Consolidated Financial Statements
June 30, 2012 and 2011

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#### INDEPENDENT AUDITOR'S REPORT

To the Finance Committee American Academy of Religion, Inc.

We have audited the accompanying consolidated statements of financial position of American Academy of Religion, Inc. & Subsidiaries (a nonprofit organization) as of June 30, 2012 and 2011, and the related consolidated statements of activities and changes in net assets, and cash flows for the years then ended. These consolidated financial statements are the responsibility of the Academy's management. Our responsibility is to express an opinion on these consolidated 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 consolidated financial statements are free of material misstatement. An audit includes consideration of internal control over financial reporting as a basis for designing audit procedures that are appropriate in the circumstances, but not for the purpose of expressing an opinion on the effectiveness of the Academy's internal control over financial reporting. Accordingly, we express no such opinion. An audit includes examining, on a test basis, evidence supporting the amounts and disclosures in the consolidated financial statements. An audit also includes assessing the accounting principles used and significant estimates made by management, as well as evaluating the overall financial statement presentation. We believe that our audits provide a reasonable basis for our opinion.

In our opinion, the consolidated financial statements referred to above present fairly, in all material respects, the consolidated financial position of American Academy of Religion, Inc. & Subsidiaries as of June 30, 2012 and 2011, and the consolidated changes in its net assets, and its consolidated cash flows for the years then ended in conformity with accounting principles generally accepted in the United States.

Certified Public Accountants

Windlam Brann, P.C.

September 20, 2012

### Consolidated Statements of Financial Position June 30, 2012 and 2011

	 2012	2011
Assets		
Cash in banks	\$ 475,304	\$ 512,050
Accounts receivable, net	37,216	108,310
Luce grant receivable	100,000	200,000
Prepaid expenses and other assets	65,756	24,444
Furniture and equipment, net	323,012	38,063
Share of Luce Center assets, net	2,042,281	2,046,305
Marketable securities	6,583,471	6,544,968
Total assets	\$ 9,627,040	\$ 9,474,140
Liabilities and net assets		
Line of credit	\$ 245,000	\$ 150,000
Accounts payable and accrued expenses	394,821	242,397
Accrued vacation	83,538	146,176
Deferred revenue - membership	438,048	452,332
Deferred revenue - annual meeting	756,208	755,916
	1,917,615	1,746,821
Net assets Unrestricted Temporarily restricted Permanently restricted	 5,574,793 934,632 1,200,000	5,344,452 1,182,867 1,200,000
Total net assets	 7,709,425	7,727,319
Total liabilities and net assets	\$ 9,627,040	\$ 9,474,140

### Consolidated Statement of Activities and Changes in Net Assets For the Year Ended June 30, 2012

	Unrestricte	Temporarily d Restricted	Permanently Restricted	Total
Revenues and other support				-
Membership dues	\$ 937,09	0 \$ -	\$ -	\$ 937,090
Grants, net	1,65		_	2,150
Annual meeting registration and exhibits	1,284,31		**	1,284,311
Employment information services	107,75		_	107,750
Label sales	35,61		_	35,610
Royalties	7,59		_	11,501
Publications	37,72	•	_	37,721
Contributions and gifts in kind	31,08		_	34,159
Luce Center rental income	116,55		_	116,556
Interest and dividends	101,21		_	141,246
Miscellaneous	18,09		-	18,098
Net assets released from restrictions	290,85		<u>-</u>	
Total revenues and other support	2,969,53	9 (243,347)	-	2,726,192
Expenses				
Program				
Research and publications	110,23	6 -	_	110,236
Member services	824,69		-	824,693
Professional development services	243,65		-	243,654
External relations	109,23		-	109,239
Annual meeting	981,53	6 -		981,536
Total program expenses	2,269,35	8 -	-	2,269,358
Luce center expenses	155,86	1 -	-	155,861
General and administrative	220,45	0 -	-	220,450
Fundraising	21,87	8 -	-	21,878
Total expenses	2,667,54	7 -		2,667,547
Increase (decrease) in net assets				
before depreciation and amortization				
and gains (losses)	301,99	2 (243,347)	-	58,645
Depreciation and amortization	(120,93	2) -	-	(120,932)
Investment losses	(25,21	1) (4,888)	-	(30,099)
Inherent contribution of unrestricted				
assets of the Regions (See Note 1)	74,49	2 -		74,492
Increase (decrease) in net assets	230,34	1 (248,235)	-	(17,894)
Net assets, beginning of year	5,344,45	2 1,182,867	1,200,000	7,727,319
Net assets, end of year	\$ 5,574,79	3 \$ 934,632	\$ 1,200,000	\$ 7,709,425

### Consolidated Statement of Activities and Changes in Net Assets For the Year Ended June 30, 2011

			Permanently	
	Unrestricted	Restricted	Restricted	Total
Revenues and other support				
Membership dues	\$ 905,555	\$ -	\$ -	\$ 905,555
Grants, net	-	200,000	-	200,000
Annual meeting registration and exhibits	907,118	-	_	907,118
Employment information services	148,252	-	-	148,252
Label sales	22,234	-	-	22,234
Royalties	16,939	3,457	-	20,396
Publications	58,158	, -	-	58,158
Contributions and gifts in kind	34,479	1,000	-	35,479
Luce Center rental income	107,258	, -	-	107,258
Interest and dividends	88,489	37,948	-	126,437
Miscellaneous	13,002	-	-	13,002
Net assets released from restrictions	160,240	(160,240)	-	
Total revenues and other support	2,461,724	82,165	-	2,543,889
Expenses				
Program				
Research and publications	118,047	_	_	118,047
Member services	854,634	_	_	854,634
Professional development services	243,189	_	_	243,189
External relations	120,248	_	_	120,248
Annual meeting	902,877	-	-	902,877
Total program expenses	2,238,995			2,238,995
Luce center expenses	157,011	_	_	157,011
General and administrative	264,230	_	_	264,230
Fundraising	25,968	_	_	25,968
Turking	25,700			25,700
Total expenses	2,686,205	<u>-</u> ,	-	2,686,205
Increase (decrease) in net assets				
before depreciation and amortization				
and gains (losses)	(224,480)	82,165	-	(142,315)
Depreciation and amortization	(81,669)	-	-	(81,669)
Investment gains	772,749	320,757	-	1,093,506
Loss on disposal of equipment	(828)	) <u>-</u>		(828)
Increase in net assets	465,772	402,922	-	868,693
Net assets, beginning of year	4,878,681	779,945	1,200,000	6,858,626
Net assets, end of year	\$ 5,344,453	\$ 1,182,867	\$ 1,200,000	\$ 7,727,319

# **Consolidated Statements of Cash Flows For the Years Ended June 30, 2012 and 2011**

	2012	2011
Cash flows from operating activities		
(Decrease) increase in net assets	\$ (17,894) \$	868,693
Reconciliation of increase in net assets to		
net cash provided (used) by operating activities		
Depreciation and amortization	120,932	81,669
Investment gains (losses)	30,099	(1,093,505)
Loss on disposal of furniture and equipment	-	828
Changes in assets and liabilities:		
Accounts receivable	71,094	27,622
Grant receivable	100,000	(100,000)
Prepaid expenses	(41,312)	33,762
Accounts payable and accrued expenses	152,424	(120,222)
Accrued vacation	(62,638)	86,329
Deferred revenue	 (13,992)	205,618
Net cash (used) provided by operating activities	338,713	(9,206)
Cash flows from investing activities		
Acquisition of furniture and equipment	(464,910)	(35,664)
Proceeds from sale of marketable securities	149,243	1,193,190
Purchase of marketable securities	(154,792)	(867,434)
1 dichase of marketable securities	(154,772)	(607,434)
Net cash provided (used) by investing activities	(470,459)	290,092
Cash flows from financing activities		
Repayments of line of credit	_	(95,000)
Borrowings on line of credit	95,000	190,000
Bottowings on line of credit	 93,000	190,000
Net cash provided by financing activities	95,000	95,000
Net (decrease) increase in cash	(36,746)	375,886
Cash at beginning of year	512,050	136,164
Cash at end of year	\$ 475,304	512,050
Supplemental disalogues of each flow information		
Supplemental disclosure of cash flow information  Cash paid during the year for interest	\$ 6,007	4,996
	 ,	- 7

### Notes to Consolidated Financial Statements June 30, 2012 and 2011

#### 1. Nature of Operations and Summary of Significant Accounting Policies

The American Academy of Religion, Inc. (the Academy) is a nonprofit organization established to promote the study of religion and to provide a forum for the interchange of scholarly works for the benefit of its members. Membership in the Academy is composed of scholars and students who share an interest in this field and who support the work of the Academy on behalf of the scholarly study and teaching of religion.

The accompanying consolidated financial statements for fiscal 2012 include ten regions (Regions) of the Academy that were acquired by the Academy as of July 1, 2011 (collectively the Academy). The Regions are nonprofit organizations which support the work of the Academy at a regional level. The fair value of the Regions' net assets at the acquisition date was \$74,492 composed entire of unrestricted cash.

#### **Principles of Consolidation**

The consolidated financial statements include the Academy and the Regions as of and for the year ended June 30, 2012. As of and for the year ended June 30, 2011 the financial statements are solely for the Academy because the Regions all operated autonomously and separate from the Academy until July 1, 2011. All significant intercompany transactions have been eliminated in the presentation of those consolidated financial statements.

#### **Basis of Accounting**

The consolidated financial statements of the Academy have been prepared on the accrual basis of accounting and accordingly reflect all significant receivables, payables, and other liabilities.

#### **Basis of Presentation**

The Academy is required to report information regarding its financial position and activities according to three classes of net assets: unrestricted, temporarily restricted or permanently restricted, based on stipulations made by the donors. These three classifications are defined as follows:

<u>Unrestricted net assets</u> – Net assets that are not subject to donor-imposed stipulations, including board designated endowments.

<u>Temporarily restricted net assets</u> – Net assets subject to donor-imposed stipulations that may or will be met either by actions of the Academy and/or the passage of time.

<u>Permanently restricted net assets</u> – Net assets subject to donor-imposed stipulations that will be maintained permanently by the Academy. Generally, the donors of these assets permit the Academy to use all or part of the income earned on related investments for general or specific purposes.

### Notes to Consolidated Financial Statements June 30, 2012 and 2011

#### **Use of Estimates**

The preparation of financial statements in conformity with accounting principles generally accepted in the United States requires management to make estimates and assumptions that affect the reported amounts of assets and liabilities and the 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 in Banks

The Academy maintains cash balances at financial institutions that are insured by the Federal Deposit Insurance Corporation (FDIC). At times cash balances may exceed FDIC federally insured limits.

#### Marketable Securities

All investments in marketable securities are reported at fair value as determined by quoted prices in an active market, with gains and losses included in the Statements of Activities and Changes in Net Assets.

#### Receivables

Receivables are primarily for advertising and rental of exhibit booths for the annual meeting and are recorded at the amount of cash estimated as realizable. The Academy provides reserves for uncollectible accounts when accounts are deemed uncollectible. At June 30, 2012 and 2011, accounts receivable are net of an allowance for doubtful accounts of \$1,500.

#### Luce Grant Receivable

Unconditional promises to give that are expected to be collected in less than one year are recorded as revenues at net realizable value.

Contributions with donor imposed restrictions that have been spent in the same year have been recorded as unrestricted contributions.

#### **Furniture and Equipment**

Furniture and equipment are recorded at cost. Depreciation is recorded using the straight-line method over estimated useful lives ranging from three to seven years. Accumulated depreciation at June 30, 2012 and 2011 totaled \$166,393 and \$117,471. The Academy's policy is to capitalize fixed asset additions exceeding \$1,000.

### Notes to Consolidated Financial Statements June 30, 2012 and 2011

#### **Revenue Recognition**

Unconditional contributions are recognized as support to the Academy in the period in which the pledge is made which is generally when received. Contributions with donor-imposed restrictions are classified as temporarily restricted or permanently restricted contributions according to the donor stipulations.

Membership dues and annual meeting registration are recorded in the period earned.

The Academy earns revenue for advertising employment opportunities for credentialed scholars in religion at various institutions. Revenue is recognized when received which is not materially different than when earned.

#### **Deferred Revenue**

Membership fees and subscriptions received from the Academy's members for future years' dues and subscriptions and monies received in advance for Annual Meetings are deferred and recognized as revenue in the period to which they relate.

#### **Income Taxes**

The Academy is classified as a Section 501(c)(3) publicly supported charity under the Internal Revenue Code. The Academy is generally exempt from income taxes on activities related to its exempt purpose. Accordingly, no provision for Federal and state income taxes is required.

Management of the Academy considers the likelihood of changes by taxing authorities in its filed income tax returns and recognizes a liability for or discloses potential significant changes that management believes are more likely than not to occur, including changes to the Academy's status as a not-for-profit entity. Management believes the Academy met the requirements to maintain its tax-exempt status and has no income subject to unrelated business income tax, therefore no provision for income taxes has been provided in these financial statements. The Academy's income tax returns for the past three years are subject to examination by tax authorities, and may change upon examination.

#### **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 September 20, 2012, which is the date the financial statements were available to be issued.

### Notes to Consolidated Financial Statements June 30, 2012 and 2011

#### 2. Marketable Securities

The Board of Directors has established investment portfolio guidelines that allocate 10-50% of the market value of the portfolio to fixed income and bond securities and 25-70% of the market value to equity securities and alternative investments.

Investment securities are exposed to various risks, such as interest rate risk, market risk and credit risk. Due to the level of risk associated with certain investment securities and the volatility related to changes in the value of investment securities, it is at least reasonably possible that changes in market values in the near term would affect the amounts reported in the accompanying financial statements.

The Academy held investments at June 30, 2012 and 2011 as follows:

		2012	2011
Mutual Funds:			
Money Market	\$	184,067	\$ 86,323
Fixed Income/Bond Funds		2,063,642	2,044,241
Growth Funds		1,983,906	1,675,859
Value Funds		1,591,174	1,051,274
Blended Funds		-	679,559
Emerging Markets		276,149	310,483
Foreign Funds		340,183	404,785
Commodities		-	121,917
Real Estate	- 11	144,350	170,527
Total Mutual Funds	\$	6,583,471	\$ 6,544,968

### Notes to Consolidated Financial Statements June 30, 2012 and 2011

Total investment return was allocated to the following categories of net assets:

				2012	
			Tei	nporarily	
	Un	restricted	R	estricted	Total
Interest and dividends	\$	101,218	\$	40,028	\$ 141,246
Realized gains		228,018		75,561	303,579
Unrealized gains		(253,229)		(80,449)	(333,678)
	\$	76,007	\$	35,140	\$ 111,147

	2011					
	I In	Temporarily Unrestricted Restricted Total				Total
	- 01.	restricted		estricted		Total
Interest and dividends	\$	88,489	\$	37,948	\$	126,437
Realized losses		128,241		40,779		169,020
Unrealized gains		644,507		279,978		924,485
	\$	861,238	\$	358,705	\$	1,219,943

#### 3. Luce Center

As of June 30, 2001, the Academy and the Society of Biblical Literature entered into a tenancy in common agreement in order to accept certain assets and liabilities from Scholars Press known as the Luce Center.

Summarized financial information for the years ended June 30, 2012 and 2011 for the Luce Center assets is as follows:

	2012				
			American		
		A	cademy of		
	Luce Center				
Building	\$ 4,724,04	0 \$	2,362,020		
Furniture	41,92	4	20,962		
Leasehold interest in land	165,00	0	82,500		
Accumulated depreciation	(1,629,93	2)	(814,966)		
Unrestricted investments, at fair value	57,85	6	28,928		
Restricted investments, at fair value	725,67	5	362,837		
Share of Luce Center	\$ 4,084,56	3 \$	2,042,281		

### Notes to Consolidated Financial Statements June 30, 2012 and 2011

		2011				
			F	American		
		Aca Re				
	L	uce Center	Share			
Building	\$	4,480,892	\$	2,240,446		
Furniture		41,924		20,962		
Leasehold interest in land		165,000		82,500		
Accumulated depreciation		(1,504,842)		(752,421)		
Unrestricted investments, at fair value		56,375		28,188		
Restricted investments, at fair value		853,262		426,630		
Share of Luce Center	\$	4,092,611	\$	2,046,305		

The Academy's share of unrestricted and restricted investments at June 30, 2012 and 2011 consist of the following:

	2012		 2011
TIAA-CREF Bond Plus Fund	\$	119,948	\$ 135,764
TIAA-CREF Social Choice Equity Fund		123,663	149,489
TIAA-CREF Equity Index Fund		148,154	 169,566
Total	\$	391,765	\$ 454,818

#### 4. Line of Credit

The Academy entered into a line of credit with a financial institution that matures on March 12, 2013 in the amount of \$250,000. Outstanding borrowings under the line of credit carry interest at the London Interbank Offered Rate (LIBOR) plus 2.25% with a floor of 3.0%. The interest rate was 3.0% at June 30, 2012 and 2011. Payments of monthly interest only are required until maturity. Certain investment accounts of the Academy are pledged as collateral.

### Notes to Consolidated Financial Statements June 30, 2012 and 2011

### 5. Temporarily Restricted Net Assets

Temporarily restricted net assets at June 30, 2012 and 2011 consist of the following:

	 2012	2011
Funds functioning as endowment:		
Research grants	\$ 243,389	\$ 263,229
Publications	162,569	178,526
Annual meeting speakers	64,499	69,582
Share of Luce Center endowment earnings	112,837	226,631
Raj endowment earnings	12,466	15,706
Total funds functioning as endowment	595,760	753,674
Other temporarily restricted net assets:		
Time and purpose restricted		
Luce Religious Pluralism Grant	142,251	217,242
Purpose Restricted		
Lilly Strengthening College and		
University Religion and Theology	10,448	10,448
American Lecture in History of Religions	154,068	150,089
Teagle Foundation	25,971	45,280
Religion and Ecology	4,734	4,734
Hinduism Unit	900	900
Other	500	500
Total	\$ 934,632	\$ 1,182,867

### Notes to Consolidated Financial Statements June 30, 2012 and 2011

#### 6. Net Assets Released from Temporary Restrictions

Net assets released from temporary restrictions June 30, 2012 and 2011 consist of the following:

	2012	 2011
Lilly Strengthening College and		
University Religion and Theology	\$ -	\$ 2,654
Research Grants	29,540	23,800
Publications	23,675	22,133
Annual Meeting Speakers	7,554	6,742
Pew Religion Source Grant	_	(34)
Religion and Ecology	-	1,266
Teagle Foundation	19,309	7,397
Raj Endowment Earnings	5,000	-
Luce Endowment Earnings	125,000	-
American Lecture in History of Relations	3,784	7,232
Public Understanding of Religion	2,000	-
Luce Religious Pluralism Grant	74,991	89,050
Total	\$ 290,853	\$ 160,240

#### 7. Permanently Restricted Net Assets and Endowments

The Academy has certain endowments that have been donated over the years to provide income for the operations of the Academy, meetings, and other purposes. The principal amounts of the initial gifts have been presented as permanently restricted net assets in the accompanying statements of financial position. The cumulative amount of the net appreciation on the valuation of the investments since the initial gift dates has been included in either unrestricted or temporarily restricted net assets in the accompanying statements of financial position according to whether any donor-imposed restrictions were specified at the time of donation. The net assets associated with the endowment funds are classified and reported based on the existence or absence of donor restrictions.

### Notes to Consolidated Financial Statements June 30, 2012 and 2011

The Academy has interpreted the "Uniform Prudent Management of Institutional Funds Act" (UPMIFA), as adopted by the State of Georgia, as requiring the preservation of the fair value of the original gift as of the gift date of the donor restricted endowment funds absent explicit donor stipulations to the contrary. As a result of this interpretation, the Academy classifies as permanently restricted net assets, (a) the original value of gifts donated to the permanent endowment, (b) the original value of subsequent gifts to the permanent endowment, and (c) accumulations to the permanent endowment made in accordance with the direction of the applicable donor gift instrument at the time the accumulation is added to the fund. The remaining portion of the donor restricted endowment fund that is not classified in permanently restricted net assets is classified as temporarily restricted net assets until those amounts are appropriated for expenditure by the Academy in a manner consistent with the standard of prudence prescribed by UPMIFA. In accordance with UPMIFA, the Academy considers the following factors in making a determination to appropriate or accumulate endowment funds:

- (1) The duration and preservation of the fund
- (2) The purposes of the Academy and the donor restricted endowment fund
- (3) General economic conditions
- (4) The possible effect of inflation and deflation
- (5) The expected total return from income and appreciation of investments
- (6) Other resources of the Academy
- (7) The investment policies of the Academy.

When the Academy designates unrestricted funds to function as endowments, they are classified as unrestricted net assets.

#### Relationship of Spending Policy to Investment Objectives

The Board of Directors has determined that no more than five percent of a three-year average of the market value of the endowment portion of marketable securities may be transferred to temporarily restricted funds in any given year. The market value is determined as of the last day of December. Any remaining gains and losses, after the transfer, are considered additions or reductions in the principal amount of the endowment fund and are reported as increases or decreases in temporarily restricted net assets. For the years ended June 30, 2012 and 2011, the total amount of income and gains transferred was \$190,768 and \$52,675.

### Notes to Consolidated Financial Statements June 30, 2012 and 2011

The following table presents the Academy's endowment composition, changes, and net asset classifications as of and for the years ended June 30, 2012 and 2011:

	Unre	stricted	mporarily testricted	ermanently Restricted	Total
Endowment net assets,					
June 30, 2010	\$	_	\$ 472,742	\$ 1,200,000	\$ 1,672,742
Investment gain		-	333,607	· · ·	333,607
Releases from restriction		-	(52,675)	-	(52,675)
Endowment net assets,					
June 30, 2011		-	753,674	1,200,000	1,953,674
Investment gain		-	32,854	-	32,854
Releases from restriction		-	 (190,768)	 	(190,768)
Endowment net assets					
June 30, 2012	\$	-	\$ 595,760	\$ 1,200,000	\$ 1,795,760

#### **Return Objectives and Risk Parameters**

The Academy has adopted endowment investment and spending policies that attempt to provide a predictable stream of funding to programs supported by its endowment while seeking to maintain the purchasing power of endowment assets.

#### **Permanently Restricted Net Assets**

The nature of the permanently restricted net asset endowments balance at June 30, 2012 and 2011 is summarized as follows:

	2012	2011
Grants	\$ 500,000	\$ 500,000
Publications	350,000	350,000
Annual meeting speakers	100,000	100,000
Luce Center endowment corpus	250,000	250,000
Total	\$ 1,200,000	\$ 1,200,000

### Notes to Consolidated Financial Statements June 30, 2012 and 2011

#### 8. Related Party Transactions

The Academy was a sponsor of Scholars Press, a nonprofit organization that provided publishing, membership and subscription processing, and accounting services to the Academy and other sponsoring nonprofit organizations. Scholars Press distributed books and periodicals on behalf of sponsors primarily through mail order sales to sponsors' members, as well as to libraries and universities. The Academy also published a quarterly journal, the *Journal of the American Academy of Religion* with the assistance of Scholars Press.

During the fiscal year ended June 30, 2001, Scholars Press terminated its operations and began liquidating its assets and settling all its liabilities. Accordingly, the Academy began performing internally or outsourcing these services to unrelated third parties.

As of June 30, 2001, the Academy and the Society of Biblical Literature entered into a joint tenancy in common agreement in order to accept certain assets and liabilities from Scholars Press. The agreement stipulated that the net book value of the building at that time of \$4,028,296, net of accumulated depreciation of \$342,569, the related building endowment fund, including accumulated earnings of \$593,085 and the related building debt of \$441,666 be shared equally between the two owners. A building account was opened, and all revenues and expenses related to the building are recorded in this account. The two owners pay sixty cents per square foot per month. All net revenues or expenses are shared equally by the two owners.

The Academy's share of rental income was \$116,556 and \$107,258 and direct expenses were \$155,861 and \$157,011 for the years ended June 30, 2012 and 2011.

The property is subject to a ground lease with Emory University. This ground lease has a thirty-year term, expiring in March 2027, with two ten-year extension options available. Scholars Press paid \$30 in advance for the first thirty-year term of the lease. The value of this lease has been estimated by management to be approximately \$3,300 per year for the entire property (see Note 3).

#### 9. Retirement Plan

The Academy participates in a defined contribution retirement plan administered through Emory University. Currently, the Academy contributes six percent of each eligible employee's annual regular salary to the plan. Additionally, if the employee also chooses to make a contribution which is based on a percentage of annual regular salary the Academy matches those contributions at the following rates:

Employee Contributes	Academy Matches With
1%	1.5%
2%	3%

### Notes to Consolidated Financial Statements June 30, 2012 and 2011

The maximum contribution made by the Academy on behalf of an employee is nine percent. Total retirement plan expense for the years ended June 30, 2012 and 2011, was approximately \$68,000 and \$71,000.

#### 10. Hotel Contracts

The Academy reserves hotel space for its annual meetings several years in advance. The contracts stipulate the number of rooms to be reserved and the time period for which they are to be reserved. As of June 30, 2012, contracts for hotel space had been entered into through 2015. While the rooms will ultimately be paid for by members of the Academy, the Academy has guaranteed the rooms in advance to ensure availability. In the event the annual meetings are cancelled, or minimum percentages of reserved rooms are not used by members or minimum food and beverage charges are not incurred, the Academy may be liable for a cancellation fee. However, due to the numerous variables involved, the Academy's ultimate liability under these contracts cannot be determined.

### Notes to Consolidated Financial Statements June 30, 2012 and 2011

### 11. Functional Expenses

The functional expenses for the year ended June 30, 2012 are:

		earch and blications		Member Services	De	rofessional evelopment Services	-	External Relations		Annual Meeting	uce Center Expenses	A	General and Administrative	Fu	ındraising	Total
Salaries and wages	\$	29.010	\$	358,975	\$	60,125	\$	55,686	\$	210,345	\$ 28,524	S	109.063	\$	6,780	\$ 858,508
Payroll taxes and benefits	•	8,217	*	101,677	•	17,030	•	15,772	Ť	59,578	8,079		30,891		1,920	243,164
Staff development		228		2,857		473		438		1,654	224		858		53	6,785
Temporary help		3		31		5		5		27,159	2		11		1	27,217
Total personnel		37,458		463,540		77,633		71,901		298,736	36,829		140,823		8,754	1,135,674
Advertising and promotion		3		952		2,735		1,185		4,482	6		29		1	9,393
Conferences and meetings		4,401		79,996		24,365		2,236		87,365	354		1,624		2,386	202,727
Dues and subscriptions		169		4,001		558		5,876		1,502	327		1,502		47	13,982
Equipment rental and maintenance		1,180		42,745		5,335		3,754		54,704	6,981		10,514		7,464	132,677
Grants and subventions		36,731		19,558		24,418		3,223		17,069	206		944		30	102,179
Insurance		205		4,861		653		416		7,976	2,432		1,825		57	18,425
Occupancy		795		18,860		2,536		1,613		7,081	90,715		7,081		222	128,903
Postage and shipping		322		6,453		364		161		22,265	76		353		1,291	31,285
Printing and publications		15,230		10,617		2,470		415		53,756	357		1,639		118	84,602
Professional fees		856		32,181		2,980		1,736		305,044	3,684		7,625		239	354,345
Service charges and fees		3,190		76,717		10,179		6,473		67,930	7,563		28,425		891	201,368
Supplies		110		3,759		1,106		223		3,791	2,265		979		31	12,264
Telephone		202		4,062		943		339		1,522	1,723		1,374		43	10,208
Travel and meeting expense		9,354		51,075		87,284		9,628		44,052	2,057		9,445		296	213,191
Other		30		5,316		95		60		4,261	286		6,268		8	16,324
Total expenses	\$	110,236	\$	824,693	\$	243,654	\$	109,239	\$	981,536	\$ 155,861	\$	\$ 220,450	\$	21,878	\$ 2,667,547

### Notes to Consolidated Financial Statements June 30, 2012 and 2011

The functional expenses for the year ended June 30, 2011 are:

		earch and olications		Member Services	De	rofessional evelopment Services		External Relations		Annual Meeting		ce Center Expenses		General and dministrative	Fu	ndraising		Total
Salaries and wages	\$	43,144	\$	349,193	\$	57,596	\$	60,206	\$	223,171	\$	30,143	\$	139,406	\$	14,104	\$	916,964
Payroll taxes and benefits	Ψ	11,291	Ψ	91,387	Ψ	15,073	Ψ	15,756	Ψ	58,406	Ψ	6,685	Ψ	39,957	Ψ	3,691	•	242,247
Staff development		517		4,183		690		721		4,979		301		1,829		169		13,389
Temporary help		69		3,127		1,032		97		26,026		40		246		23		30,660
Total personnel		55,021		447,890		74,392		76,780		312,582		37,170		181,437		17,987		1,203,260
Advertising and promotion		-		1,467		-		910		17,162		-		-		-		19,539
Conferences and meetings		3,859		29,138		36,055		2,538		65,558		151		1,321		3,936		142,555
Dues and subscriptions		186		3,873		338		6,228		1,280		124		1,086		44		13,159
Equipment rental and maintenance		2,660		64,069		4,537		7,729		46,448		5,321		15,541		1,387		147,693
Grants and subventions		28,903		47,602		49,365		4,896		19,854		39		342		14		151,014
Insurance		391		6,036		666		605		10,071		718		2,283		92		20,862
Occupancy		1,003		15,500		1,711		1,554		6,904		98,583		5,862		236		131,354
Postage and shipping		446		2,108		403		589		6,504		68		597		222		10,935
Printing and publications		15,563		11,081		747		1,543		13,996		126		1,105		44		44,205
Professional fees		1,893		70,771		3,306		2,967		273,740		3,521		11,062		445		367,706
Service charges and fees		4,450		68,761		7,616		6,893		52,205		4,576		26,001		1,047		171,549
Supplies		210		3,838		884		388		15,378		4,016		1,229		49		25,992
Telephone		430		4,408		1,777		639		1,970		1,438		1,409		57		12,128
Travel and meeting expense		2,560		76,140		60,635		5,829		52,913		1,061		9,302		381		208,821
Other		473		1,952		757		161		6,311		99		5,654		27		15,433
Total expenses	\$	118,047	\$	854,634	\$	243,189	\$	120,248	\$	902,877	\$	157,011	\$	264,230	\$	25,968	\$	2,686,205