - PNC Merchant Acct	179,043.37	215,434.63
PayPal	10,777.91	380.33
Wealth Partners Investments	226.80	151,050.90
Jewish Community Investment Fund	<u>210,329.83</u>	<u>0.00</u>
Total Cash & Cash Equivalents	3,085,257.60	890,359.69
Accounts Receivable		
Accounts Receivable - Other	4,450.00	8,232.21
Allowance for Doubtful Account	(750.00)	(16,401.50)
Prepaid Expenses	<u>21,892.54</u>	<u>38,944.42</u>
Total Accounts Receivable	25,592.54	30,775.13
Other Assets		
Security Deposits	<u>2,100.00</u>	<u>2,100.00</u>
Total Other Assets	2,100.00	2,100.00
Property & Equipment		
Furniture fixtures and equipment	45,672.44	41,710.31
Software - Website Developmt	72,458.00	72,458.00
Accumulated depreciation	<u>(112,858.57)</u>	<u>(104,636.09)</u>
Total Property & Equipment	5,271.87	9,532.22
Total Assets	<u>3,118,222.01</u>	<u>932,767.04</u>
<u>Liabilities</u>		
Accounts Payable		
Accounts Payable Control- Fund 1	12,478.58	630.03
Accrued Miscellaneous Payables	18,000.00	31,445.00
PPP Loan	0.00	74,400.00
Flexible Spending Acct - Health	<u>836.96</u>	<u>4,899.88</u>
Total Accounts Payable	31,315.54	111,374.91
Deferred Revenue		
Deferred Revenue	352,225.00	47,090.00
Prepaid Dues	<u>3,189.00</u>	<u>0.00</u>
Total Deferred Revenue	355,414.00	47,090.00
Total Liabilities	<u>386,729.54</u>	<u>158,464.91</u>
<u>Net Assets</u>		
Beginning Net Assets	<u>593,693.13</u>	<u>324,083.92</u>
Current YTD Net Income	<u>2,137,799.34</u>	<u>450,218.21</u>
Total Net Assets	<u>2,731,492.47</u>	<u>774,302.13</u>
Total Liabilities and Net Assets	<u>3,118,222.01</u>	<u>932,767.04</u>

Network for Jewish Human Services Agency
Statement of Revenues and Expenditures
From 1/1/2021 Through 6/30/2021

YTD Actual

Operating Revenue

Grant Revenue	
Grants Other Agencies	2,459,916.00
Total Grant Revenue	2,459,916.00
Dues Revenue	
Membership Dues	667,762.04
Canadian Agency Dues	47,020.00
Total Dues Revenue	714,782.04
Annual Conference	
Annual Conference	78,890.00
Sponsorship	74,000.00
Total Annual Conference	152,890.00
Regional Meetings	
Regional Meetings/Learning Cohorts	3,440.00
Total Regional Meetings	3,440.00
Allocation Revenue	
Other Federation Allocations	43,793.90
Total Allocation Revenue	43,793.90
Other Income	
Combined Federal Campaign	52.50
Contributions	18,805.00
Income - Misc.	75,489.81
Unrealized Gain/Loss on Investments	11,315.83
Investment Income	1,090.29
Total Other Income	106,753.43
Total Operating Revenue	<u>3,481,575.37</u>

Operating Expenditures

Personnel Expenses	
Salaries	269,792.08
FICA Taxes	20,809.88
NJ Unemployment Taxes	5,271.85
PA Unemployment	972.25
MD Unemployment	187.00
Employee Insurance Benefits	15,595.67
Retirement	23,242.76
Stipends	1,800.00
Payroll Processing Fees	1,630.05
Total Personnel Expenses	339,301.54
Professional Fees	
Audit and Legal Expenses	13,500.00
Staff Recruitment	399.98
Consultation Expenses	63,724.99
Contractual Accounting Fees	22,500.00
MIS Fees	12,514.89

Network for Jewish Human Services Agency
Statement of Revenues and Expenditures
From 1/1/2021 Through 6/30/2021

Staff Development	421.11
Washington Office	<u>20,000.00</u>
Total Professional Fees	133,060.97
Bank Fees and Interest	
Bank Fees	<u>6,253.18</u>
Total Bank Fees and Interest	6,253.18
Supplies	
Office Supplies	511.52
Equipment Rental - Copier	<u>619.59</u>
Total Supplies	1,131.11
Business Insurance	
Business Insurance	<u>5,071.14</u>
Total Business Insurance	5,071.14
Other	
Relocation	800.00
Telephone	1,098.08
Postage	165.00
Miscellaneous Expenses	<u>2.05</u>
Total Other	2,065.13
Occupancy	
Rent Expense	<u>6,900.00</u>
Total Occupancy	6,900.00
Conferences & Meetings	
Conference Expenses	77,913.66
Regional Training	625.00
Speakers	<u>20,300.00</u>
Total Conferences & Meetings	98,838.66
Special Projects	
Special Projects	<u>730,013.50</u>
Total Special Projects	730,013.50
Printing & Publications	
Website Development/Maintenance	<u>3,101.42</u>
Total Printing & Publications	3,101.42
Dues & Subscriptions	
Council of Accreditation	6,250.00
Subscriptions and Dues	2,967.99
Memberships	<u>5,469.52</u>
Total Dues & Subscriptions	14,687.51
Depreciation	
Depreciation Expense	<u>3,351.87</u>
Total Depreciation	<u>3,351.87</u>
Total Operating Expenditures	<u>1,343,776.03</u>
Net Revenue Over Expenditures	<u>2,137,799.34</u>

Network for Jewish Human Services Agency
Statement of Cash Flows
As of 6/30/2021

Current Period

Cash Flows from Operating Activities

Net Income (Loss)	2,137,799.34
Accounts Receivable	1,213.40
Prepaid Expenses	15,358.11
Accounts Payable & Accrued Expenses	(488,004.79)
Deferred Revenue	<u>4,785.00</u>
Total Cash Flows from Operating Activities	<u>1,671,151.06</u>

Cash Flows from Investing Activities

Property & Equipment	<u>1,282.27</u>
Total Cash Flows from Investing Activities	1,282.27

Net Increase (Decrease) in Cash	1,672,433.33
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Cash Balance, Beginning	1,412,824.27
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Cash Balance, Ending	<u>3,085,257.60</u>
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