

ANNUAL FINANCIAL REPORT



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INDEPENDENT AUDITOR'S REPORT

Board of Directors South Suburban Special Recreation Association Tinley Park, Illinois

We have audited the accompanying financial statements of the South Suburban Special Recreation Association, Tinley Park, Illinois (the Association) as of and for the year ended May 31, 2021, and the related notes to financial statements, which collectively comprise the Association's basic financial statements as listed in the table of contents.

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

An audit involves performing procedures to obtain audit evidence about the amounts and disclosures in the financial statements. The procedures selected depend on the auditor's judgment, including the assessment of the risks of material misstatement of the financial statements, whether due to fraud or error. In making those risk assessments, the auditor considers internal control relevant to the Association'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 Association'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 basic financial statements referred to above present fairly, in all material respects, the financial position of South Suburban Special Recreation Association, Tinley Park, Illinois, as of May 31, 2021, and the respective changes in financial position and cash flows for the year then ended in conformity with accounting principles generally accepted in the United States of America.

Other Matters

Required Supplementary Information

Accounting principles generally accepted in the United States of America require that the management's discussion and analysis and other required supplementary information listed on the table of contents be presented to supplement the basic financial statements. Such information, although not a part of the basic financial statements, is required by the Governmental Accounting Standards Board, who considers it to be an essential part of financial reporting for placing the basic financial statements in an appropriate operational, economic or historical context. We have applied certain limited procedures to the required supplementary information in accordance with auditing standards generally accepted in the United States of America, which consisted of inquiries of management about the methods of preparing the information and comparing the information for consistency with management's responses to our inquiries, the basic financial statements, and other knowledge we obtained during our audit of the basic financial statements. We do not express an opinion or provide any assurance on the information because the limited procedures do not provide us with sufficient evidence to express an opinion or provide any assurance.

Other Information

Our audit was conducted for the purpose of forming an opinion on the financial statements that collectively comprise the Association's basic financial statements. The supplementary information is presented for purposes of additional analysis and is not a required part of the basic financial statements. The supplementary information is the responsibility of management and was derived from and relate directly to the underlying accounting and other records used to prepare the basic financial statements. The information has been subjected to the auditing procedures applied in the audit of the basic financial statements and certain additional procedures, including comparing and reconciling such information directly to the underlying accounting and other records used to prepare the basic financial statements or to the basic financial statements themselves, and other additional procedures in accordance with auditing standards generally accepted in the United States of America. In our opinion, the information is fairly stated in all material respects in relation to the basic financial statements as a whole.

Sikich LLP

Naperville, Illinois January 31, 2022

GENERAL PURPOSE EXTERNAL FINANCIAL STATEMENTS

SOUTH SUBURBAN SPECIAL RECREATION ASSOCIATION MANAGEMENT'S DISCUSSION AND ANALYSIS MAY 31, 2021

The South Suburban Special Recreation Association's (the "Association") management's discussion and analysis is designed to: (1) assist the reader in focusing on significant financial issues, (2) provide an overview of the Association's financial activity, (3) identify changes in the Association's financial position (its ability to address the next and subsequent year challenges), (4) identify any material deviations from the financial plan (the approved budget) and (5) identify individual fund issues or concerns.

Since the MD&A is designed to focus on the current year's activities, resulting changes and currently known facts, please read it in conjunction with the Association's financial statements (beginning on page 3).

Financial Highlights

The Association's financial stability continues to remain strong. The Association concluded the year with a cash position of \$596,350. Overall operating revenues this past year were \$1,257,739 and operating expenses (including depreciation) were \$954,223 for a net operating income of \$303,516.

Total net position increased from \$1,247,627 to \$1,551,143 over the course of the year due primarily due to reduce programming due to the COVID-19 pandemic.

Revenue

Since the Association's 2013-2014 fiscal year, the agency has been impacted by a significant decline in member contributions, due to a decline in property values/EAVs experienced by our member park districts and recreation departments. For the 2018-2019 fiscal year, the Association was also impacted by the withdrawal of the Frankfort Square Park District.

Due to the continued decline in member contributions the agency has experienced, staff have placed greater emphasis on increasing grants & contributions, and fundraising. For the 2020-2021 fiscal year, grants and contributions totaled \$30,072, a 66% decrease from the year prior, again, as programming was significantly impacted by COVID-19. Fundraising proceeds increased by \$2,075 (7%) from the year prior. Fundraising activities conducted by the Association include the SSSRA Cash Raffle, the #GivingTuesday campaign, Double Good Fundraiser, Scrapbook Fundraiser & Special Olympics raffle ticket sales. Events held by other organizations on the agency's behalf, such as Ricky's Ride continue to make a positive impact on the agency's revenue.

Although an effort is made to keep fees affordable for our families, the formula for all weekly program fees needed to be adjusted this year. Previously, the formula for weekly program fees was to cover 50-65% of direct expenses. For 2020-2021 the formula was changed to cover 55-66% of direct expenses. Typically, this would have assisted the agency in collecting additional revenue to assist in offsetting the decline in member agency contributions. However, program fees collected for 2020-2021 totaled \$18,027, as compared to \$181,300 for the year prior. The 90% decrease is attributable to the COVID-19 pandemic requiring the Association to severely limit programming.

SOUTH SUBURBAN SPECIAL RECREATION ASSOCIATION MANAGEMENT'S DISCUSSION AND ANALYSIS (CONTINUED) MAY 31, 2021

Expenses

The Association pays for the cost of 1:1 Inclusion Aides, when individuals with disabilities need support in member agency park district and recreation department programs, in order to have a successful experience. This area of service continues to grow and has a significant impact on the Association's budget. Inclusion Aides are paid for either through the Association's payroll; or, through a credit to member agency contributions (for the next year) when Inclusion Aides are park district or recreation department employees. This results in not only an increase in staffing expenses for SSSRA, but a decrease in member contributions from the members. Due to the COVID-19 pandemic and suspended program seasons, expenses for 2020-2021 totaled \$6,602. The Board of Directors and staff continue to be mindful of the impact of this area of service on the Association's resources.

Staff continue to implement cost cutting measures wherever possible, in response to decreased member contributions.

Overview of the Financial Statements

Management's Discussion and Analysis introduces the Association's basic financial statements. The Association also includes in this report additional information to supplement the basic financial statements.

Basic Financial Statements

The Association's annual report includes three basic financial statements. These statements provide both long-term and short-term information about the Association's overall status. Financial reporting at this level uses a perspective similar to that found in the private sector with its basis in full accrual accounting and elimination or reclassification of internal activities.

The first of these government-wide statements is the Statement of Net Position. This is the statement of position presenting information that includes all of the Association's assets and deferred outflows of resources and liabilities and deferred inflows of resources, with the difference reported as net position. Over time, increases or decreases in net position may serve as a useful indicator of whether the financial position of the Association as a whole is improving or deteriorating. Evaluation of the overall health of the Association would extend to other non-financial factors such as diversification of the partner base or the condition of the Association's infrastructure in addition to the financial information provided in this report.

The second government-wide statement is the Statement of Revenues, Expenses and Changes in Net Position which reports how the Association's net position changed during the current fiscal year. All current year revenues and expenses are included regardless of when cash is received or paid.

The third financial statement is the Statement of Cash Flows which presents the Association's cash flows from operating activities, capital and related financing activities and investing activities.

The basic financial statements are presented on pages 3-7 of this report.

Notes to the Financial Statements

The accompanying notes to the financial statements provide information essential to a full understanding of the government-wide and fund financial statements. The notes to the financial statements begin on page 8 of this report.

SOUTH SUBURBAN SPECIAL RECREATION ASSOCIATION MANAGEMENT'S DISCUSSION AND ANALYSIS (CONTINUED) MAY 31, 2021

Other Information

In addition to the basic financial statements and accompanying notes, this report also presents certain required supplementary information concerning the Association's progress in funding its obligation to provide pension and OPEB benefits to its employees. Required supplementary information can be found beginning on page 23 of this report.

Comparative Statements:

		2021		2020
Current and Other Assets	\$	617,925	\$	303,480
Capital Assets	Ψ	1,257,510	Ψ	1,331,628
Total Assets		1,875,435		1,635,108
		1,010,100		.,000,100
Deferred Outflows of Resources		275,334		87,099
Total Assets and Deferred Outflows				
of Resources		2,150,769		1,722,207
Current Liabilities		48,145		37,572
Noncurrent Liabilities Total Liabilities		390,595		351,522
Total Liabilities		438,740		389,094
Deferred Inflows of Resources		160,886		85,486
Total Liabilities and Deferred Inflows				
of Resources		599,626		474,580
Net Position:				
Investment in Capital Assets		1,257,510		1,331,628
Unrestricted (deficit)		293,633		(84,001)
Total Net Position	\$	1,551,143	\$	1,247,627
		2021		2020
Revenues				
Charges for Services	\$	1,179,296	\$	1,144,566
Grants and Donations		70,648		117,731
*General Revenues		7,795		17,405
Total Revenues		1,257,739		1,279,702
Evnance				
Expenses Program Services		954,223		1,523,759
Total Expenses	-	954,223		1,523,759
Total Expenses		554,225		1,020,709
Increase (Decrease) in Net Position	\$	303,516	\$	(244,057)

^{*}includes investment income

SOUTH SUBURBAN SPECIAL RECREATION ASSOCIATION MANAGEMENT'S DISCUSSION AND ANALYSIS (CONTINUED) MAY 31, 2021

Budgetary Highlights

During the 2021 Budget year, the Association did not revise the annual operating budget.

Operating revenues in the general fund were \$1,256,943, which was \$139,658 under budget. Operating expenses were \$954,223, which was \$507,026 under budget.

Capital Asset and Debt Administration

Capital Assets

The Association's investment in capital assets, net of accumulated depreciation for governmental activities as of May 31, 2021 and 2020 was \$1,257,510 and \$1,331,628, respectively.

See Note 3 to the financial statements for additional information.

Debt Administration

As of May 31, 2021, the Association has no bonded debt outstanding. The only long-term liabilities reported by the Association related to employee costs, including the Association's liabilities for compensated absences, the net pension liability, and the total OPEB liability.

Factors Bearing on the Association's Future

At the time these financial statements were prepared and audited, the Association was not aware of any existing circumstances that would adversely affect its financial health in the near future.

Beginning in March 2020, the COVID-19 virus was declared a global pandemic as it continued to spread rapidly. The economic impact of the Governor of the State of Illinois' Executive Order imposing "stay at home" restrictions were widespread and have continued to impact the Association's operations. Management continues to carefully monitor the situation and evaluate its options.

Contacting the Association's Financial Management

This financial report is designed to provide a general overview of the Association's finances, comply with finance related laws and regulations, and demonstrate the Association's commitment to public accountability. If you have any questions about this report or would like to request additional information please contact Lisa Drzewiecki, Executive Director, South Suburban Special Recreation Association, 19910 80th Avenue, Tinley Park, IL 60487.



STATEMENT OF NET POSITION

May 31, 2021

CURRENT ASSETS		
Cash and investments	\$	596,350
Receivables		21,575
Total current assets		617,925
Capital assets		
Capital assets not being depreciated		105,000
Capital assets being depreciated, net of		2,136,434
accumulated depreciation	-	(983,924)
Total capital assets		1,257,510
Total assets		1,875,435
DEFERRED OUTFLOWS OF RESOURCES		
IMRF pension items		238,560
OPEB items		36,774
Total deferred outflows of resources		275,334
Total assets and deferred outflows of resources		2,150,769

STATEMENT OF NET POSITION (Continued)

May 31, 2021

CURRENT LIABILITIES	
Accounts payable	\$ 10,267
Deferred revenues	11,775
Accrued wages	14,321
Current portion of compensated absences	4,210
Current portion of total OPEB liability	 7,572
Total current liabilities	 48,145
NONCURRENT LIABILITIES	
Compensated absences	16,841
Net pension liability	252,992
Total OPEB liability	 120,762
Total noncurrent liabilities	 390,595
Total liabilities	 438,740
DEFERRED INFLOWS OF RESOURCES	
IMRF pension items	134,116
OPEB items	 26,770
Total deferred inflows of resources	 160,886
Total liabilities and deferred inflows of resources	599,626
NET POSITION	
Net investment in capital assets	1,257,510
Unrestricted	293,633
TOTAL NET POSITION	\$ 1,551,143

STATEMENT OF REVENUES, EXPENSES AND CHANGES IN NET POSITION

OPERATING REVENUES	
Administrative	
Member contributions	\$ 1,161,269
Program	
Program fees	18,027
Grants and contributions	30,072
Fundraising	30,449
Scholarships	10,127
Miscellaneous	6,999
Total operating revenues	1,256,943
OPERATING EXPENSES	
Administration	578,492
Program	296,601
Depreciation	79,130
Total operating expenses	954,223
OPERATING INCOME	 302,720
NON ODED A TIME DEVENIES (EXPENSES)	
NON-OPERATING REVENUES (EXPENSES) Investment income	 796
Total non-operating revenues (expenses)	 796
CHANGE IN NET POSITION	303,516
NET POSITION, JUNE 1	1,247,627
NET POSITION, MAY 31	\$ 1,551,143

STATEMENT OF CASH FLOWS

CASH FLOWS FROM OPERATING ACTIVITIES	\$ 1.247.143
Receipts from members and customers	+ -,- : : ,- : -
Payments to suppliers	(179,516)
Payments to employees	(770,541)
Net cash from operating activities	297,086
CASH FLOWS FROM NONCAPITAL FINANCING ACTIVITIES	
None	
Net cash from noncapital financing activities	
CASH FLOWS FROM CAPITAL AND RELATED FINANCING ACTIVITIES	
Purchase of capital assets	(5,012)
Net cash from capital and related	
financing activities	(5,012)
CASH FLOWS FROM INVESTING ACTIVITIES	
Investment income received	796
Net cash from investing activities	796
NET INCREASE IN CASH AND CASH EQUIVALENTS	292,870
CASH AND CASH EQUIVALENTS, JUNE 1	303,480
CASH AND CASH EQUIVALENTS, MAY 31	\$ 596,350

STATEMENT OF CASH FLOWS (Continued)

For the Year Ended May 31, 2021

RECONCILIATION OF OPERATING INCOME TO NET CASH FLOWS FROM OPERATING ACTIVITIES

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Operating income	\$ 302,720
Adjustments to reconcile operating income to net	
cash from operating activities	
Depreciation	79,130
Changes in assets and liabilities	
Changes in OPEB related items	4,398
Changes in pension related items	(70,098)
Accounts receivable	(21,575)
Accounts payable	(707)
Accrued wages	(7,478)
Compensated absences	(1,079)
Unearned revenue	11,775
Total adjustments	 (5,634)
NET CASH FROM OPERATING ACTIVITIES	\$ 297,086

NOTES TO FINANCIAL STATEMENTS

May 31, 2021

1. SUMMARY OF SIGNIFICANT ACCOUNTING POLICIES

The financial statements of the South Suburban Special Recreation Association, Tinley Park, Illinois (the Association) have been prepared in conformity with accounting principles generally accepted in the United States of America, as applied to government units (hereinafter referred to as generally accepted accounting principles (GAAP)). The Governmental Accounting Standards Board (GASB) is the accepted standard-setting body for establishing governmental accounting and financial reporting principles. The more significant of the Association's accounting policies are described below.

a. Reporting Entity

The Association is duly organized and includes the Park Districts of Country Club Hills, Hazel Crest, Homewood-Flossmoor, Lan-Oak, Oak Forest, Olympia Fields and Tinley-Park Park District and the Matteson Recreational Division, Park Forest Recreation and Parks Department and Richton Park and Recreation Department. The Association is considered a jointly governed organization of the ten governments pursuant to GASB Statement No. 14. The Association operates under the commissioner-director form of government and provides a variety of services to individuals with physical and mental impairments in the member districts.

The purpose of the Association is to provide for the establishment, maintenance and management of joint recreation programs for persons with disabilities of all the participating park districts. Participation in the Association's programs is available to any individual with a disability living in the immediate South Suburban area.

The Association is considered to be a primary government pursuant to GASB Statement No. 14, as amended, since it is legally separate and fiscally independent. These financial statements include all functions, programs, and activities under the control of the Board of Trustees of the Association.

b. Fund Accounting

Governmental resources are allocated to and accounted for in individual funds based on the purposes for which they are to be spent and the means by which spending activities are controlled. The various funds are grouped, in the financial statements in this report, into a single fund.

NOTES TO FINANCIAL STATEMENTS (Continued)

1. SUMMARY OF SIGNIFICANT ACCOUNTING POLICIES (Continued)

b. Fund Accounting (Continued)

Proprietary Funds

Enterprise funds are used to account for operations (a) that are financed and operated in a manner similar to private business enterprises - where the intent of the Association is that the costs (expenses, including depreciation) of providing goods or services to the general public on a continuing basis be financed or recovered primarily through user charges or (b) where the Association has decided that periodic determination of revenues earned, expenses incurred and net income or loss is appropriate for capital maintenance, public policy, management control, accountability or other purposes.

c. Measurement Focus, Basis of Accounting, and Financial Statement Presentation

The accounting and financial reporting treatment applied to a fund is determined by its measurement focus. All proprietary funds are accounted for on a flow of economic resources measurement focus. With this measurement focus, all assets, deferred outflows of resources, liabilities and deferred inflows of resources associated with the operation of these funds are included on the statement of net position. Proprietary funds operating statements present increases (e.g., revenues) and decreases (e.g., expenses) in total net position. Operating revenues and expenses are directly attributable to the operation of the proprietary funds. Non-operating revenue/expenses are incidental to the operations of these funds.

The accrual basis of accounting is utilized by proprietary funds. Under this method, revenues are recorded when earned and expenses are recorded at the time liabilities are incurred.

The Association reports deferred revenue on its financial statements. Deferred revenues arise when resources are received by the Association before it has a legal claim to them, as when grant monies are received prior to the incurrence of qualifying expenditures. In subsequent periods when the Association has a legal claim to resources, the liability for deferred revenue is removed from the financial statements and revenue is recognized.

d. Investments

Investments are recorded at cost, which approximates fair value.

The Association categorizes the fair value measurements within the fair value hierarchy established by GAAP. The hierarchy is based on the valuation inputs used to measure the fair value of the asset. Level 1 inputs are quoted prices in active markets for identical assets; Level 2 inputs are significant other observable inputs; and Level 3 inputs are significant unobservable inputs. The Association held no investments at fair value at May 31, 2021.

NOTES TO FINANCIAL STATEMENTS (Continued)

1. SUMMARY OF SIGNIFICANT ACCOUNTING POLICIES (Continued)

e. Prepaid Expenses/Items

Payments made to vendors for services that will benefit periods beyond the date of this report are recorded as prepaid expenses/items using the consumption method.

f. Capital Assets

Capital assets are defined by the Association as assets with an initial, individual cost in excess of \$1,000 and an estimated useful life in excess of one year. Such assets are recorded at historical cost or estimated historical cost if purchased or constructed. Donated capital assets are recorded at estimated acquisition value at the date of donation.

The costs of normal maintenance and repairs that do not add to the value or service capacity of the asset or materially extend asset lives are not capitalized.

Major outlays for capital assets and improvements are capitalized as projects are constructed. Capital assets are depreciated using the straight-line method over the following estimated useful lives:

Assets	Years
Buildings Improvements Equipment	30 20-50 5-20
Vehicles	5

g. Compensated Absences

In accordance with GASB Interpretation No. 6, *Accounting for Certain Liabilities*, only vested or accumulated vacation that is committed to be liquidated at May 31, 2021, is reported as an expense and a liability. Vacation days are awarded on an employee's anniversary date. Vacation leave must be used in the year awarded except when exceptions are granted by the Executive Director. Sick leave does not vest upon termination or retirement and, therefore, no liability has been recorded for this.

h. Net Position

Restricted net positions are legally restricted by outside parties for a specific purpose. The Association's flow of funds assumption prescribes that the funds with the highest level of constraint are expended first. If restricted or unrestricted funds are available for spending, the restricted funds are spent first.

NOTES TO FINANCIAL STATEMENTS (Continued)

1. SUMMARY OF SIGNIFICANT ACCOUNTING POLICIES (Continued)

i. Deferred Outflows/Inflows of Resources

In addition to assets, the statement of net position will sometimes report a separate section for deferred outflows of resources. This separate financial statement element, deferred outflows of resources, represents a consumption of net assets that applies to a future period(s) and so will not be recognized as an outflow of resources (expense) until then. In addition to liabilities, the statement of financial position will sometimes report a separate section for deferred inflows of resources. This separate financial statement element, deferred inflows of resources, represents an acquisition of net assets that applies to a future period(s) and so will not be recognized as an inflow of resources (revenue) until that time.

j. Use of Estimates

The preparation of financial statements in conformity with GAAP requires management to make estimates and assumptions that affect the reported amounts of assets, deferred outflows of resources, liabilities and deferred inflows of resources, and disclosure of contingent assets and liabilities at the date of the financial statements and the reported amounts of revenues and expenditures/expenses during the reporting period. Actual results could differ from those estimates.

k. Income Taxes

For tax reporting purposes, the Association operates as a nonprofit organization and has received exempt status under section 501(c)(3) of the Internal Revenue Code. Accordingly, a provision for income taxes has not been made on the financial statements. The Association has no unrelated business income during the year ended May 31, 2021, and therefore, no provision for federal or state income taxes has been made in the accompanying financial statements.

1. Postponement of Implementation of Certain Authoritative Guidance

In accordance with the provisions of GASB Statement No. 95, *Postponement of the Effective Dates of Certain Authoritative Guidance*, the Association has delayed the implementation of GASB Statement No. 87, *Leases*, to May 31, 2023.

2. DEPOSITS AND INVESTMENTS

Illinois Compiled Statutes (ILCS) and the Association's investment policy authorize the Association to make deposits/invest in local government investment pools, passbook savings account, money market mutual funds, certificates of deposits, time deposits and insured account of credit unions whose principal office is in Illinois.

NOTES TO FINANCIAL STATEMENTS (Continued)

2. DEPOSITS AND INVESTMENTS (Continued)

It is the policy of the Association to invest its funds in a manner which will provide the highest investment return with the maximum security while meeting the daily cash flow demands of the Association and conforming to all state and local statutes governing the investment of public funds, using the "prudent person" standard for managing the overall portfolio. The primary objective of the policy is safety (preservation of capital and protection of investment principal), liquidity and yield.

a. Deposits with Financial Institutions

Custodial credit risk for deposits with financial institutions is the risk that in the event of bank failure, the Association's deposits may not be returned to it. The Association's investment policy requires pledging of collateral for all bank balances in excess of federal depository insurance with the collateral held by an agent of the Association in the Association's name. Total funds exceeding the deposit insurance limits must have collateral provided as 100% of the fair value of the net amount of the Association's funds on deposit at each financial institution.

b. Investments

Interest rate risk is the risk that change in interest rates will adversely affect the fair value of an investment. In accordance with its investment policy, the Association limits its exposure to interest rate risk by structuring the portfolio to provide liquidity. The Association's investment policy does not address interest rate risk to ensure that appropriate liquidity is maintained in order to meet ongoing obligations.

The Association limits its exposure to credit risk, the risk that the issuer of a debt security will not pay its par value upon maturity, by primarily investing in money market mutual funds.

Concentration of credit risk is the risk of loss attributed to the magnitude of the Association's investment in a single issuer. The Association's investment policy does not mitigate concentration risk.

Custodial credit risk for investments is the risk that, in the event of the failure of the counterparty to the investment, the Association will not be able to recover the value of its investments that are in possession of an outside party. The Association's investment policy does not address custodial risk.

NOTES TO FINANCIAL STATEMENTS (Continued)

3. CAPITAL ASSETS

Capital asset activity for the year ended May 31, 2021 was as follows:

	Balances			_		Balances
	 June 1	1	Additions	Re	etirements	May 31
Capital assets not being depreciated						
Land	\$ 105,000	\$	-	\$	-	\$ 105,000
Total capital assets not being						
depreciated	 105,000		-		-	105,000
Capital assets being depreciated						
Buildings	1,692,604		-		_	1,692,604
Improvements	41,154		_		_	41,154
Equipment	92,798		5,012		10,392	87,418
Vehicles	338,003		, -		22,745	315,258
Total capital assets being	 ĺ				· ·	<u> </u>
depreciated	 2,164,559		5,012		33,137	2,136,434
Less accumulated depreciation						
Buildings	520,958		56,420		_	577,378
Improvements	31,260		1,600		_	32,860
Equipment	79,688		5,222		10,392	74,518
Vehicles	306,025		15,888		22,745	299,168
Total accumulated depreciation	937,931		79,130		33,137	983,924
1	,		,		,	
Total capital assets being						
depreciated, net	 1,226,628		(74,118)		-	1,152,510
CAPITAL ASSETS, NET	\$ 1,331,628	\$	(74,118)	\$	-	\$ 1,257,510

4. EMPLOYEE RETIREMENT SYSTEMS

The Association's defined benefit pension plan, Illinois Municipal Retirement Fund (IMRF), provides retirement, disability, annual cost of living adjustments and death benefits to plan members and beneficiaries. IMRF is an agent multiple-employer pension plan that acts as a common investment and administrative agent for local governments and school districts in Illinois. The Illinois Pension Code establishes the benefit provisions of the plan that can only be amended by the Illinois General Assembly. IMRF issues a publicly available report that includes financial statements and supplementary information for the plan as a whole but not by individual employer. That report may be obtained by writing to the Illinois Municipal Retirement Fund, 2211 York Road, Suite 500, Oak Brook, Illinois 60523 or at www.imrf.org.

NOTES TO FINANCIAL STATEMENTS (Continued)

4. EMPLOYEE RETIREMENT SYSTEMS (Continued)

Illinois Municipal Retirement Fund

Plan Administration

All employees hired in positions that meet or exceed the prescribed annual hourly standard must be enrolled in IMRF as participating members.

The plan is accounted for on the economic resources measurement focus and the accrual basis of accounting. Employer and employee contributions are recognized when earned in the year that the contributions are required, benefits and refunds are recognized as an expense and liability when due and payable.

Plan Membership

At December 31, 2020, IMRF membership consisted of:

Inactive employees or their beneficiaries	
currently receiving benefits	2
Inactive employees entitled to but not yet	
receiving benefits	8
Active employees	10
TOTAL	20

Benefits Provided

IMRF provides two tiers of pension benefits. Employees hired prior to January 1, 2011, are eligible for Tier 1 benefits. For Tier 1 employees, pension benefits vest after eight years of service. Participating members who retire at age 55 (reduced benefits) or after age 60 (full benefits) with eight years of credited service are entitled to an annual retirement benefit, payable monthly for life, in an amount equal to 1 2/3% of their final rate of earnings, for each year of credited service up to 15 years, and 2% for each year thereafter. Employees hired on or after January 1, 2011, are eligible for Tier 2 benefits. For Tier 2 employees, pension benefits vest after ten years of service. Participating members who retire at age 62 (reduced benefits) or after age 67 (full benefits) with ten years of credited service are entitled to an annual retirement benefit, payable monthly for life, in an amount equal to 1 2/3% of their final rate of earnings, for each year of credited service up to 15 years, and 2% for each year thereafter. IMRF also provides death and disability benefits. These benefit provisions and all other requirements are established by state statute.

NOTES TO FINANCIAL STATEMENTS (Continued)

4. EMPLOYEE RETIREMENT SYSTEMS (Continued)

Illinois Municipal Retirement Fund (Continued)

Contributions

Participating members are required to contribute 4.50% of their annual covered salary to IMRF. The Association is required to contribute the remaining amounts necessary to fund IMRF as specified by statute. The employer contribution rate for the year ended May 31, 2021 was 12.32% of covered payroll.

Actuarial Assumptions

The Association's net pension liability was measured as of December 31, 2020 and the total pension liability used to calculate the net pension liability was determined by an actuarial valuation performed as of the same date using the following actuarial methods and assumptions:

Actuarial valuation date	December 31, 2020
Actuarial cost method	Entry-age normal
Assumptions Inflation	2.25%
Salary increases	2.85% to 13.75%
Interest rate	7.25%
Cost of living adjustments	3.00%
Asset valuation method	Fair value

For nondisabled retirees, the Pub-2010, Amount-Weighted, below-median income, General, Retiree, Male (adjusted 106%) and Female (adjusted 105%) tables, and Future mortality improvements projected using scale MP-2020. For disabled retirees, the Pub-2010, Amount-Weighted, below-median income, General, Disabled Retiree, Male and Female (both unadjusted) tables, and future mortality improvements projected using scale MP-2020. For active members, the Pub-2010, Amount-Weighted, below-median income, General, Employee, Male and Female (both unadjusted) tables, and future mortality improvements projected using scale MP-2020.

NOTES TO FINANCIAL STATEMENTS (Continued)

4. EMPLOYEE RETIREMENT SYSTEMS (Continued)

<u>Illinois Municipal Retirement Fund</u> (Continued)

Discount Rate

The discount rate used to measure the total pension liability was 7.25%. The projection of cash flows used to determine the discount rate assumed that member contributions will be made at the current contribution rate and that the Association contributions will be made at rates equal to the difference between actuarially determined contribution rates and the member rate. Based on those assumptions, the Association's fiduciary net position was projected to be available to make all projected future benefit payments of current plan members.

Changes in the Net Pension Liability

	(a) (b)		(a) - (b)	
	Total	Plan	Net	
	Pension	Fiduciary	Pension	
	Liability	Net Position	Liability	
			•	
BALANCES AT JANUARY 1, 2020	\$ 1,721,445	\$ 1,438,856	\$ 282,589	
Changes for the period				
	(2 (97		(2 (97	
Service cost	63,687	-	63,687	
Interest	125,880	-	125,880	
Difference between expected				
and actual experience	120,963	-	120,963	
Changes in assumptions*	(33,179)	-	(33,179)	
Employer contributions	-	68,411	(68,411)	
Employee contributions	-	28,063	(28,063)	
Net investment income	-	154,128	(154,128)	
Benefit payments and refunds	(34,018)	(34,018)	-	
Other	-	56,346	(56,346)	
			_	
Net changes	243,333	272,930	(29,597)	
BALANCES AT DECEMBER 31, 2020	\$ 1,964,778	\$ 1,711,786	\$ 252,992	

^{*}There were changes in assumptions related to the inflation rate and salary increases.

NOTES TO FINANCIAL STATEMENTS (Continued)

4. EMPLOYEE RETIREMENT SYSTEMS (Continued)

<u>Illinois Municipal Retirement Fund</u> (Continued)

Pension Expense and Deferred Outflows of Resources and Deferred Inflows of Resources

For the year ended May 31, 2021, the Association recognized pension expense of \$(6,612). At May 31, 2021, the Association reported deferred outflows of resources and deferred inflows of resources related to IMRF from the following sources:

	Ι	Deferred]	Deferred
	Οι	ıtflows of	I	nflows of
	R	Resources		
Difference between expected and actual experience	\$	109,584	\$	24,525
Changes in assumption		44,189		50,761
Net difference between projected and actual earnings				
on pension plan investments		-		58,830
Employer contributions after the measurement date		24,316		-
TOTAL	\$	178,089	\$	134,116

\$24,316 reported as deferred outflows of resources result from the Association's contributions subsequent to the measurement date will be recognized as a reduction of the net pension liability in the year ending May 31, 2022. Other amounts reported as deferred outflows of resources and deferred inflows of resources related to IMRF will be recognized in pension expense as follows:

Fiscal Year Ending May 31,	
2022	\$ (4,340)
2023	5,548
2024	(13,081)
2025	3,519
2026	12,360
Thereafter	15,651
mom	40.45
TOTAL	\$ 19,657

NOTES TO FINANCIAL STATEMENTS (Continued)

4. EMPLOYEE RETIREMENT SYSTEMS (Continued)

<u>Illinois Municipal Retirement Fund</u> (Continued)

Discount Rate Sensitivity

The following is a sensitivity analysis of the net pension liability to changes in the discount rate. The table below presents the net pension liability of the Association calculated using the discount rate of 7.25% as well as what the Association's net pension liability would be if it were calculated using a discount rate that is 1 percentage point lower (6.25%) or 1 percentage point higher (8.25%) than the current rate:

				Current				
	1%	Decrease	Di	scount Rate	1	% Increase		
	((6.25%)		(7.25%)	(8.25%)			
Net pension liability	\$	551,341	\$	252,992	\$	51,986		

5. LONG-TERM DEBT

During the year, the following changes occurred in governmental long-term liabilities:

	eginning Balances	Additions Retirements				Ending Balances	Current Portion
Compensated absences Net pension liability Total OPEB liability	\$ 22,131 282,589 51,602	\$	3,346 - 76,732	\$	4,426 29,597	\$ 21,051 252,992 128,334	\$ 4,210 - 7,572
TOTAL	\$ 356,322	\$	80,078	\$	34,023	\$ 402,377	\$ 11,782

6. INSURANCE

The Association is exposed to various risks related to torts; theft of, damage to and destruction of assets; errors and omissions; injuries to employees; and net income losses. The Association purchases third party indemnity insurance via monthly premiums from private insurance companies for its employee health insurance. Since 1992, the Association has been a member of the Park District Risk Management Agency (PDRMA), a joint risk management pool of park and forest preserve districts, and special recreation associations through which property, general liability, automobile liability, crime, boiler and machinery, public officials' employment practices liability and workers' compensation coverage is provided in excess of specified limits for the members, acting as a single insurable unit. Losses exceeding the per-occurrence self-insured and reinsurance limit would be the responsibility of the Association.

NOTES TO FINANCIAL STATEMENTS (Continued)

6. INSURANCE (Continued)

As a member of PDRMA's Property/Casualty Program, the Association is represented on the Property/Liability/Workers' Compensation Program Council and the Membership Assembly and is entitled to one vote on each. The relationship between the Association and PDRMA is governed by a contract and by-laws that have been adopted by resolution of the Association's governing body. The Association is contractually obligated to make all annual and supplementary contributions to PDRMA, to report claims on a timely basis, cooperate with PDRMA, its claim administrator and attorneys in claims investigation and settlement, and to follow risk management procedures as outlined by PDRMA.

Members have a contractual obligation to fund any deficit of PDRMA attributable to a membership year which they were a member.

PDRMA is responsible for administering the self-insurance program and purchasing excess insurance according to the direction of the Program Council. PDRMA also provides its members with risk management services, including the defense of and settlement of claims and establishes reasonable and necessary loss reduction and prevention procedures to be followed by the members.

7. OTHER POSTEMPLOYMENT BENEFITS

a. Plan Description

In addition to providing the pension benefits described, the Association provides postemployment health care benefits (OPEB) for retired employees through a single-employer defined benefit plan (the Plan). The benefits, benefit levels, employee contributions and employer contributions are governed by the Association and can be amended by the Association through its personnel manual and union contracts. Certain benefits are controlled by state laws and can only be changed by the Illinois Legislature. No assets are accumulated in a trust that meets the criteria in paragraph 4 of GASB Statement No. 75. The Plan does not issue a separate report.

b. Benefits Provided

The Association provides pre and post-Medicare postretirement health insurance to retirees, their spouses and dependents (enrolled at time of employee's retirement). To be eligible for benefits, the employee must qualify for retirement under the Association's retirement plan. The retirees pay 100% of the blended premium. Upon a retiree becoming eligible for Medicare, the amount payable under the Association's health plan will be reduced by the amount payable under Medicare for those expenses that are covered under both.

NOTES TO FINANCIAL STATEMENTS (Continued)

7. OTHER POSTEMPLOYMENT BENEFITS (Continued)

c. Membership

At September 30, 2020 (most recent information available), membership consisted of:

Retirees and beneficiaries currently receiving benefits 1

Terminated employees entitled to benefits but not yet receiving them - Active employees 9

TOTAL 10

Participating employers 1

d. Total OPEB Liability

The Association's total OPEB liability of \$128,334 was determined based upon an actuarial valuation performed as of September 30, 2020.

e. Actuarial Assumptions and Other Inputs

The total OPEB liability at May 31, 2021, as determined by an actuarial valuation as of September 30, 2020, was determined using the following actuarial assumptions and other inputs, applied to all periods included in the measurement, unless otherwise specified.

Actuarial cost method	Entry-age normal
Actuarial value of assets	Not applicable
Inflation	3.00%
Salary increases	4.00%
Discount rate	2.14%
Healthcare cost trend rates	6.50% graded to 4.50% over 15 years

NOTES TO FINANCIAL STATEMENTS (Continued)

7. OTHER POSTEMPLOYMENT BENEFITS (Continued)

f. Changes in the Total OPEB Liability

	otal OPEB Liability
BALANCES AT JUNE 1, 2020	\$ 51,602
Changes for the period	
Service cost	2,953
Interest	1,272
Difference between expected	
and actual experience	83,968
Changes in assumptions*	(3,889)
Benefit payments	 (7,572)
Net changes	 76,732
BALANCES AT MAY 31, 2021	\$ 128,334

^{*}There were changes in assumptions related to the discount rate and inflation rate.

g. Rate Sensitivity

The following is a sensitivity analysis of the total OPEB liability to changes in the discount rate and the healthcare cost trend rate. The table below presents the total OPEB liability of the Association calculated using the discount rate of 2.14% as well as what the Association total OPEB liability would be if it were calculated using a discount rate that is 1 percentage point lower (1.14%) or 1 percentage point higher (3.14%) than the current rate:

			Current			
_		Decrease (1.14%)	scount Rate (2.14%)	1% Increase (3.14%)		
Total OPEB liability		136,117	\$ 128,334	\$	120,894	

NOTES TO FINANCIAL STATEMENTS (Continued)

7. OTHER POSTEMPLOYMENT BENEFITS (Continued)

g. Rate Sensitivity (Continued)

The table below presents the total OPEB liability of the Association calculated using the healthcare rate of 4.50% to 6.50% as well as what the Association's total OPEB liability would be if it were calculated using a healthcare rate that is 1 percentage point lower (3.50% to 5.50%) or 1 percentage point higher (5.50% to 7.50%) than the current rate:

				Current			
	1%	Decrease	Heal	Ithcare Rate	1% Increase		
Total OPEB liability	\$	117,583	\$	128,334	\$	140,878	

h. OPEB Expense and Deferred Outflows of Resources and Deferred Inflows of Resources Related to OPEB

For the year ended May 31, 2021, the Association recognized OPEB expense of \$4,398. At May 31, 2021, the Association reported deferred outflows of resources and deferred inflows of resources related to OPEB from the following sources:

	Out	eferred tflows of sources	Ir	Deferred of lesources
Differences between expected and actual experiences Changes in assumptions	\$	75,645 21,600	\$	26,770
TOTAL	\$	97,245	\$	26,770

Amounts reported as deferred outflows of resources and deferred inflows of resources will be recognized in OPEB expense as follows:

Year Ending May 31,		
2022	\$ 7,74	1 5
2023	7,74	15
2024	7,74	15
2025	7,74	
2026	7,74	15
Thereafter	31,75	50
TOTAL	\$ 70,47	75



SCHEDULE OF EMPLOYER CONTRIBUTIONS ILLINOIS MUNICIPAL RETIREMENT FUND

Last Six Fiscal Years

FISCAL YEAR ENDED MAY 31,	2016	2017	2018	2019	2020	 2021
Actuarially determined contribution	\$ 81,438	\$ 83,243	\$ 81,368	\$ 77,715	\$ 70,297	\$ 68,428
Contributions in relation to the actuarially determined contribution	 81,438	83,243	81,368	77,715	70,297	68,428
CONTRIBUTION DEFICIENCY (Excess)	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
Covered payroll	\$ 631,231	\$ 664,159	\$ 681,241	\$ 681,123	\$ 643,909	\$ 555,413
Contributions as a percentage of covered payroll	12.90%	12.53%	11.94%	11.41%	10.92%	12.32%

Notes to Required Supplementary Information

The information presented was determined as part of the actuarial valuations as of January 1 of the prior fiscal year. Additional information as of the latest actuarial valuation presented is as follows: the actuarial cost method was entry-age normal; the amortization method was level percent of pay, closed and the amortization period was 23 years until the remaining period reaches ten years (then ten-year rolling period); the asset valuation method was five-year smoothed market; and the significant actuarial assumptions were an investment rate of return at 7.25% annually, projected salary increases assumption of 3.35% to 14.25% compounded annually, and price inflation of 2.50%.

Ultimately, this schedule should present information for the last ten years. However, until ten years of information can be compiled, information will be presented for as many years as is available.

SCHEDULE OF CHANGES IN THE EMPLOYER'S NET PENSION LIABILITY AND RELATED RATIOS ILLINOIS MUNICIPAL RETIREMENT FUND

Last Six Fiscal Years

MEASUREMENT DATE DECEMBER 31,	2015	2016	2017	2018	2019	2020
TOTAL PENSION LIABILITY						
Service cost	\$ 60,202	\$ 62,808	\$ 64,432	\$ 62,136	\$ 65,026	\$ 63,687
Interest	73,940	84,384	95,199	104,018	115,215	125,880
Changes of benefit terms	-	-	-	-	-	-
Differences between expected and actual experience	8,904	1,289	1,808	(23,499)	(11,377)	120,963
Changes of assumptions	-	-	(37,569)	64,820	-	(33,179)
Benefit payments, including refunds of member contributions	 (5,091)	(5,084)	(5,111)	(5,161)	(8,150)	(34,018)
Net change in total pension liability	137,955	143,397	118,759	202,314	160,714	243,333
Total pension liability - beginning	 958,306	1,096,261	1,239,658	1,358,417	1,560,731	1,721,445
TOTAL PENSION LIABILITY - ENDING	\$ 1,096,261	\$ 1,239,658	\$ 1,358,417	\$ 1,560,731	\$ 1,721,445	\$ 1,964,778
PLAN FIDUCIARY NET POSITION						
Contributions - employer	\$ 81,181	\$ 84,145	\$ 81,272	\$ 80,332	\$ 72,490	\$ 68,411
Contributions - member	28,297	29,376	30,351	30,635	29,982	28,063
Net investment income	3,310	51,340	118,188	(7,920)	171,747	154,128
Benefit payments, including refunds of member contributions	(5,091)	(5,084)	(5,111)	(5,161)	(8,150)	(34,018)
Other	 (5,509)	(3,873)	(8,867)	(302)	(8,429)	56,346
Net change in plan fiduciary net position	102,188	155,904	215,833	97,584	257,640	272,930
Plan fiduciary net position - beginning	 609,707	711,895	867,799	1,083,632	1,181,216	1,438,856
PLAN FIDUCIARY NET POSITION - ENDING	\$ 711,895	\$ 867,799	\$ 1,083,632	\$ 1,181,216	\$ 1,438,856	\$ 1,711,786
EMPLOYER'S NET PENSION LIABILITY	\$ 384,366	\$ 371,859	\$ 274,785	\$ 379,515	\$ 282,589	\$ 252,992

MEASUREMENT DATE DECEMBER 31,	2015	2016	2017	2018	2019	2020
Plan fiduciary net position as a percentage of the total pension liability	64.94%	70.00%	79.77%	75.68%	83.58%	87.12%
Covered payroll	\$ 628,819 \$	652,797 \$	674,462 \$	680,782 \$	666,260 \$	623,630
Employer's net pension liability as a percentage of covered payroll	61.13%	56.96%	40.74%	55.75%	42.41%	40.57%

Changes of assumptions

2015 - investment rate of return, retirement age and mortality

2016 - retirement age and mortality

2017 - inflation rate, salary rates and mortality

2018 - discount rate

2019 - None

2020 - Inflation and salary increases

Ultimately, this schedule should present information for the last ten years. However, until ten years of information can be compiled, information will be presented for as many years as is available.

SCHEDULE OF CHANGES IN THE EMPLOYER'S TOTAL OPEB LIABILITY AND RELATED RATIOS OTHER POSTEMPLOYMENT BENEFIT PLAN

Last Three Fiscal Years

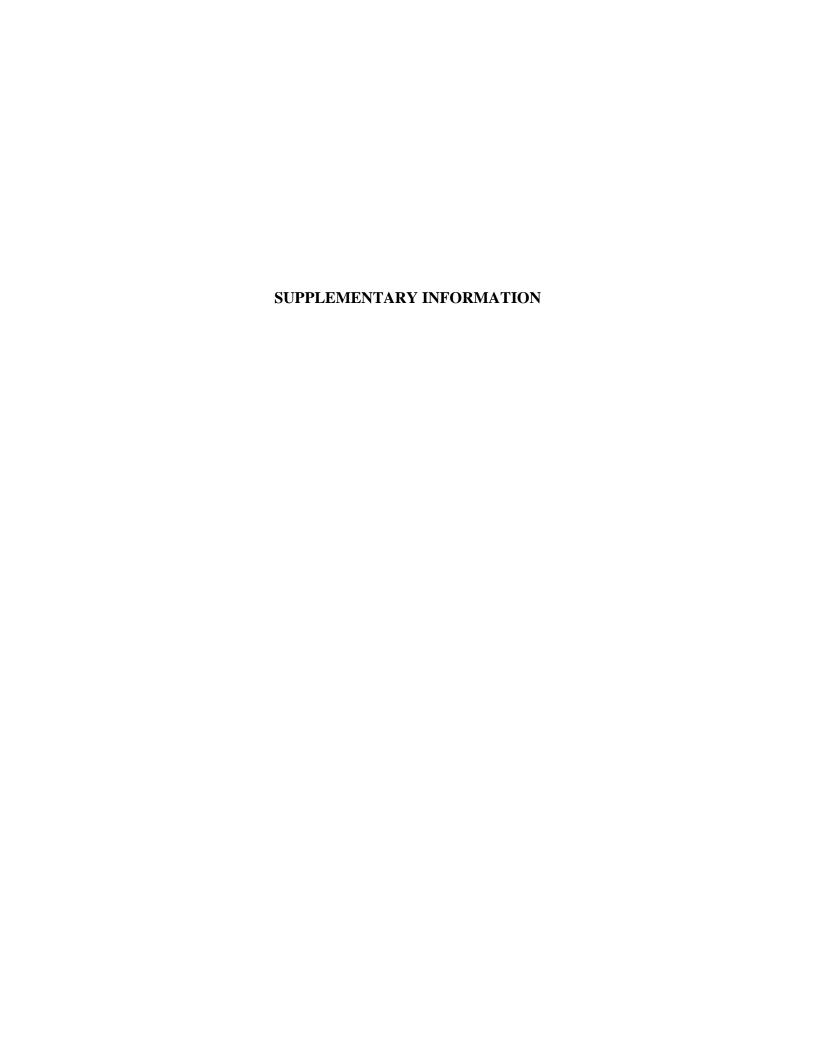
MEASUREMENT DATE MAY 31,		2019	2020		2021	
TOTAL OPEB LIABILITY						
Service cost	\$	2,344	\$	2,344	\$	2,953
Interest		1,783		1,286		1,272
Differences between expected and actual experience		-		-		83,968
Changes in assumptions		(2,243)		-		(3,889)
Benefit payments, including refunds of member contributions		(374)		(374)		(7,572)
Net change in total OPEB liability		1,510		3,256		76,732
Total OPEB liability - beginning		46,836		48,346		51,602
TOTAL OPEB LIABILITY - ENDING	\$	48,346	\$	51,602	\$	128,334
Covered payroll	\$	532,487	\$	610,385	\$	503,375
Employer's total OPEB liability as a percentage of covered payroll		9.08%		8.45%		25.49%

2021: There were changes in assumptions related to the discount rate 4.18% to 2.14% and to the inflation rate from 2.50% to 3.00%

2019: There were changes in assumptions related to the discount rate 3.64% to 4.18%.

No assets are accumulated in a trust that meets the criteria in paragraph 4 of GASB Statement No. 75.

Ultimately, this schedule should present information for the last ten years. However, until ten years of information can be compiled, information will be presented for as many years as is available.



SCHEDULE OF REVENUES, EXPENSES, AND CHANGES IN POSITION - BUDGET AND ACTUAL (BUDGETARY BASIS)

		Budget	Actual	Variance (Over) Under	
OPERATING REVENUES					
Administrative					
Member contributions	\$	1,162,601	\$ 1,161,269	\$ 1,332	
Program			, ,	,	
Program fees		100,000	18,027	81,973	
Grants and contributions		95,000	30,072	64,928	
Fundraising		24,000	30,449	(6,449)	
Scholarships		15,000	10,127	4,873	
Miscellaneous		-	6,999	(6,999)	
Total operating revenues		1,396,601	1,256,943	139,658	
OPERATING EXPENSES					
Administration					
Personnel services		487,270	456,850	30,420	
Supplies		12,400	10,441	1,959	
Other services and charges		174,745	144,928	29,817	
Program					
Personnel services		580,771	306,213	274,558	
Supplies		59,284	6,169	53,115	
Other services and charges	-	146,779	22,283	124,496	
Total operating expenses		1,461,249	946,884	514,365	
OPERATING INCOME (LOSS) (BUDGETARY BASIS)		(64,648)	310,059	374,707	
NON-OPERATING REVENUES (EXPENSES) Investment income		5,000	796	4,204	
Total non-operating revenues (expenses)		5,000	796	4,204	
CHANGE IN NET POSITION (BUDGETARY BASIS)	\$	(59,648)	310,855	\$ 370,503	
ADJUSTMENTS TO GAAP BASIS					
Depreciation			(79,130)		
Purchase of software			5,012		
Change in compensated absences			1,079		
Pension expense			70,098		
OPEB expense		_	(4,398)		
Total adjustments to GAAP basis		_	(7,339)		
CHANGE IN NET POSITION			303,516		
NET POSITION, JUNE 1		_	1,247,627		
NET POSITION, MAY 31		9	1,551,143		

SCHEDULE OF EXPENSES - BUDGET AND ACTUAL

	 Budget		Actual	Variance (Over) Under
OPERATING EXPENSES				
Administrative				
Personnel services				
Administrative salaries	\$ 354,863	\$	347,861	\$ 7,002
Health insurance	66,633		48,017	18,616
Pension	38,422		44,383	(5,961)
Social Security	22,168		13,090	9,078
Medicare	 5,184		3,499	1,685
Total personnel services	 487,270		456,850	30,420
Supplies				
Promotional	1,900		219	1,681
Cleaning and household	1,500		1,115	385
Office supplies	 9,000		9,107	(107)
Total supplies	12,400		10,441	1,959
Other services and charges				
Dues and subscriptions	5,100		2,885	2,215
Conferences and training	3,000		1,005	1,995
Mileage reimbursements	1,000		40	960
Copying and binding	500		-	500
Postage and delivery	6,100		4,804	1,296
Consultant fees	75,035		50,271	24,764
Telephone	6,486		8,139	(1,653)
Contingency	1,500		678	822
Insurance and risk management	34,864		30,979	3,885
Office machinery service	4,600		2,491	2,109
Utilities	28,610		32,942	(4,332)
Service charges	5,150		3,210	1,940
Fundraising	2,800		330	2,470
Furnishings, office building and garage	-		7,154	(7,154)
Total other services and charges	 174,745		144,928	29,817
Total administrative	 674,415		612,219	62,196

SCHEDULE OF EXPENSES - BUDGET AND ACTUAL (Continued)

	 Budget		Actual	Variance (Over) Under
OPERATING EXPENSES (Continued)				
Program expenses				
Personnel services				
Program salaries	\$ 424,765	\$	211,690	\$ 213,075
Temporary help	16,113		379	15,734
Health insurance	65,004		43,478	21,526
Pension	32,426		24,045	8,381
Social security	34,415		21,930	12,485
Medicare	 8,048		4,691	3,357
Total personnel services	 580,771		306,213	274,558
Supplies				
Recreation supplies	9,000		1,852	7,148
Clothing	9,674		-	9,674
Promotional	6,335		2,607	3,728
Food	32,000		894	31,106
Recreation equipment	 2,275		816	1,459
Total supplies	 59,284		6,169	53,115
Other services and charges				
Transportation	24,178		3,044	21,134
Rentals - special facilities	16,974		3,405	13,569
Admissions	36,000		2,128	33,872
Dues and subscriptions	2,388		1,161	1,227
Conferences and training	5,000		653	4,347
Mileage reimbursements	5,000		245	4,755
Copying and binding	16,239		7,433	8,806
Postage and delivery	5,500		26	5,474
Scholarships	30,000		504	29,496
Telephone	 5,500		3,684	1,816
Total other services and charges	 146,779		22,283	124,496
Total program expenses	 786,834		334,665	452,169
TOTAL OPERATING EXPENSES	\$ 1,461,249	\$	946,884	\$ 514,365