

**National Association  
for Interpretation**

Fort Collins, Colorado

**Financial Statements**

December 31, 2013 and 2012

# National Association for Interpretation

## Table of Contents

---

---

<b>Independent Auditor's Report</b>	Pages 1-2
<b>Statements of Financial Position</b> December 31, 2013 and 2012	Page 3
<b>Statements of Activities and Changes in Net Assets</b> Years ended December 31, 2013 and 2012	Page 4
<b>Statements of Functional Expenses</b> Years ended December 31, 2013 and 2012	Page 5
<b>Statements of Cash Flows</b> Years ended December 31, 2013 and 2012	Page 6
<b>Notes to Financial Statements</b>	Pages 7-13

## **Independent Auditor's Report**

To the Board of Directors  
National Association for Interpretation  
Fort Collins, Colorado

We have audited the accompanying financial statements of the National Association for Interpretation, which comprise the statements of financial position as of December 31, 2013 and 2012, and the related statements of activities and changes in net assets, functional expenses, and cash flows for the years then ended, and 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 audits 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 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 the National Association for Interpretation as of December 31, 2013 and 2012, and the changes in its net assets and its cash flows for the years then ended, in conformity with accounting principles generally accepted in the United States of America.

*Brock and Company, CPAs, P.C.*  
Certified Public Accountants

Fort Collins, Colorado  
August 8, 2014

# National Association for Interpretation

## Statements of Financial Position

December 31	2013	2012
<b>ASSETS</b>		
<b>Current Assets</b>		
Cash and cash equivalents	\$ 44,566	\$ 154,291
Accounts receivable, net of allowance of \$7,500 in 2013 and 2012	54,343	36,491
Inventories	140,948	165,573
Prepays and other current assets	7,749	11,045
Total current assets	<u>247,606</u>	<u>367,400</u>
<b>Property and Equipment, at cost</b>		
Land	150,000	150,000
Buildings and improvements	963,987	959,454
Equipment and software	191,631	191,070
Furniture and fixtures	48,439	51,339
	<u>1,354,057</u>	<u>1,351,863</u>
Less accumulated depreciation	(370,811)	(345,449)
Net property and equipment	<u>983,246</u>	<u>1,006,414</u>
Total assets	<u>\$ 1,230,852</u>	<u>\$ 1,373,814</u>

	2013	2012
<b>LIABILITIES, DEFERRED REVENUE AND NET ASSETS</b>		
<b>Current Liabilities</b>		
Accounts payable	\$ 10,831	\$ 12,138
Line of credit	50,000	205,000
Current maturities of long-term debt	35,408	40,387
Accrued compensation and payroll taxes	24,601	30,601
Other accrued liabilities	32,729	33,280
Total current liabilities	<u>153,569</u>	<u>321,406</u>
<b>Long-Term Debt, net of current maturities</b>	<u>282,192</u>	<u>317,289</u>
Total liabilities	<u>435,761</u>	<u>638,695</u>
<b>Deferred Revenue</b>	<u>285,211</u>	<u>294,552</u>
<b>Net Assets (Deficit)</b>		
Unrestricted	(192,983)	(262,646)
Temporarily restricted	1,000	1,500
Permanently restricted	701,863	701,713
Total net assets	<u>509,880</u>	<u>440,567</u>
Total liabilities, deferred revenue and net assets	<u>\$ 1,230,852</u>	<u>\$ 1,373,814</u>

The accompanying Notes are an integral part of these financial statements

# National Association for Interpretation

## Statements of Activities and Changes in Net Assets

Years ended December 31

2013

	Unrestricted	Temporarily Restricted	Permanently Restricted
<b>Revenues, Gains, and Other Support</b>			
Membership dues, fees and publications	\$ 716,724	\$ -	\$ -
Workshop revenue	347,413	-	-
Advertising revenue	50,697	-	-
Contributions	132,707	-	150
Other income	28,875	-	-
Other investment income	541	-	-
Net assets released from restrictions	500	(500)	-
Total revenues, gains, and other support	<u>1,277,457</u>	<u>(500)</u>	<u>150</u>
<b>Expenses</b>			
Program services	1,075,770	-	-
Support services			
Management and general	103,022	-	-
Fundraising	7,500	-	-
Interest expense	21,502	-	-
Total expenses	<u>1,207,794</u>	<u>-</u>	<u>-</u>
<b>Change in Net Assets</b>	<u>\$ 69,663</u>	<u>\$ (500)</u>	<u>\$ 150</u>
<b>Net Assets (Deficit), Beginning of Year As Previously Reported</b>	\$ (262,646)	\$ 1,500	\$ 701,713
Reclassification of net assets	<u>-</u>	<u>-</u>	<u>-</u>
<b>Net Assets (Deficit), Beginning of Year As Restated</b>	(262,646)	1,500	701,713
Change in net assets	<u>69,663</u>	<u>(500)</u>	<u>150</u>
<b>Net Assets (Deficit), End of Year</b>	<u>\$ (192,983)</u>	<u>\$ 1,000</u>	<u>\$ 701,863</u>

2013		2012		
Total	Unrestricted	Temporarily Restricted	Permanently Restricted	Total
\$ 716,724	\$ 735,373	\$ -	\$ -	\$ 735,373
347,413	476,405	-	-	476,405
50,697	49,742	-	-	49,742
132,857	46,737	-	-	46,737
28,875	33,065	-	-	33,065
541	960	-	-	960
-	7,306	(500)	(6,806)	-
<u>1,277,107</u>	<u>1,349,588</u>	<u>(500)</u>	<u>(6,806)</u>	<u>1,342,282</u>
1,075,770	1,161,049	-	-	1,161,049
103,022	103,442	-	-	103,442
7,500	7,766	-	-	7,766
21,502	24,722	-	-	24,722
<u>1,207,794</u>	<u>1,296,979</u>	<u>-</u>	<u>-</u>	<u>1,296,979</u>
<u>\$ 69,313</u>	<u>\$ 52,609</u>	<u>\$ (500)</u>	<u>\$ (6,806)</u>	<u>\$ 45,303</u>
\$ 440,567	\$ (190,255)	\$ 2,000	\$ 583,519	\$ 395,264
-	(125,000)	-	125,000	-
440,567	(315,255)	2,000	708,519	395,264
69,313	52,609	(500)	(6,806)	45,303
<u>\$ 509,880</u>	<u>\$ (262,646)</u>	<u>\$ 1,500</u>	<u>\$ 701,713</u>	<u>\$ 440,567</u>

The accompanying Notes are an integral part of these financial statements



# National Association for Interpretation

## Statements of Functional Expenses

Years ended December 31

2013

	<u>Program Services</u>	<u>Management and General</u>	<u>Fundraising</u>	<u>Total</u>
Salaries	\$ 327,537	\$ 53,947	\$ 3,853	\$ 385,337
Member services	160,658	-	-	160,658
Workshops	147,782	-	-	147,782
Employee benefits	102,545	16,890	1,206	120,641
Travel	67,689	4,198	466	72,353
Accounting and legal	52,396	2,240	160	54,796
Depreciation	33,905	5,983	-	39,888
Scholarships	35,387	-	722	36,109
Payroll taxes	29,184	5,150	-	34,334
Facilities	25,661	2,820	420	28,901
Bank and credit card fees	23,289	4,159	277	27,725
Postage and delivery	20,775	643	-	21,418
Telephone	15,603	1,560	173	17,336
Repairs and maintenance	7,607	1,342	-	8,949
Office supplies	7,337	1,302	79	8,718
Insurance	7,314	1,205	86	8,605
Printing and duplication	5,292	403	58	5,753
Dues and subscriptions	2,315	869	-	3,184
Advertising	1,727	-	-	1,727
Permits and licenses	1,884	332	-	2,216
Miscellaneous	(117)	(21)	-	(138)
Total functional expenses	<u>\$ 1,075,770</u>	<u>\$ 103,022</u>	<u>\$ 7,500</u>	<u>\$ 1,186,292</u>

---

---

2012

---

<u>Program Services</u>	<u>Management and General</u>	<u>Fundraising</u>	<u>Total</u>
\$ 341,969	\$ 56,324	\$ 4,023	\$ 402,316
133,109	-	-	133,109
248,182	-	-	248,182
102,754	16,924	1,209	120,887
59,605	2,691	299	62,595
37,229	1,750	125	39,104
27,503	4,853	-	32,356
40,508	-	827	41,335
29,988	5,292	-	35,280
24,258	2,684	408	27,350
26,469	4,726	315	31,510
29,182	903	-	30,085
12,929	1,292	144	14,365
6,265	1,106	-	7,371
10,630	1,887	116	12,633
7,801	1,285	92	9,178
19,141	1,456	208	20,805
485	160	-	645
2,424	-	-	2,424
238	42	-	280
380	67	-	447
<u>\$ 1,161,049</u>	<u>\$ 103,442</u>	<u>\$ 7,766</u>	<u>\$ 1,272,257</u>

The accompanying Notes are an integral  
part of these financial statements

Page 5

# National Association for Interpretation

## Statements of Cash Flows

Increase (Decrease) in Cash and Cash Equivalents

Years ended December 31	2013	2012
<b>Cash Flows from Operating Activities</b>		
Change in net assets	\$ 69,313	\$ 45,303
Adjustments to reconcile change in net assets to net cash provided by operating activities		
Depreciation and amortization	39,888	32,356
Loss on disposal of property and equipment	3,372	-
Provision for doubtful accounts	37	10,710
Increase (decrease) in assets and liabilities		
Accounts receivable	(17,889)	2,915
Inventories	24,625	(3,813)
Other current assets	3,296	(7,730)
Contributions receivable	-	6,806
Accounts payable	(1,307)	(5,122)
Accrued liabilities	(6,551)	(18,636)
Deferred revenue	(9,341)	(28,097)
Net cash provided by operating activities	<u>105,443</u>	<u>34,692</u>
<b>Cash Flows From Investing Activities</b>		
Purchases of property and equipment	(20,092)	(43,579)
Net cash used by investing activities	<u>(20,092)</u>	<u>(43,579)</u>
<b>Cash Flows From Financing Activities</b>		
Repayments on long-term debt	(40,076)	(38,255)
Net repayments (borrowings) on line of credit	(155,000)	15,000
Net cash used by financing activities	<u>(195,076)</u>	<u>(23,255)</u>
<b>Net Decrease in Cash and Cash Equivalents</b>	<b>(109,725)</b>	<b>(32,142)</b>
<b>Cash and Cash Equivalents, Beginning of Year</b>	<b>154,291</b>	<b>186,433</b>
<b>Cash and Cash Equivalents, End of Year</b>	<b>\$ 44,566</b>	<b>\$ 154,291</b>
<b>Supplemental Information</b>		
Cash paid for interest	<u>\$ 21,502</u>	<u>\$ 24,722</u>

The accompanying Notes are an integral part of these financial statements

Page 6

# National Association for Interpretation

## Notes to Financial Statements

December 31, 2013

---

### Note 1 – Summary of Significant Accounting Policies

*Nature of Activities.* The National Association for Interpretation (the Association or NAI) was formed to promote and enhance the interpretive profession through providing a forum to advance the knowledge and skills of those involved in interpretation, to encourage and assist educational institutions in developing educational interpretive curricula and programs, to provide scholarly review of interpretation research, and to promote a greater understanding of natural and cultural resources.

The Association offers various levels of membership and serves approximately 5,000 members in 50 states and in 26 nations. A significant program activity of the Association is providing an annual interpreters' workshop. The Association is divided geographically into ten regions, each with an organizational structure, activities, and programs for the benefit of the National Association's members. Local chapters also exist within the regions. The Association's central office is located in Fort Collins, Colorado. The accompanying financial statements include the activities of all chapters, regions and the centralized office.

*Basis of Presentation.* The accompanying financial statements have been prepared on the accrual basis of accounting in accordance with accounting principles generally accepted in the United States of America.

Net assets of the Association and changes therein are classified and reported as follows:

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

*Temporarily Restricted Net Assets.* Net assets subject to donor-imposed restrictions that will be met either by actions of the Association or the passage of time.

*Permanently Restricted Net Assets.* Net assets subject to donor-imposed restrictions that are to be maintained permanently by the Association.

The Board of Trustees has determined that the Association has net assets that meet the definition of endowment funds under the Uniform Prudent Management of Institutional Funds Act of 2006 (UPMIFA). The Association has adopted the Financial Accounting Standards Board guidance on the net asset classification of donor-restricted endowment funds for a not-for-profit organization that is subject to UPMIFA.

In accordance with UPMIFA, the Association considers the following factors in making a determination to appropriate or accumulate donor-restricted endowment funds: (1) the duration and preservation of the endowment fund, (2) the purposes of the institution and the endowment funds, (3) general economic conditions, (4) the possible effect of inflation and deflation, (5) the expected total return from income and the appreciation of investments, (6) other resources of the Association, and (7) the Association's investment policies.

# National Association for Interpretation

## Notes to Financial Statements

December 31, 2013

---

### Note 1 – Summary of Significant Accounting Policies (continued)

The Board of Directors has determined that all contributions received for its Legacy Trust Fund are permanently restricted endowment funds subject to UPMIFA and are classified as permanently restricted. Contributions that are subject to other gift instruments may be recorded as permanently restricted, temporarily restricted or unrestricted, depending on the specific terms of the agreement.

*Endowment Investment and Spending Policies.* The Association has adopted investment and spending policies to provide a predictable stream of funding to programs supported by its endowment while seeking to maintain the purchasing power of the endowment assets. The Association's spending and investment policies work together to achieve this objective. The investment policy attempts to establish an achievable return objective.

Permanently restricted net assets have historically been invested in two primary groups of assets, certain mutual funds and the building occupied by NAI. Effective December 31, 2007, the Board of Directors redeployed investments of permanently restricted net assets to be invested in the equity of the office building owned by the Association. The Association has identified the office building as the sole investment vehicle for both its temporarily and permanently restricted net assets. The earnings of the endowment funds are computed at a rate commensurate with the interest rate of the debt financing on the office building. The earnings are expended annually for the restricted purposes of the funds and are reported as unrestricted in the statement of activities.

Rental income of the building is considered investment income and is classified as unrestricted. Occupancy costs, depreciation expense, repairs and maintenance, property taxes, and interest expense on bonds that finance the building are considered operating expenses and do not impact the permanently restricted net assets of the Association.

*Use of Estimates in the Preparation of Financial Statements.* The preparation of financial statements in conformity with accounting principles generally accepted in the United States of America requires management to make estimates and assumptions that affect the reported amounts of assets and liabilities and disclosure of contingent assets and liabilities at the date of the financial statements and the reported amounts of revenues and expenses during the reporting period. Actual results could differ from those estimates.

*Cash and Cash Equivalents.* For purpose of the statement of cash flows, the Association considers all highly liquid debt instruments purchased with a maturity of three months or less to be cash equivalents.

*Accounts Receivable.* The Association records accounts receivable based upon estimated future collections. Collectability of accounts is determined by management based upon age of the receivable. Interest is charged on past due accounts.

*Promises to Give.* Unconditional promises to give, less an allowance for uncollectible amounts, are recognized as revenue in the period received and as assets, decreases of liabilities, or expenses depending on the form of the benefits received. Conditional promises to give are recognized when the conditions on which they depend are substantially met.

# National Association for Interpretation

## Notes to Financial Statements

December 31, 2013

---

### Note 1 – Summary of Significant Accounting Policies (continued)

*Inventories.* Inventories consist primarily of books and clothing, and are stated at the lower of cost or market determined by the first-in, first-out method.

*Property, Equipment, and Depreciation.* The Association follows the practice of capitalizing, at cost or estimated fair value at the date of the donation, all property and equipment purchased or donated in excess of \$500. Depreciation is computed on a straight-line basis over the estimated useful lives of the assets as follows:

Building	39 years
Building improvements	10 years
Equipment and software	3-7 years
Furniture and fixtures	5-10 years

*Revenues.* Workshop revenues are recognized at the time the workshop is held. Member dues and advertising income are recognized ratably over the period of time for which the payment relates. Revenues from sale of publications, field trips, and exhibits are recognized upon delivery of the material or completion of the event. Sales of certification materials provide for the right of return and, accordingly, these revenues are recognized upon the receipt of payment for the materials.

*Deferred Revenues.* Income from membership dues, advertising, and subscription fees is deferred and recognized over the period to which the dues and fees relate. Lifetime membership revenues are recognized ratably over a period of 20 years.

*Contributions.* Contributions received are recorded as unrestricted, temporarily restricted, or permanently restricted support, depending on the existence or nature of donor restrictions.

Support that is restricted by the donor is reported as an increase in unrestricted net assets if the restriction expires in the reporting period in which the support is recognized. All other donor-restricted support is reported as an increase in temporarily or permanently restricted net assets, depending on the nature of the restriction. When a restriction expires (that is, when a stipulated time restriction ends or purpose restriction is accomplished), temporarily restricted net assets are reclassified as unrestricted net assets and reported in the statement of activities and changes in net assets as net assets released from restrictions.

*Functional Allocation of Expenses.* The costs of providing the Association's program services have been summarized on a functional basis in the statement of activities and changes in net assets and in the statement of functional expenses. Costs have been allocated among program services and supporting services benefited based upon specific identification of the function of the expense, or based upon management's estimate of employee activities.

*Advertising Costs.* The Association expenses all advertising costs as incurred or the first time the advertising takes place. Advertising expense was \$1,727 and \$2,424 for the years ended December 31, 2013 and 2012, respectively.

# National Association for Interpretation

## Notes to Financial Statements

December 31, 2013

---

---

### Note 1 – Summary of Significant Accounting Policies (continued)

*Income Taxes.* The Association is a not-for-profit corporation exempt from federal income tax under Section 501(c)(3) of the Internal Revenue Code, except for activities that create unrelated business taxable income. These activities incurred tax basis expenses in excess of income and, accordingly, no unrelated business income tax was incurred. No provision for income taxes has been made in these financial statements. The Association is not a private foundation.

The Association utilizes the provisions of ASC 740, pertaining to accounting for uncertainty in income taxes. The pronouncement requires the use of a more-likely-than-not recognition criteria before and separate from the measurement of a tax position. An entity shall initially recognize the financial statement effects of a tax position when it is more likely than not, based on the technical merits, that the position will be sustained upon examination. With respect to the Association, this would primarily relate to the determination of unrelated business taxable income, and to the maintenance of its tax exempt status.

Management has evaluated the adopted policies and procedures that have been implemented to provide assurance that income is properly characterized and activities that jeopardize its tax exempt status are within limits established under existing tax code and regulations. Management has determined the effects of uncertain tax positions are not material to the Association for recognition or disclosure in the accompanying financial statements and, accordingly, no income tax liability has been recorded for uncertain income tax positions in the accompanying financial statements.

All income tax years open for examination are subject to taxation at corporate tax rates. At December 31, 2013, the years ended December 31, 2012, 2011, and 2010 are available for examination. Additionally, penalties and interest may be assessed on income taxes that are delinquent. The assessment of uncertain income taxes is subject to estimate, and it is reasonably possible that the estimate may change in the near term and the change may be material.

*Subsequent Events.* Management evaluates events occurring subsequent to the date of the financial statements in determining the accounting for and disclosure of transactions and events that affect the financial statements. Subsequent events have been evaluated through August 8, 2014, which is the date the financial statements were available to be issued.

### Note 2 – Line of Credit

The Association has a \$300,000 line of credit agreement with Wells Fargo Bank, N.A. with outstanding borrowings totaling \$50,000 and \$205,000 as of December 31, 2013 and 2012, respectively. Advances under agreement bear interest at the prime rate plus 1%, subject to a floor rate of 5% (total rate of 5% at December 31, 2013). The agreement is collateralized by a subordinated deed of trust, equipment, accounts receivable, inventory, and marketable securities. The agreement matures in March 2015.

# National Association for Interpretation

## Notes to Financial Statements

December 31, 2013

---

### Note 3 – Long-Term Debt and Subsequent Event

The Association had a bond payable agreement with Wells Fargo Bank West, N.A. with outstanding borrowings totaling \$317,600 and \$357,676 as of December 31, 2013 and 2012, respectively. The agreement required monthly payments of \$4,624, including interest, through July 2014 when it was refinanced. The refinanced agreement requires monthly payments of \$3,136, including interest at 5% annually, through August 2024. The agreement is collateralized by a deed of trust, and contains certain prepayment penalty provisions.

Future minimum payments required under long-term debt obligations, as refinanced, are as follows at December 31, 2013:

<u>Year</u>	<u>Amount</u>
2014	\$ 30,641
2015	23,822
2016	25,004
2017	26,320
2018	27,667
Thereafter	184,146
	<u>\$ 317,600</u>

### Note 4 – Net Assets and Reclassification of Endowment Funds

#### Temporarily Restricted

In 2011, the Association received scholarship contributions totaling \$2,500 that are restricted for use over a five year period, limited to \$500 annually. The Association granted scholarships of \$500 in 2013 and 2012 from the restricted funds. The remaining funds are reported as temporarily restricted net assets at December 31, 2013.

#### Permanently Restricted

The Association has established a Legacy Trust Fund program and has received contributions that are classified as permanently restricted net assets to provide a permanent endowment for the following purposes: (1) scholarships to provide for the development of young professionals in interpretation; and (2) NAI member services and new programs.

During 2013, the Association discovered misclassifications of contributions received for the purpose of establishing two permanent endowment scholarship funds. As a result, the Association has reclassified net assets totaling \$125,000 previously reported as unrestricted net assets to permanently restricted net assets as of January 1, 2012.



# National Association for Interpretation

## Notes to Financial Statements

December 31, 2013

### Note 4 – Net Assets and Reclassification of Endowment Funds (continued)

Permanently restricted endowment funds consisted of the following at December 31:

	2013	2012
Legacy Trust Fund	\$ 576,863	\$ 576,713
Scholarship Funds	125,000	125,000
	<u>\$ 701,863</u>	<u>\$ 701,713</u>

During 2012, management determined permanently restricted contributions receivable to be uncollectible and the amounts were written off and released from restriction.

### Note 5 - Operating Lease Commitment

The Association has entered into two noncancelable operating lease agreements for office equipment requiring monthly base rental payments of \$491. The leases expire in December 2016. Base rental expense totaled \$5,892 and \$3,996 for the years ended December 31, 2013 and 2012.

Future minimum payments required under the noncancelable operating lease agreement are as follows at December 31, 2013:

Year	Amount
2014	\$ 5,892
2015	5,892
2016	5,892
	<u>\$ 17,676</u>

### Note 6 - Rental Income

The Association leases portions of its office building to a single organization. The noncancelable lease requires monthly payments of \$4,163, including base rents and common area costs, and expires in January 2016. Rental income totaled \$32,443 and \$32,450 for the years ended December 31, 2013 and 2012, respectively.

Future minimum payments required under the noncancelable lease agreement are as follows at December 31, 2013:

Year	Amount
2014	\$ 49,950
2015	49,950
2016	2,081
	<u>\$ 101,981</u>

# National Association for Interpretation

## Notes to Financial Statements

December 31, 2013

---

---

### Note 7 - Pension Plan

The Association established a defined contribution Simplified Employee Pension Plan in 1997 for all eligible employees. The Association contributes 9.5% of employee compensation to the plan. Pension expense totaled \$32,624 and \$37,482 for the years ended December 31, 2013 and 2012, respectively.

### Note 8 - Related Party Transactions

The Association had the following transactions with related parties at and during the years ended December 31:

	<u>2013</u>	<u>2012</u>
Receivable from board and staff members	\$ -	\$ 563
Contributions received from board and staff members	\$ 420	\$ 422
Royalties paid to board and staff member authors	\$ 2,250	\$ 4,157