

# Proposal

**\*Request Owner:** Alison Friedman

**Request Source:** External (Submitted 07/30/2015)

**Proposal Type:** 2015 Girls' Graduate Initiative

**Invitation code (where applicable):**

**Is this a Quid Pro Quo grant?:** No

**\*Requested Amount (maximum of \$30,000) :** \$30,000.00

**\*Project Title:** YouthZone Pals Mentoring Program

**Project Start Date:** 01/01/2016

**Project End Date:** 12/31/2016

**\*Current Grants:** yes, we have a \$10,000 grant for our Pals Mentoring Program

**Narrative:**

## **1. ORGANIZATIONAL BACKGROUND AND GOALS:**

**1a Discuss your organization's mission :** YouthZone is a non-profit 501(c)3 dedicated to providing opportunities for all youth to be responsible, contributing members of society. Through prevention, advocacy and direct services, YouthZone strives to enhance the quality of life for families in our communities. Our vision: We aspire to be an essential partner with youth and families to restore their hope and view of what's possible.

**1b Discuss the founding of the organization:** YouthZone, (formerly Garfield Youth Services) was incorporated in 1976. The agency was founded by a group of parents who were concerned about drug use among high school students. The original focus of the agency was to provide recreational activities along with drug information and education to youth. In 1980, YouthZone began intervening in the juvenile justice system, and now most juvenile cases are diverting to YouthZone. Today, YouthZone serves all communities in Colorado's Roaring Fork Valley as far as Parachute and assists approximately 1,200 youth per year.

YouthZone Pals Mentoring Program started in 1979 and is the only community based one-on-one mentoring program from Glenwood Springs to Parachute. YouthZone's programming centers around assisting youth, families and communities to connect and grow together through supported relationship building with Pals Mentoring staff and Pal mentors. The Pals Mentoring Program serves rural communities in Garfield County which include Glenwood Springs, New Castle, Silt, Rifle and Parachute. YouthZone's Pals Mentoring Program has operated in Garfield County for the past 36 years and has matched more than 1600 pairs of adult and teen mentors with mentees(junior pals).

**1c Explain how your organization may have changed over time:** YouthZone has evolved over the past 39 years as our community has grown and different needs have been identified. Most of our youth and families are referred to us through the juvenile justice system (68%), but our number of direct referrals from schools, law enforcement, parents and self referrals continues to grow. Over the past 9 months, YouthZone, Garfield County RE-2 School District, Garfield County Health and Human Services, Embrey Foundation, Cradle to Career Initiative members, Mesa Partners and the Buddy Program have come together to address a growing need for high level mentoring, specifically in Rifle. Several youth were identified as either falling through the cracks at school or already identified as experiencing higher-level risk factors. The collaborative asked YouthZone to expand Pals Mentoring to include these identified high risk middle school age and elementary age students.

**\*1d Describe the organization's current goals:** Goal I:Provide the following services to youth and families from Aspen to Parachute:  
INTERVENTION PROGRAMS (for youth referred by the juvenile justice system)  
Counseling  
Case Management  
Family Mediation  
Juvenile Court Services

Useful Public Service  
Restorative Justice  
Substance Abuse Education

#### PREVENTION PROGRAMS

Pals Mentoring Programs  
Girls' Circle  
Boys' Council  
Trained Involved Teens Assisting Non-profits (TITAN's)

#### PARENT PROGRAMS

Parenting Through Divorce  
Parent Consultations  
Parent One-on-One Education

Goal II: Decrease recidivism rate among youth referred by the court system by identifying childhood trauma, effective treatment for substance abuse, and increasing parent involvement.

## 2. PURPOSE OF GRANT:

### **\*2a Description of the constituency of women served by the project, and how they will benefit:**

Up to 20 girls will benefit from the program through matching 10 mentees with 10 teen or adult female mentors. The mentees have one or more of the following risk factors: less than proficient TCAPS and/or grades, are from families that live below self-sufficiency levels, have identified family dysfunction and/or have parents who have dropped out of school. Both mentees and teen mentors will benefit from this project. The Teen Pals Mentors from Rifle High School will have the opportunity to use their mentoring hours as their senior seminar project which is a requirement for graduation. Being a Pals Mentor with monthly support will encourage and empower these Teen Pals Mentors to reach their graduation requirements. The junior pals (mentees) benefit through positive role modeling from their mentors. The results of our evaluation show mentees increase their self-sufficiency asset, empathy asset, social cooperation asset, problem-solving asset, and motivation to achieve asset. (see more details in evaluation section).

### **\*2b Number of girls served by the project:**

40

### **\*2b Number of women served by the project :**

### **\*2c Listing of geographic areas served by the project:**

- Garfield

### **\*2d Objectives of the proposed project:**

School attendance rates and academic achievement:

We will attempt to establish an MOU with each middle school to obtain attendance data early in the 2015-2016 school year. Pals staff assigned to supervising the matches will contact the area school in February and June of 2016 to obtain the attendance and grades. If an MOU is not available, we will attempt to get this information from the individual girls and/or their parents.

School engagement: We currently measure this outcome in our YouthZone Youth Survey given pre- and post- of the one year match.

YouthZone also measures behavior through our evaluation.

### **\*2e Description of the elements of your project that specifically address the needs of women, that are supported by research:**

Our protocol for our Community-Based Mentoring program adheres to the Best Practices of Mentoring prescribed by National Mentoring organizations. We recruit, screen, train and supervise our Pals Mentors. We assess, provide case management, match and supervise matches for our Junior Pals Mentees. Parenting support is offered to all Junior Pals parents, and monthly check-ins with Junio Pals, Pals Mentors and Parents are part of the plan as prescribed by the Best Practice protocol.

**\*2f Explanation of why your organization is approaching the issue in the manner described in this proposal:**

**3. EVALUATION:**

**\*3a Your organization's approach to evaluation and how it measures the success of overall goals and objectives:**

Your organization's approach to evaluation and how it measures the success of overall goals and objectives including whether evaluation is conducted internally or through an outside evaluator.

Each client (mentee) is assessed pre-, during and post-match using several different instruments: the YouthZone Survey, the Pals Youth Survey, the Behavioral Indicator, and the Case Manager evaluation of client assets and needs, parental involvement and the mentor's consistency and quality of mentoring. The process has been streamlined as directed by our evaluator, Dr. Jerome Evans, PhD. During the parent consultation a YouthZone counselor explores the family's current strengths and needs, the parent(s)' motivation to have a child in the Pals Mentoring Program and the parents' willingness to partner in the commitment to a long-term relationship between their child, the school and a Pals Mentor.

**\*3b The evaluation plan for the proposed project, detailing the specific outcomes from the list provided on the RFP that your organization will measure:**

YouthZone evaluates the impact of the programs on each individual youth on an on-going basis; as well, the program is evaluated using aggregate data every three years to measure long-term success. Staff use three items to assess each youth in the program, which provide the data for program evaluation:

1) YouthZone Screening for Positive Youth Development™ or the YouthZone Pals Survey. These are self-reporting surveys in age-appropriate formats. They address five areas: Alcohol, Tobacco, and Other Drug Use; Optimism and Problem Solving; School and Community Involvement; Delinquency and Aggression; and Self-Deprecation. These surveys are completed at intake, 6 months after match begins, and 12 months after match begins.

2) The Pals Behavioral Inventory. This inventory is completed by the parent about the youth at intake and 12 months after match begins.

3) An additional scale which measures youth assets and challenges. This scale is completed by staff at 1 month, 6 months and 12 months after match begins.

There are no other one-on-one community based mentoring programs in Garfield County between Glenwood Springs and Parachute, so clients have limited to no options if this program is not available.

**\*3c How you capture both quantitative and qualitative data:**

The YouthZone counselor collects data from the parents on family history, current family structure, youth development and school behavior. The assessment aids us in developing an individualized plan for each youth we screen, including school support, recreational activities, art classes, mental health services, housing and food services, or other social services. The YouthZone Pals Case Manager contacts middle schools in School Districts RE-1 and RE-2, which provide access to grades and attendance per semester. We will attempt to obtain MOU's from each middle school that we work with for this project. The student and parents sign a contract authorizing the release of project required information at the beginning of the match.

**\*3d How your evaluation specifically addresses gender:**

Female Junior Pals are only matched with female Pals Mentors, which affords a better opportunity for connection and gender specific relationship. Mentors are screened and trained to answer gender specific questions and issues and YouthZone staff are available to for support and training.

**\*3e The most recent outcomes from your work:**

The most recent 3-year evaluation of YouthZone's Pals Mentoring Program, completed by outside evaluator Jerome Evans, PhD, is attached to this application.

This evaluation looked at 5 asset categories for Jr. Pals Mentees:

\* Self-Sufficiency Asset (Has great self-esteem, independent and outspoken, very resilient, considering what they have faced).

\* Empathy Asset (Kind and compassionate, can be caring, willing to help others).

\* Social Cooperation Asset (Socially outgoing with adults, good communicator, has lots of friends).

\* Problem-Solving Asset (Are inquisitive, youth is bright, intelligent, smart, they are intuitive, talented, and resourceful).

\* Motivation to Achieve Asset (Does well in school, is a good student, has goals and thinks about their future, active and successful in what she/he does.)

Per the evaluation report: "Because data showed improvement in all five asset categories, evaluation determined that it was appropriate to combine each mentee's assets across categories for a total score.... Statistics found that assets strengthened significantly from match to 180 days and then change was even more extensive during client's second 6 months in year 1 of the program."

In addition, the evaluation looked at 11 behavior categories, as reported by Jr. Pals Mentees' parents. Statistically significant improvement during year 1 of mentoring was reported for 6 of the 11 categories: Restlessness, Sadness & Depression, Nervousness, Self-confidence, Sleep and Social Confidence.

#### **4. COLLABORATION:**

**\*4a Describe the organization's most significant interactions with organizations and efforts, addressing collaboration with respect to the proposed project only:**

YouthZone participates in and leads several collaborative groups made up of the following: law enforcement, judges, district attorney, schools, Department of Human Services, Probation, Mind Springs Health, Division of Youth Corrections, local therapists, parents and other youth serving organizations. These collaborative groups include: Garfield County Coalition for Families - A Collaborative Management Program (CMP), Service Assessment Meeting (SAM) team for high risk youth, Garfield County Family and Community Engagement Team (FACET) for school aged youth and Community Support Team (CST) for infant to preschool children. These groups bring service providers together to create a comprehensive, wrap-around approach for youth and families. They assess and place youth in appropriate programs, with the outcome that youth and families including Collaboration with schools gives YouthZone access to classroom time to recruit Teen Pals Mentors and space to meet with Jr. Pals Mentees.

#### **5. PROJECT BUDGET & NARRATIVE:**

**\*5a Describe the primary budget expenditures this grant will support:**

##### **Expenses**

##### **Payroll Expenses**

Pals Program Director\$56,157

Rifle Pals Coordinator\$35,000

Pals Plus Coordinator\$35,000

Pals Plus 1 (1/4 time)\$9,360

Support Staff\$25,000

**TOTAL\$160,517**

##### **Other Employee Benefits**

Life & Disability Insurance\$1,274

Simple IRA Match\$4,535

Fringe\$12,000

**TOTAL\$17,809**

##### **Payroll Taxes**

Social Security & Medicare\$11,563

Unemployment Insurance\$2,440

Workman's Comp Insurance\$675

TOTAL\$14,678

Professional Fees\$1,000

Supplies

Office Supplies\$2,000

Program Supplies\$600

TOTAL\$2,600

Telecommunications

Telephone & Internet Access\$1,747

Postage\$500

Occupancy Expenses\$7,600

Printing & Publications\$1,300

Travel\$1,900

Staff Development\$1,000

Insurance\$1,400

Bank Charges\$245

Advertising\$3,000

Technology\$4,000

Other Expenses

Background Checks\$2,500

Bad Debts\$200

TOTAL\$2,700

TOTAL EXPENSES\$221,996

**\*5b How will you plan to create long-term funding for your project?:**

Our goal is to have secure funding for 3 years for this project. We have four proposals pending that total \$100,000 (not including WFCO). They are Daniels Fund: \$25,000, Cradle to Career Initiative: \$50,000, Alpine Bank \$15,000, and Stormy Anderson: \$10,000. We truly hope that WFCO will partner with us on this project and we appreciate your consideration and your past support!

**\*5c What percentage of your grant request is of the organization's total budget?:**

14%

Total Pals Budget is \$221,996. YouthZone's overall budget is \$1,378,097.

**\*Age Group and Rough Estimate Percentage:**

Adolescents (12-18 years old) Approximate percent of the population served:: 100%

**\*Ethnicity and Rough Estimate Percentage :**

Anglo/White Approximate percent of the population served:: 56%

Latina/Hispana Approximate percent of the population served:: 44%

**\*Socio-Economic Status and Rough Estimate Percentage:**

0 - 100% of Federal Poverty Level Approximate percent of the population served:: 75%

101-150% of Federal Poverty Level Approximate percent of the population served:: 25%

**Narrative:**

Clients Impacted by Grant: 1000

<b>List of Board of Directors/Trustees including number of years on the Board, designation of officers, and each member's community affiliation, if applicable:</b>	YouthZone Board of Directors 2015.doc
<b>Most recent year-end financials, preferably audited. If audited financials are not available, please provide year-end budget statement approved by the Board:</b>	YouthZone Inc - Audit 06-30-14.pdf
<b>A current year-to-date financial statement :</b>	YouthZone Balance Sheet and Profit and Loss June 2015.xls
<b>Current Agency Budget:</b>	YZ 15-16 Final Budget.xls
<b>Describe how your constituents are enabled to provide feedback and leadership during their time in the project.:</b>	YouthZone Pals case managers have at least monthly contact with the Adult and Teen Pals Mentors as well as the junior pals and their parent(s). The middle school junior pals and Teen Pals Mentors are encouraged to express their opinion and help find solutions to their academic and personal challenges. Pals staff and Mentors are trained to help Junior Pals solve their own problems and empower junior pals in setting their own goals during the match. Feedback on their performance in the form of encouragement versus praise is a powerful strategy to empower the girls in the program to succeed in their goals.
<b>Project-specific budget:</b>	2015-16 YouthZone Pals Mentoring Budget.xls
<b>*Number of girls served by the funds requested in this proposal.:</b>	20
<b>501(c)(3) Letter of Determination:</b>	501 c 3 letter 2011.PDF
<b>Partnership agreement or memorandum of understanding with school(s), if available :</b>	
<b>Project evaluation report, if available:</b>	Pals Program Evaluation Overview.doc
<b>Anti-discrimination policy:</b>	Anti Discrimination Policy.doc
<b>Describe how the outcomes and objectives will be achieved. Include description of activities, timeline, and key staff, volunteer, and partner involvement:</b>	<p>Outcome 1: This program is an extension of the Pals Mentoring Program. The first outcome is to hire an additional Pals Mentoring Case Manager by July 15, 2015. (done)</p> <p>Outcome 2</p> <p>Recruit &amp; train 10 Teen or Adult Pals Mentors by December 15, 2015.</p> <p>Outcome 3</p> <p>Ten Junior Pals Mentees will be identified and referred by local middle schools. YouthZone will complete intakes on all referrals.</p> <p>Outcome 4</p> <p>Match 10 middle school girls with Teen or Adult Mentors by March 2016. Case Management services for the Jr. Pals and their families will be provided in addition to match supervision throughout the duration of the year long matches.</p>
<b>Describe how project capacity compares to the community need? :</b>	YouthZone has recently hired two new staff members to help with the need for more mentoring in west Garfield County.



Conversations began in the spring of 2014 with key stakeholders in west Garfield County and local and state mentoring programs. Key questions addressed were, "What are the greatest needs of the youth in that area?" and "How can we best meet those needs with the available resources?" As the momentum began, frustrations surfaced around the realization that needed resources simply were not present. At that point we identified a possible solution: West Garfield County youth needed a new and robust mentoring program that had its foundation in the schools and was built on volunteers and paid staff who could provide mentoring to high needs youth-- youth who were falling through the cracks due to poverty, lack of parental support, involvement in the Department of Human Services, or simply youth who had low resiliency assets.

**How does your organization approach recruitment?:**

Screening includes an application process; reference checks; the Diana Screen (a sexual risk assessment); an intensive interview; background checks--including a national criminal background check using fingerprints; a driving record check and a check of the Colorado Department of Human Services Child Abuse Registry. Teen Mentors and parents complete screening agreements which include an application, reference checks, an authorization to request information so that we can talk to the schools, an intensive interview, and a driving record check. The training will include the Pals Mentoring four-hour training.

**How does your organization approach participant selection in cases of limited project capacity?:**

Our philosophy is to make the right match the first time. We match like gender (female to female) and take into consideration geography, interests, lived experiences, schedules, and other considerations as they apply. We take referrals from several referral sources and continue to match children to Pals Mentors as soon as the right Pals Mentor or Teen Pals Mentor becomes available. Junior Pals who are waiting to be matched are included in pre-planned group activities, and Pals staff follows up with the family and Junior Pal monthly to encourage natural mentoring, i.e, recreation, sports, scouting, art instruction, youth group and church activities, as well as other opportunities. to interface with adults or older teens in a leadership capacity.

**Describe your organization's philosophy on and approach to diversity and inclusiveness :**

YouthZone provides many opportunities for community members, staff, and board members to be directly involved with all operations of YouthZone. Each staff member and board member participates in at least one of the following task forces: marketing, finance, client improvement, future programming, stakeholder satisfaction and Kiss 'n' Squeal Fundraiser. YouthZone also has volunteers from the community that participate in these task forces.

YouthZone facilitated a Cultural Think Tank meeting in August 2013. Caucasian and Latino staff met with Latino community members representing nonprofits, schools and the community. The goal was to better educate staff about cultural differences and break down barriers to services and resources. YouthZone will implement the suggestions of Latino community members within the YouthZone assessment and case management processes.

YouthZone has focused energy on hiring bi-lingual and bi-cultural staff, and recruiting bi-cultural volunteer mentors. YouthZone has worked collaboratively with several organizations to reach all families in the valley, and this work has resulted in bi-lingual, bi-cultural resources for parents including a video library and articles on positive parenting techniques. YouthZone provides parent consultations in Spanish throughout the service area, with one staff member providing ongoing one-on-one parent education in Spanish. YouthZone currently has interpreters available for all clients and families, including a bi-cultural interpreter. YouthZone also has three staff members that are bilingual (Spanish or American Sign Language), and two staff members that are bicultural (Latino or Native American).

YouthZone staff members have recently been trained and certified in Culturally/Linguistically appropriate service standards and family engagement. This training was developed under the Substance Abuse and Mental Health Services Administration's (SAMHSA).

**Describe how long you track past participants and what strategy you utilize to evaluate their long term success.:**

We recently received a WFCO grant that allowed tracking of clients for a total of four years. Often we rematch or continue a match for more than one year. Our longest lasting match is seven years and our median for length of match is 1.5 years.

**Please describe how your organization is collaborating with the school(s) that your participants attend to align your programming with the students' needs for success in school. This may include formal or informal agreements regarding data sharing, program staff communication with teachers and/or administrators, etc. :**

YouthZone will attempt to have a Memorandum of Understanding with each school from which we are tracking youth. This MOU will include obtaining grades/TCAP scores and growth, and attendance of each student involved. We also have the parents sign an Authorization to Release Information so that we can better communicate with schools and other agencies to better serve the youth and families who have a Pals Metnors. YouthZone Pals Case manager and Director have a strong relationship with schools, teachers and administrators and are able to consistently share data and student/family information to better coordinate a continuum of services to enhance the growth of the youth in our program. YouthZone works with the family in many ways such as offering parenting support, finding recreational opportunities, tutoring and making referrals to other services that the family feels they need to succeed. YouthZone and the schools work closely with FACET (Family and Children Engagement Team) which consists of several local human service agencies to support families and to help them procure the services they need with some funding assistance.

YouthZone also collaborates to look strategically at current and future community needs in order to fill gaps and avoid duplicating efforts. YouthZone participates in the high risk youth and mentoring task forces of Aspen Community Foundation Cradle to Career Initiative, a regional group looking at critical issues; and in work groups of the Colorado Mentoring Partnership, a state-wide advisory board.

**Address how the project would change if your request was not fully funded.:**

This project will go forward as we have made a commitment to our community. However, if we not get funding from Women's Foundation of Colorado we will not track mentees and mentors after their match is fulfilled.

**Does your project budget include costs for evaluation of this project, or is it built into your organization's overall budget? (2):**

It is built into our organizations budget. The cost for the Pals Evaluation in 2016 will be approximately \$5,000.

**Describe other funding sources already secured for the project.:**

Embrey Foundation: \$30,000

Garfield County Health and Human Services: \$36,000

Laurie Michaels Advisor Fund: \$20,000

YouthZone general operating funds: \$75,000

Balance needed: \$61,000



## 2015-16 Pals / Pals Plus Budget

YouthZone Pals Mentoring Program 2015 2016

### Income

Laurie Michaels	\$20,000	confirmed
Cradle to Career Initiative	\$50,000	pending
Embrey Foundation	\$30,000	confirmed
Garfield County Health and Human Serv	\$20,000	confirmed
Daniels Fund	\$25,000	pending
Women's Foundation of Colorado	\$30,000	pending
Alpine Bank	\$15,000	pending
YZ General Operations	\$31,996	
<b>Total</b>	<b>\$221,996</b>	

### Expenses

#### Payroll Expenses

Pals Mentoring Program Director	\$56,157
Teen Pals Mentoring Case Manager	\$35,000
Pals Plus Mentor/Coordinator	\$35,000
Pals Plus Mentor	\$9,360
Support Staff	\$25,000
<b>TOTAL</b>	<b>\$160,517</b>

#### Other Employee Benefits

Life & Disability Insurance	\$1,274
Simple IRA Match	\$4,535
Fringe	\$12,000
<b>TOTAL</b>	<b>\$17,809</b>

#### Payroll Taxes

Social Security & Medicare	\$11,563
Unemployment Insurance	\$2,440
Workman's Comp Insurance	\$675
<b>TOTAL</b>	<b>\$14,678</b>

<b>Professional Fees</b>	<b>\$1,000</b>
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#### Supplies

Office Supplies	\$2,000
Program Supplies	\$600
<b>TOTAL</b>	<b>\$2,600</b>

#### Telecommunications

Telephone & Internet Access	\$1,747
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## 2015-16 Pals / Pals Plus Budget

<b><u>Postage</u></b>	\$500
<b><u>Occupancy Expenses</u></b>	\$7,600
<b><u>Printing &amp; Publications</u></b>	\$1,300
<b><u>Travel</u></b>	\$1,900
<b><u>Staff Development</u></b>	\$1,000
<b><u>Insurance</u></b>	\$1,400
<b><u>Bank Charges</u></b>	\$245
<b><u>Advertising</u></b>	\$3,000
<b><u>Technology</u></b>	\$4,000
<b><u>Other Expenses</u></b>	
Background Checks	\$2,500
Bad Debts	\$200
TOTAL	\$2,700
 TOTAL EXPENSES	 \$221,996



IRS Department of the Treasury  
Internal Revenue Service

P.O. Box 2508  
Cincinnati OH 45201

In reply refer to: 0248558237  
Feb. 09, 2011 LTR 4168C E0  
84-0712993 000000 00

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BODC: TE

YOUTHZONE  
803 SCHOOL ST  
GLENWOOD SPGS CO 81601-3323

029869

Employer Identification Number: 84-0712993  
Person to Contact: Mr. Kammerer  
Toll Free Telephone Number: 1-877-829-5500

Dear Taxpayer:

This is in response to your Jan. 31, 2011, request for information regarding your tax-exempt status.

Our records indicate that you were recognized as exempt under section 501(c)(3) of the Internal Revenue Code in a determination letter issued in August 1976.

Our records also indicate that you are not a private foundation within the meaning of section 509(a) of the Code because you are described in section(s) 509(a)(1) and 170(b)(1)(A)(vi).

Donors may deduct contributions to you as provided in section 170 of the Code. Bequests, legacies, devises, transfers, or gifts to you or for your use are deductible for Federal estate and gift tax purposes if they meet the applicable provisions of sections 2055, 2106, and 2522 of the Code.

Please refer to our website [www.irs.gov/eo](http://www.irs.gov/eo) for information regarding filing requirements. Specifically, section 6033(j) of the Code provides that failure to file an annual information return for three consecutive years results in revocation of tax-exempt status as of the filing due date of the third return for organizations required to file. We will publish a list of organizations whose tax-exempt status was revoked under section 6033(j) of the Code on our website beginning in early 2011.



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Feb. 09, 2011 LTR 4168C E0  
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YOUTHZONE  
803 SCHOOL ST  
GLENWOOD SPGS CO 81601-3323

If you have any questions, please call us at the telephone number shown in the heading of this letter.

Sincerely yours,

*Michele M. Sullivan*

Michele M. Sullivan, Oper. Mgr.  
Accounts Management Operations I

## **2.01 EQUAL EMPLOYMENT OPPORTUNITY POLICY**

YouthZone is an Equal Employment Opportunity Employer and does not discriminate on the basis of age, sex, disability, religion, race, color, national origin, ancestry, sexual orientation, political preference or other statuses protected by law with respect to job application procedures, employment, advancement, compensation, job training, discharge or any other term, condition or privilege of employment.

YouthZone is also an Affirmative Action Employer. YouthZone complies with all rules and regulations of Affirmative Action employment.

Any employee or volunteer who feels he/she has been the subject of discrimination under this policy by another employee, volunteer or non-employee conducting business with YouthZone (i.e. contractors, vendors, etc.) is strongly urged to bring the problem to the attention to any supervisor. Should the employee and a supervisor be unable to resolve the problem or if the employee is not comfortable going to a supervisor, the problem should be brought to the Executive Director. If the employee is uncomfortable going to the Executive Director, the problem should be brought to the President of the Board of Directors. Once the complaint has been filed, YouthZone will initiate an investigation. All complaints will be kept as confidential as possible.

No employee or volunteer making a complaint under this policy shall be subjected to retaliation. YouthZone will not tolerate or permit any such retaliatory actions by any employee or volunteer.

## **2.02 COMPLIANCE WITH AMERICANS WITH DISABILITIES ACT (ADA)**

The ADA prohibits discrimination in employment against qualified, disabled individuals who are able to perform the essential functions of their positions, with or without reasonable accommodations. YouthZone will attempt to work with any qualified individual to provide reasonable accommodations, so as to comply with the ADA. Employees needing accommodations are responsible for initiating the request by discussing his/her needs with their immediate supervisor.

## **2.03 COMPLIANCE WITH IMMIGRATION REFORM AND CONTROL ACT**

YouthZone will employ only United States citizens and aliens who are authorized to work in the United States. YouthZone will not discriminate unlawfully on the basis of citizenship or national origin. To the extent applicable, in compliance with the Immigration Reform and Control Act of 1986, each new employee, as a condition of employment, must complete the Employment Eligibility Verification Form I-9 and present documentation establishing identity and employment eligibility. Former

employees who are rehired must also complete Form I-9 if they have not completed a Form I-9 within the last three (3) years, or if their previous Form I-9 is no longer retained or valid.

Any wage assignment or notice of garnishment received by the county from a court or authorized government agency will be processed as required by the order.





## Program Evaluation Overview

Positive child development means that a child is maturing on a positive, upward course, growing physically, emotionally, and behaviorally, prepared to meet life challenges and take advantage of opportunities. The comprehensive *Pals Mentoring Program Evaluation Report* analyzed and interpreted changes in challenges and assets that mentoring supervisors and parents observed with young people who had either a teen or an adult mentor over the course of a year. The report also made recommendations for informing communities about the program's benefits and offered suggestions for program improvement. These are the most salient findings about program benefits for child development from the *Report*.

**Children in the Evaluation Study** The evaluation study examined information about 107 children, ages 6-14 years who had completed a full year or more of mentoring. Teen mentors served 60.8% of children and 39.2% were matched with an adult. More girls (59.5%) than boys (40.5%) were followed from their intake to one-year later. Parents completed a behavioral inventory at intake and as one-year of mentoring concluded. At 30-, 180-, and 365-days following intake, mentoring supervisors assessed parental support of mentoring, mentoring quality and consistency, and changes in the challenges and assets affecting children's development.

### Parent Support of Mentoring and the Quality and Consistency of Mentoring

- Mentoring quality and consistency declined very slightly over time, from a 30-day to the 365-day assessment. Because these were statistically significant changes and mentors with declining quality/consistency were in the minority, the two factors were balanced statistically in the analyses of change in children's development. Maternal support for mentoring, the primary parent involvement, also declined slightly over time.

**Change in Challenges to Mentored Children's Development** Challenge assessments completed by mentoring supervisors were analyzed to determine changes over time. Changes were compared for teen vs. adult mentored children on five topics:

- *Challenges within the Family* The comprehensive evaluation *Report* describes the issues addressed in each of the challenge and asset topics. During mentoring, there were slight improvements in family stress on mentored children; however, these occurred only when the mentor was an adult.

- *Challenges in the Child's Behavior* Child behavior problems did not improve during mentoring.
- *Challenges in the Child's Socialization Skills* Social skills (e.g., making decisions in social situations and peer relationships) improved significantly with both teen and adult mentoring, however growth over time was most distinctive when a child had a teen mentor.
- *Challenges with Sadness and Emotional Sensitivity* These emotional reactions to environmental stress and other factors were unchanged during mentoring.
- *Challenges with School* Challenge assessment found that mentored children did improve substantially in school. High quality mentoring was necessary for this benefit to appear and there was a slight tendency for adult-mentored children to perform better over time in their schoolwork.

### Change in Assets to Mentored Children's Development

Mentoring supervisors completed an asset assessment for each child 30-days after their match, then at 180-days, and then again at 365-days following the match. Assets measure children's personal developmental strengths.

- *Self-efficacy Asset* Mentored clients' confidence, belief in their ability to accomplish goals, and willingness to take advantage of opportunities improved during the study year, but only for teen-mentored children was the change statistically significant.
- *Empathy Asset* This developmental asset did not respond to the mentoring relationships of either teens or adults.
- *Social Cooperation Asset* Clients' cooperation asset

(e.g., capacity for being socially outgoing and a good communicator) strengthened during the course of the study year. Change occurred equally often in teen and adult relationships.

- *Problem-solving Asset* Though on average, clients in the evaluation sample improved in their capacity to solve everyday problems, find ways to take advantage of opportunities, and to be creative, it was only teen-mentored children who changed significantly.
- *Motivation to Achieve Asset* Mentoring appeared not to influence supervisor ratings of this asset, whether for teen or adult mentors.

### **Change in Parent Behavior Ratings of their Child**

Parents, either a father or mother, rated their child on 11 behavior areas, described fully in the comprehensive report. Behavioral changes with mentoring were found in several areas.

- There was a slight tendency for the clients of teen mentors to show less of a deficit with Attention span and Distractibility by the end of the study year.
- The scale measuring parents' observations of the child's mood, the Sad and Depressed scale, showed improvement for clients with teen, but not adult mentors.
- Significant improvement was seen for clients with teen mentors on the Self-confidence scale.
- Restless Hyperactivity remained largely unchanged over the study year, according to parent ratings, though again, the slight benefits with mentoring were associated with having a teen mentor.

Parent ratings of Impulsiveness, Immature Behavior and Emotions, the scale measuring Argumentative and Breaks Rules and Domineering and Manipulative, Nervous and Anxious, the Sleep and the Social Skills scales were essentially unchanged over time. Nevertheless, when slight improvements were observed, but not found to be statistically significant, improvement in these scales was more often seen when a teen mentor was involved.

### **Program Evaluation Summary and**

**Recommendations** YouthZone's Pals Mentoring Program is a voluntary one-on-one mentoring program that provides children and young adolescents with support, counsel, friendship, reinforcement, positive role modeling, and activities. Mentors are adults or older teens who care about and want to be a guiding friend to a child. Volunteers in the program are highly screened and trained. Children in the program receive a thorough interview. A mentor match is made according to activity interest, personality traits, individual likes and dislikes, location, and life experiences. This evaluation overview presents highlights of findings discussed in detail in a comprehensive report.

- *Client Characteristics* The average boy or girl beginning their first year of mentoring was about 10-years old (ages ranged from 6-14 years). Of 107 children studied, 38.0% were non-Anglo. Their mother actively supported mentoring, but their father was much less involved. Some had had very significant adverse events in their life history (parental incarceration, abandonment, mental illness, or prolonged family disruption) and they were probably considered in need of other formal and informal support to supplement mentoring.
- *Mentoring Quality* Evaluation found that when significant program outcome was demonstrated, there was a consistent tendency, though not always statistically significant, for mentoring quality to promote more favorable relationship benefits.
- *Mentoring and Life Challenges to Children's Development* there was a tendency in evaluation data to show that a high-quality adult mentor was a contributing factor to children doing somewhat better with adapting to difficult family circumstances. More substantial statistical evidence was found for benefits with socialization skills and performance in school. Mentoring did not reduce behavioral problems.
- *Teen and Adult Mentors* Most child mentoring programs rely on matches with adults. These findings show significant support for including well-adjusted, motivated, and supervised teens as mentors. Indeed, as the above findings show, for certain issues, e.g., socialization skills, a teen could be recommended over an adult. On the other hand, mentored children seemed to show greater resolution of school problems when they were matched with an adult.
- *Parent Assessment* Three scales of 11 in a behavioral assessment showed some program benefits, with significant and marginal improvements often linked with having a teen mentor.

The evaluation found that mentoring supervisors were highly motivated to select supportive adults and teens and to promote the quality and consistency of their mentoring. Continued emphasis on these two aspects of the program is strongly supported by this evaluation. More subtle will be matching children with a teenager or an adult mentor.

Mentoring supervisors have observed that relationship benefits for children continue when mentoring extends into a second and third years. Future evaluation will explore this observation. Experience also suggests that mentors themselves, particularly teen mentors, receive benefits for themselves with developing a relationship with a child. This can also be a subject of future evaluation.

**YouthZone**  
**Profit & Loss Detail**  
July 2014 through June 2015

	<u>Jul '14 - Jun 15</u>	<u>YTD Budget</u>	<u>\$ Over Budget</u>	<u>Annual Budget</u>
<b>Ordinary Income/Expense</b>				
<b>Income</b>				
<b>4000 - Contributions</b>				
4010 - Individual contributions	36,542.11	27,500.00	9,042.11	27,500.00
4040 - Business/Corporate contribution	19,461.87	25,000.00	-5,538.13	25,000.00
4050 - ACF/Donor Advised Funds	20,000.00			
4085 - Dale Snearly Fund	1,905.00			
<b>Total 4000 - Contributions</b>	<b>77,908.98</b>	<b>52,500.00</b>	<b>25,408.98</b>	<b>52,500.00</b>
<b>4100 - Foundation grants</b>				
4101 - Community & Business Grants	11,954.34	15,000.00	-3,045.66	15,000.00
4110 - Aspen Community Foundation	12,000.00	20,000.00	-8,000.00	20,000.00
4130 - Bacon Foundation	0.00	0.00	0.00	0.00
4145 - Womens Foundation Grant	10,000.00	10,000.00	0.00	10,000.00
4165 - H.K. & A.E Johnson Foundation	15,000.00	20,000.00	-5,000.00	20,000.00
4175 - Diane & Bruce Halle Foundation	50,000.00	0.00	50,000.00	0.00
4180 - Iselin Foundation	2,500.00	0.00	2,500.00	0.00
4190 - YouthZone Foundation	30,690.54	30,000.00	690.54	30,000.00
4195 - United Way grants	2,000.00	2,500.00	-500.00	2,500.00
4100 - Foundation grants - Other	35,000.00	87,500.00	-52,500.00	87,500.00
<b>Total 4100 - Foundation grants</b>	<b>169,144.88</b>	<b>185,000.00</b>	<b>-15,855.12</b>	<b>185,000.00</b>
<b>4400 - State Government Grants</b>				
4430 - NYC - SB94	167,012.15	177,999.00	-10,986.85	177,999.00
4440 - NYC - HB215	15,504.93	0.00	15,504.93	0.00
4450 - DCJ Diversion	100,000.00	100,000.00	0.00	100,000.00
4470 - Division of Behavioral Health	25,000.00	20,000.00	5,000.00	20,000.00
<b>Total 4400 - State Government Grants</b>	<b>307,517.08</b>	<b>297,999.00</b>	<b>9,518.08</b>	<b>297,999.00</b>
<b>4500 - Local Governments</b>				
4505 - VALE	2,500.00	2,500.00	0.00	2,500.00
4510 - City of Aspen	9,000.00	9,000.00	0.00	9,000.00
4511 - Town of Basalt	5,000.00	5,000.00	0.00	5,000.00
4512 - Town of Carbondale	7,000.00	7,000.00	0.00	7,000.00
4513 - City of Glenwood	12,000.00	12,000.00	0.00	12,000.00
4514 - Town of New Castle	1,000.00	1,500.00	-500.00	1,500.00
4515 - Town of Parachute	7,000.00	7,000.00	0.00	7,000.00
4517 - Town of Silt	750.00	300.00	450.00	300.00
4518 - Town of Snowmass	2,000.00	4,000.00	-2,000.00	4,000.00
4520 - Re-1 School District	3,000.00	3,000.00	0.00	3,000.00
4521 - Re-2 School District	5,000.00	5,000.00	0.00	5,000.00
4522 - School District 16	0.00	0.00	0.00	0.00
4541 - Garfield County	40,000.00	40,000.00	0.00	40,000.00
4542 - Pitkin County	92,300.00	45,000.00	47,300.00	45,000.00

**YouthZone**  
**Profit & Loss Detail**  
July 2014 through June 2015

	Jul '14 - Jun 15	YTD Budget	\$ Over Budget	Annual Budget
4544 · Garfield County Diversion	58,000.00	58,000.00	0.00	58,000.00
4545 · Rifle Municipal Court Surcharge	331.50			
<b>Total 4500 · Local Governments</b>	<b>244,881.50</b>	<b>199,300.00</b>	<b>45,581.50</b>	<b>199,300.00</b>
 4600 · In-kind contributions				
4610 · Donated facilities	60,636.00	60,636.00	0.00	60,636.00
4620 · Donated goods and services	3,084.08	0.00	3,084.08	0.00
<b>Total 4600 · In-kind contributions</b>	<b>63,720.08</b>	<b>60,636.00</b>	<b>3,084.08</b>	<b>60,636.00</b>
 4700 · Program service fees				
4710 · Client Fees				
4710G · Glenwood Municipal Court	19,250.00			
4710R · Rifle Municipal Court	16,750.00			
4710 · Client Fees - Other	78,050.00	111,200.00	-33,150.00	111,200.00
<b>Total 4710 · Client Fees</b>	<b>114,050.00</b>	<b>111,200.00</b>	<b>2,850.00</b>	<b>111,200.00</b>
 4720 · Parent Classes	1,525.00	2,500.00	-975.00	2,500.00
4725 · CMP Assessments	4,600.00	3,000.00	1,600.00	3,000.00
4730 · Program Fees Other	774.75			
4760 · Discounts				
4760A · Discount - ACF Grant	0.00	0.00	0.00	0.00
4760C · Discount - Parent Coupon	-70.00	-1,000.00	930.00	-1,000.00
4760D · Discounts - D&A Grant	-22,435.00	-10,000.00	-12,435.00	-10,000.00
4760P · Discount - Parenting Scholars	-205.00	-960.00	755.00	-960.00
4760V · Discounts - VALE	0.00	0.00	0.00	0.00
4760W · Discount- WFCO Grant	-1,260.00			
4760 · Discounts - Other	-1,205.00	-3,000.00	1,795.00	-3,000.00
<b>Total 4760 · Discounts</b>	<b>-25,175.00</b>	<b>-14,960.00</b>	<b>-10,215.00</b>	<b>-14,960.00</b>
 4700 · Program service fees - Other	0.00	0.00	0.00	0.00
<b>Total 4700 · Program service fees</b>	<b>95,774.75</b>	<b>101,740.00</b>	<b>-5,965.25</b>	<b>101,740.00</b>
 4800 · Investment income				
4810 · Interest Checking & Temp Inv.	64.24	66.00	-1.76	66.00
4811 · InvInc Interest/Dividends Other	35.63			
4812 · Inv Inc Interest - Investments	9,483.85	6,000.00	3,483.85	6,000.00
4813 · Inv Inc Dividends-Investments	7,679.19	5,040.00	2,639.19	5,040.00
4820 · Other Investment Income/Div.	-3,894.93	-7,992.00	4,097.07	-7,992.00
4830 · Unrealized Gain/(Loss)	-6,731.42	20,000.00	-26,731.42	20,000.00
4840 · Realized Gain/(Loss)	6,142.81	7,020.00	-877.19	7,020.00
<b>Total 4800 · Investment income</b>	<b>12,779.37</b>	<b>30,134.00</b>	<b>-17,354.63</b>	<b>30,134.00</b>
 4900 · Youthzone Special events				
4910 · Kiss - N -Squeal	191,055.28	150,000.00	41,055.28	150,000.00

**YouthZone**  
**Profit & Loss Detail**  
July 2014 through June 2015

	Jul '14 - Jun 15	YTD Budget	\$ Over Budget	Annual Budget
4920 • Turtle Run Income	631.00	2,000.00	-1,369.00	2,000.00
Total 4900 • Youthzone Special events	191,686.28	152,000.00	39,686.28	152,000.00
5000 • Other revenue	1,250.00			
5100 • FACET Income	73,672.97	75,129.96	-1,456.99	75,129.96
5150 • Pitkin County CMP	21,600.00	26,176.89	-4,576.89	26,176.89
5160 • Garfield County DHS	0.00	0.00	0.00	0.00
5200 • Insight to Impact				
5210 • Insight to Impact Contributions	0.00	0.00	0.00	0.00
5220 • Insight to Impact Sales Income	0.00	0.00	0.00	0.00
Total 5200 • Insight to Impact	0.00	0.00	0.00	0.00
Total Income	1,259,935.89	1,180,615.85	79,320.04	1,180,615.85
Gross Profit	1,259,935.89	1,180,615.85	79,320.04	1,180,615.85
Expense				
7000 • Payroll Expenses				
7010 • Salaries	678,146.70	672,277.19	5,869.51	672,277.19
7015 • Parenting	2,409.51	2,400.00	9.51	2,400.00
7025 • Crisis	36,187.00	35,040.00	1,147.00	35,040.00
7035 • Other	10,785.59	6,660.00	4,125.59	6,660.00
7045 • Salaries - Insight to Impact	0.00	0.00	0.00	0.00
7000 • Payroll Expenses - Other	409.63	17.35	392.28	17.35
Total 7000 • Payroll Expenses	727,938.43	716,394.54	11,543.89	716,394.54
7100 • Other Employee Benefits				
7110 • Life & Disability Insurance	4,850.68	4,751.28	99.40	4,751.28
7115 • Simple IRA Match	18,654.34	11,939.36	6,714.98	11,939.36
7120 • Cafeteria Plan	0.00	0.00	0.00	0.00
7125 • Fringe	44,000.00	41,008.11	2,991.89	41,008.11
7130 • Vision Insurance	1,377.18	0.00	1,377.18	0.00
7140 • Dental Insurance	3,548.20	0.00	3,548.20	0.00
7100 • Other Employee Benefits - Other	-0.04	0.24	-0.28	0.24
Total 7100 • Other Employee Benefits	72,430.36	57,698.99	14,731.37	57,698.99
7200 • Payroll Taxes				
7210 • Social Security & Medicare	59,023.20	54,109.78	4,913.42	54,109.78
7215 • Unemployment Insurance	3,660.76	2,804.43	856.33	2,804.43
7220 • Workman's Comp. Insurance	3,666.00	2,608.87	1,057.13	2,608.87
7200 • Payroll Taxes - Other	0.01	0.89	-0.88	0.89
Total 7200 • Payroll Taxes	66,349.97	59,523.97	6,826.00	59,523.97
7900 • YZ Insight to Impact Expenses				

**YouthZone**  
**Profit & Loss Detail**  
July 2014 through June 2015

	Jul '14 - Jun 15	YTD Budget	\$ Over Budget	Annual Budget
7901 - I to I Consultant Expenses	0.00	0.00	0.00	0.00
7902 - I to I Office Supplies	0.00	0.00	0.00	0.00
7903 - I to I Bookkeeping Expenses	0.00	0.00	0.00	0.00
7904 - I to I Technology	0.00	0.00	0.00	0.00
7905 - I to I Travel Expenses	0.00	0.00	0.00	0.00
7906 - I to I Rent	0.00	0.00	0.00	0.00
7907 - I to I Advertising Expenses	0.00	0.00	0.00	0.00
7908 - I to I Meal Expenses	0.00	0.00	0.00	0.00
7910 - I to I YZ Staff Training Exp	0.00	0.00	0.00	0.00
7911 - I to I Printing Expenses	0.00	0.00	0.00	0.00
7915 - I to I Sales Expenses	0.00	0.00	0.00	0.00
7920 - I to I Research & Dev Expense	0.00	0.00	0.00	0.00
<b>Total 7900 - YZ Insight to Impact Expenses</b>	<b>0.00</b>	<b>0.00</b>	<b>0.00</b>	<b>0.00</b>
<b>8000 - Professional Fees</b>				
8010 - Accounting Fees	8,108.35	7,800.00	308.35	7,800.00
8015 - Consultants	0.00	300.00	-300.00	300.00
8020 - Supervision	0.00	0.00	0.00	0.00
8030 - Translations	3,167.75	2,000.00	1,167.75	2,000.00
8035 - Evaluation/Assessment	1,000.00			
8000 - Professional Fees - Other	-0.01	0.00	-0.01	0.00
<b>Total 8000 - Professional Fees</b>	<b>12,276.09</b>	<b>10,100.00</b>	<b>2,176.09</b>	<b>10,100.00</b>
<b>8100 - Supplies</b>				
8110 - Office Supplies	13,442.52	12,000.00	1,442.52	12,000.00
8112 - Program Supplies	1,913.23	1,280.00	633.23	1,280.00
8115 - Maintenance Supplies	289.27	500.00	-210.73	500.00
8100 - Supplies - Other	-0.02	2.12	-2.14	2.12
<b>Total 8100 - Supplies</b>	<b>15,645.00</b>	<b>13,782.12</b>	<b>1,862.88</b>	<b>13,782.12</b>
<b>8200 - Telecommunications</b>				
8210 - Telephone	7,377.02	7,368.00	9.02	7,368.00
8215 - Internet Access	3,539.16	4,859.00	-1,319.84	4,859.00
8220 - Mobile Phones	3,940.33	4,560.00	-619.67	4,560.00
8200 - Telecommunications - Other	0.00	0.47	-0.47	0.47
<b>Total 8200 - Telecommunications</b>	<b>14,856.51</b>	<b>16,787.47</b>	<b>-1,930.96</b>	<b>16,787.47</b>
<b>8300 - Postage</b>				
8310 - Postage Expense	3,968.40	4,500.00	-531.60	4,500.00
8300 - Postage - Other	-2.00	-8.17	6.17	-8.17
<b>Total 8300 - Postage</b>	<b>3,966.40</b>	<b>4,491.83</b>	<b>-525.43</b>	<b>4,491.83</b>
<b>8400 - Occupancy Expenses</b>				
8405 - Inkind Rent Expense	60,636.00	60,636.00	0.00	60,636.00



**YouthZone**  
**Profit & Loss Detail**  
July 2014 through June 2015

	Jul '14 - Jun 15	YTD Budget	\$ Over Budget	Annual Budget
<b>8410 · Rent</b>	4,030.20	3,665.00	365.20	3,665.00
<b>8415 · Utilities</b>	10,253.86	10,822.00	-568.14	10,822.00
<b>8420 · Maintenance</b>	10,731.15	19,371.80	-8,640.65	19,371.80
<b>8800 · Depreciation Expense</b>				
<b>8810 · Depreciation Expense - Direct</b>	25,586.92	30,024.00	-4,437.08	30,024.00
<b>8800 · Depreciation Expense - Other</b>	-262.89			
<b>Total 8800 · Depreciation Expense</b>	25,324.03	30,024.00	-4,699.97	30,024.00
 <b>8400 · Occupancy Expenses - Other</b>	 -0.06	 21.04	 -21.10	 21.04
<b>Total 8400 · Occupancy Expenses</b>	110,975.18	124,539.84	-13,564.66	124,539.84
 <b>8500 · Printing &amp; publications</b>				
<b>8510 · Printing</b>	3,557.49	4,000.00	-442.51	4,000.00
<b>8515 · Publication &amp; Dues</b>	7,391.17	4,050.00	3,341.17	4,050.00
<b>8500 · Printing &amp; publications - Other</b>	0.01	3.20	-3.19	3.20
<b>Total 8500 · Printing &amp; publications</b>	10,948.67	8,053.20	2,895.47	8,053.20
 <b>8600 · Travel</b>				
<b>8615 · Auto, mileage, airfare</b>	16,994.49	17,360.04	-365.55	17,360.04
<b>8620 · Parking</b>	10.50			
<b>8600 · Travel - Other</b>	0.03	2.56	-2.53	2.56
<b>Total 8600 · Travel</b>	17,005.02	17,362.60	-357.58	17,362.60
 <b>8700 · Staff Development</b>				
<b>8710 · Staff Development Expense</b>	15,315.27	10,000.00	5,315.27	10,000.00
<b>8700 · Staff Development - Other</b>	0.00	0.53	-0.53	0.53
<b>Total 8700 · Staff Development</b>	15,315.27	10,000.53	5,314.74	10,000.53
 <b>8900 · Insurance</b>				
<b>8905 · Key Life Insurance</b>	245.28	245.28	0.00	245.28
<b>8910 · Directors &amp; Officers Insurance</b>	3,027.04	1,956.00	1,071.04	1,956.00
<b>8915 · Liability Insurance</b>	9,121.70	9,000.00	121.70	9,000.00
<b>8920 · Vehicle</b>	0.00	0.00	0.00	0.00
<b>8925 · UPS</b>	488.64	0.00	488.64	0.00
<b>8930 · Activities Insurance</b>	232.90	245.28	-12.38	245.28
<b>8900 · Insurance - Other</b>	-0.04	-22.04	22.00	-22.04
<b>Total 8900 · Insurance</b>	13,115.52	11,424.52	1,691.00	11,424.52
 <b>9000 · Bank charges</b>				
<b>9010 · Bank Fees</b>	236.58	204.00	32.58	204.00
<b>9020 · Credit Card Fees</b>	1,809.84	1,800.00	9.84	1,800.00
<b>9000 · Bank charges - Other</b>	0.04	0.88	-0.84	0.88
<b>Total 9000 · Bank charges</b>	2,046.46	2,004.88	41.58	2,004.88

**YouthZone**  
**Profit & Loss Detail**  
July 2014 through June 2015

	<u>Jul '14 - Jun 15</u>	<u>YTD Budget</u>	<u>\$ Over Budget</u>	<u>Annual Budget</u>
<b>9100 - Advertising</b>				
<b>9110 - Advertising &amp; Promotion</b>	7,892.87	7,700.00	192.87	7,700.00
<b>9115 - Staff Recruitment</b>	2,836.98	1,500.00	1,336.98	1,500.00
<b>9120 - Advertising Consultant Expenses</b>	5,961.26	9,000.00	-3,038.74	9,000.00
<b>9100 - Advertising - Other</b>	0.00	1.45	-1.45	1.45
<b>Total 9100 - Advertising</b>	<u>16,691.11</u>	<u>18,201.45</u>	<u>-1,510.34</u>	<u>18,201.45</u>
<b>9150 - Technology</b>				
<b>9151 - Consulting Fees</b>	6,142.50	6,000.00	142.50	6,000.00
<b>9152 - Technical Equipment</b>	5,438.91	1,500.00	3,938.91	1,500.00
<b>9153 - Service Contracts</b>	9,855.53	10,000.00	-144.47	10,000.00
<b>9154 - Misc &amp; Hardware</b>	1,185.20	500.00	685.20	500.00
<b>9150 - Technology - Other</b>	0.02	8.32	-8.30	8.32
<b>Total 9150 - Technology</b>	<u>22,622.16</u>	<u>18,008.32</u>	<u>4,613.84</u>	<u>18,008.32</u>
<b>9200 - Other Expenses</b>				
<b>9205 - Purchased Services/FACET</b>	1,022.67			
<b>9215 - Purchased Services/SB94</b>	30,781.87	61,839.96	-31,058.09	61,839.96
<b>9216 - Purchased Services / D&amp;A Grant</b>	3,710.00	10,000.00	-6,290.00	10,000.00
<b>9221 - RMC Surcharge Expenses</b>	359.26			
<b>9223 - Meal Expenses</b>	2,421.37	2,000.00	421.37	2,000.00
<b>9224 - Staff Appreciation</b>	1,386.11	900.00	486.11	900.00
<b>9235 - Misc.</b>	250.00			
<b>9240 - Special Events - Kiss N Squeal</b>	19,445.53	10,000.00	9,445.53	10,000.00
<b>9257 - Special Events Banquet</b>	3,413.49	2,500.00	913.49	2,500.00
<b>9270 - Background Checks</b>	1,660.65	2,000.00	-339.35	2,000.00
<b>9275 - Restitution</b>	1,725.96	0.00	1,725.96	0.00
<b>9280 - Bad Debts from Program Fees</b>	2,230.02	3,000.00	-769.98	3,000.00
<b>9290 - DCJ Diversion Expenses GJ</b>	0.00			
<b>9298 - Other Expenses</b>	0.00			
<b>9200 - Other Expenses - Other</b>	1.98	1.63	0.35	1.63
<b>Total 9200 - Other Expenses</b>	<u>68,408.91</u>	<u>92,241.59</u>	<u>-23,832.68</u>	<u>92,241.59</u>
<b>Total Expense</b>	<u>1,190,591.06</u>	<u>1,180,615.85</u>	<u>9,975.21</u>	<u>1,180,615.85</u>
<b>Net Ordinary Income</b>	<u>69,344.83</u>	<u>0.00</u>	<u>69,344.83</u>	<u>0.00</u>
<b>Net Income</b>	<u><u>69,344.83</u></u>	<u><u>0.00</u></u>	<u><u>69,344.83</u></u>	<u><u>0.00</u></u>

**YouthZone**  
**Balance Sheet Prev Year Comparison**  
As of June 30, 2015

	<u>Jun 30, 15</u>	<u>Jun 30, 14</u>	<u>\$ Change</u>
<b>ASSETS</b>			
Current Assets			
Checking/Savings			
0999 - Cash			
1000 - Alpine Bank/Operating	110,064.82	20,965.56	89,099.26
1005 - Alpine/Automatic Contributions	6,114.53	6,232.45	-117.92
1006 - Alpine Bank - Petty Cash	147.67	122.67	25.00
1010 - Wells Fargo/Flexible Benefit	0.00	3,790.51	-3,790.51
1011 - Wells Fargo/Tax Transfer	0.00	1,182.08	-1,182.08
1020 - Bank of Colorado/Petty Cash	217.56	92.54	125.02
1022 - Bank of Colorado/Raffle	2,681.64	3,083.67	-402.03
1030 - US Bank- Evaluation Reserve	8,195.81	8,220.09	-24.28
Total 0999 - Cash	<u>127,422.03</u>	<u>43,689.57</u>	<u>83,732.46</u>
Total Checking/Savings	127,422.03	43,689.57	83,732.46
Accounts Receivable			
1110 - Client receivables	17,506.03	23,201.84	-5,695.81
1200 - Government Grants Receivable	47,806.47	38,624.14	9,182.33
Total Accounts Receivable	<u>65,312.50</u>	<u>61,825.98</u>	<u>3,486.52</u>
Other Current Assets			
1300 - Prepaid Insurance	3,411.44	3,705.19	-293.75
1310 - Payroll Asset	157.95	157.95	0.00
1400 - Investments			
1401 - EJ - MM Operating Reserve	50,800.65	95,531.72	-44,731.07
Total 1400 - Investments	<u>50,800.65</u>	<u>95,531.72</u>	<u>-44,731.07</u>
1410 - EJ Long Term Operating Reserve			
1411 - EJ LT ac-06215	81,081.38	58,838.71	22,242.67
1413 - EJ LT ac-09894	70,458.56	64,217.03	6,241.53
1414 - EJ LT ac-09895	137,588.12	137,778.51	-190.39
1415 - EJ LT ac-12196	82,064.80	67,239.38	14,825.42
1417 - EJ LT ac-14372	97,069.93	82,809.60	14,260.33
1430 - (Less EJ Designated Reserves	<u>-50,000.00</u>	<u>-50,000.00</u>	<u>0.00</u>
Total 1410 - EJ Long Term Operating Reserve	418,262.79	360,883.23	57,379.56
1450 - EJ Designated Reserve Funds			
1451 - EJ Building Reserve Fund	<u>50,000.00</u>	<u>50,000.00</u>	<u>0.00</u>
Total 1450 - EJ Designated Reserve Funds	50,000.00	50,000.00	0.00
1499 - *Undeposited Funds			
	<u>0.00</u>	<u>35.00</u>	<u>-35.00</u>
Total Other Current Assets	<u>522,632.83</u>	<u>510,313.09</u>	<u>12,319.74</u>

**YouthZone**  
**Balance Sheet Prev Year Comparison**  
**As of June 30, 2015**

	<u>Jun 30, 15</u>	<u>Jun 30, 14</u>	<u>\$ Change</u>
<b>Total Current Assets</b>	715,367.36	615,828.64	99,538.72
<b>Fixed Assets</b>			
<b>1500 - Fixed assets</b>			
1510 - Glenwood Springs Leasehold Imp.	246,539.51	246,539.51	0.00
1520 - Building/Rifle	290,747.29	290,747.29	0.00
1530 - Furniture & Equipment	52,262.49	52,262.49	0.00
1545 - Database Software	34,988.00	34,988.00	0.00
1546 - Website	16,000.00	16,000.00	0.00
<b>Total 1500 - Fixed assets</b>	<u>640,537.29</u>	<u>640,537.29</u>	<u>0.00</u>
<b>1600 - Accumulated depreciation</b>			
1640 - Accum. Depr. Computers	-9,049.20	0.00	-9,049.20
1600 - Accumulated depreciation - Other	<u>-452,892.96</u>	<u>-436,618.20</u>	<u>-16,274.76</u>
<b>Total 1600 - Accumulated depreciation</b>	<u>-461,942.16</u>	<u>-436,618.20</u>	<u>-25,323.96</u>
<b>1705 - I to I Development</b>	232,110.91	232,110.91	0.00
<b>1799 - Accumulated Amortization</b>	<u>-16,922.50</u>	<u>-16,922.50</u>	<u>0.00</u>
<b>Total Fixed Assets</b>	<u>393,783.54</u>	<u>419,107.50</u>	<u>-25,323.96</u>
<b>TOTAL ASSETS</b>	<u><u>1,109,150.90</u></u>	<u><u>1,034,936.14</u></u>	<u><u>74,214.76</u></u>
<b>LIABILITIES &amp; EQUITY</b>			
<b>Liabilities</b>			
<b>Current Liabilities</b>			
<b>Accounts Payable</b>			
2000 - Accounts payable	<u>1,592.19</u>	<u>7,803.40</u>	<u>-6,211.21</u>
<b>Total Accounts Payable</b>	<u>1,592.19</u>	<u>7,803.40</u>	<u>-6,211.21</u>
<b>Other Current Liabilities</b>			
2100 - Payroll Liabilities & Accruals			
2105 - Accrued FICA	0.00	27.54	-27.54
2125 - Accrued Vacation Payable	15,843.38	10,109.79	5,733.59
2100 - Payroll Liabilities & Accruals - Other	<u>5,626.17</u>	<u>501.08</u>	<u>5,125.09</u>
<b>Total 2100 - Payroll Liabilities &amp; Accruals</b>	<u>21,469.55</u>	<u>10,638.41</u>	<u>10,831.14</u>
2111 - Direct Deposit Liabilities	250.00	0.00	250.00
2200 - Flexible Benefit Expense/Reimb.	3,790.51	3,790.51	0.00
2400 - Deferred Revenues	1,540.00	1,540.00	0.00
2510 - Damage Deposit Payable	<u>250.00</u>	<u>250.00</u>	<u>0.00</u>
<b>Total Other Current Liabilities</b>	<u>27,300.06</u>	<u>16,218.92</u>	<u>11,081.14</u>
<b>Total Current Liabilities</b>	<u>28,892.25</u>	<u>24,022.32</u>	<u>4,869.93</u>

**YouthZone**  
**Balance Sheet Prev Year Comparison**  
**As of June 30, 2015**

	<u>Jun 30, 15</u>	<u>Jun 30, 14</u>	<u>\$ Change</u>
<b>Total Liabilities</b>	28,892.25	24,022.32	4,869.93
<b>Equity</b>			
2999 - Net Assets/Retained Earnings	750,994.72	778,982.73	-27,988.01
3000 - Opening Bal Equity			
3110 - Board Capital Reserve	<u>50,000.00</u>	<u>50,000.00</u>	<u>0.00</u>
Total 3000 - Opening Bal Equity	50,000.00	50,000.00	0.00
3300 - Unrestricted net assets			
3310 - Inv. Plant Assets/Glenwood	5,189.06	5,189.06	0.00
3320 - Contributed Property	20,306.06	20,306.06	0.00
3330 - Inv. Plant Asset/Rifle	<u>178,423.98</u>	<u>178,423.98</u>	<u>0.00</u>
Total 3300 - Unrestricted net assets	203,919.10	203,919.10	0.00
3400 - Temporarily restricted net asse			
3406 - Temp Rest Schol	<u>6,000.00</u>	<u>6,000.00</u>	<u>0.00</u>
Total 3400 - Temporarily restricted net asse	6,000.00	6,000.00	0.00
Net Income	<u>69,344.83</u>	<u>-27,988.01</u>	<u>97,332.84</u>
Total Equity	<u>1,080,258.65</u>	<u>1,010,913.82</u>	<u>69,344.83</u>
<b>TOTAL LIABILITIES &amp; EQUITY</b>	<u><u>1,109,150.90</u></u>	<u><u>1,034,936.14</u></u>	<u><u>74,214.76</u></u>

## YouthZone Board of Directors 2015

<u>Name</u>	<u>Home Phone</u>	<u>Work Phone / Fax</u>	<u>Email</u>
Dave Scruby, Chair 320 Main St. #C Carbondale, CO 81623 Citizen: Former Alpine Bank President	510-5104 379-3585		davescruby@gmail.com  Term expires: Nov, 2015
Jim O'Donnell, Vice Chair 1830 Blake Avenue Glenwood Springs, CO 81601 Doctor, Glenwood Medical Associates	945-0549 379-1586 (cell)	945-8503	jaod@rof.net  Term expires: Sept. 2015
Ted Edmonds, Secretary Treasurer 1222 Colorado Ave Glenwood Springs, CO 81601 Citizen, former business owner	945-0556 379-5200 429-2585 Fax		<a href="mailto:tededmonds64@gmail.com">tededmonds64@gmail.com</a>  Term expires Feb., 2015
Tim Braun B2 Inc. P.O. Box 2804 Basalt, CO 81621 Marketing Consultant	970-927-6435 970-618-0080 cell		tbraun@b2inc.net  Term expires: July 2016
Alicia Crandell 350 Hwy 133 Carbondale, CO 81623 Alpine Bank Loan Officer	970-704-3106		aliciacrandell@alpinebank.com  Term Expires: Jan, 2017
Tim Kelly 2014 Grand Ave. Glenwood Springs, CO 81601 Vice President 1 <sup>st</sup> Bank		Term Expires: May 2017 970-947-0300	
Steve Nilsson, Secretary 787 Canyon Creek Dr. Glenwood Spgs, CO 81601 General Manager/Secretary Glenwood Spgs Ford Lincoln Glenwood Spgs Subaru	945-5010 618-1014 cell	384-7822	<a href="mailto:snn@gwsford.com">snn@gwsford.com</a>  Term expires: Jan., 2016  <a href="mailto:steveandchristy@sopris.net">steveandchristy@sopris.net</a>
Martha Robinson 0453 Lions Ridge Rd. Carbondale, Co. 81623 Citizen, business owner	(970) 963-3646		karmar@sopris.net  Term Expires July, 2016
Mike West P.O. Box 1150 Glenwood Springs, CO 81602 Dalby Wendland, CPA		(970) 275-8233 work 945-8575 Term expires: March, 2016	mwest@dalbycpa.com
Lindsay Busk, high school student, 2016			





**YOUTHZONE, INC.**

**FINANCIAL STATEMENTS  
AND  
SUPPLEMENTAL INFORMATION**

**June 30, 2014 and 2013**

## TABLE OF CONTENTS

	<u>Page</u>
Independent Auditor's Report	1
Financial Statements:	
Statements of Financial Position	2
Statements of Activities	3
Statements of Cash Flows	4
Notes to Financial Statements	5-15
Supplemental Information:	
Schedules of Program Expenses	16-19

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**Hays  
Maggard  
& Hood, P.C.**

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Board of Directors  
YouthZone, Inc.  
Glenwood Springs, Colorado

INDEPENDENT AUDITOR'S REPORT

We have audited the accompanying financial statements of YouthZone, Inc. (a nonprofit organization) which comprise the statements of financial position as of June 30, 2014 and 2013, and the related statements of activities and cash flows for the years then ended, and the related notes to the financial statements.

**Management's Responsibility for the Financial Statements**

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

**Auditor's Responsibility**

Our responsibility is to express an opinion on these financial statements based on our 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 of 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 risk of material misstatement of the financial statements, whether due to fraud or error. In making those risk assessments, the auditor considers internal control relevant to the entity's preparation and fair presentation of the financial statements in order to design audit procedures that are appropriate in the circumstances, but not for the purpose of expressing an opinion on the effectiveness of the entity's internal control. Accordingly, we express no such opinion. An audit also includes evaluating the appropriateness of accounting policies used and the reasonableness of significant accounting estimates made by management, as well as evaluating the overall presentation of the financial statements.

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

**Opinion**

In our opinion, the financial statements referred to above present fairly, in all material respects, the financial position of YouthZone, Inc. at June 30, 2014 and 2013, and the changes in its net assets and its cash flows for the years then ended, in accordance with accounting principles generally accepted in the United States of America.

**Other Matters**

Our audit was made for the purpose of forming an opinion on the financial statements as a whole. The Schedules of Program Expenses are presented for purposes of additional analysis and are not a required part of the basic financial statements. Such information is the responsibility of management and was derived from and relates directly to the underlying accounting and other records used to prepare the financial statements. The information has been subjected to the auditing procedures applied in the audit of the financial statements and certain additional procedures, including comparing and reconciling such information directly to the underlying accounting and other records used to prepare the financial statements or to the 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 financial statements as a whole.

A handwritten signature in black ink, appearing to read "Hays, Maggard & Hood, P.C.", written in a cursive, flowing style.

HAYS, MAGGARD & HOOD, P.C.

*Glenwood Springs, Colorado*

November 7, 2014

**YOUTHZONE, INC.**  
**STATEMENTS OF FINANCIAL POSITION**  
June 30, 2014 and 2013

ASSETS

	<u>2014</u>	<u>2013</u>
<u>CURRENT ASSETS:</u>		
Cash and Cash Equivalents	\$ 138,068	\$ 167,487
Grants and Contributions Receivable	49,531	62,454
Other Receivables	12,295	11,705
Prepaid Expenses	<u>3,863</u>	<u>6,165</u>
 TOTAL CURRENT ASSETS	 203,757	 247,811
<u>FIXED ASSETS:</u>		
Property, Vehicles and Equipment (Net of Accumulated Depreciation of \$436,618 and \$430,974)	203,919	220,124
<u>OTHER ASSETS:</u>		
Long-term Investments	410,883	476,835
Intangible Assets, Net	<u>215,188</u>	<u>160,558</u>
 TOTAL ASSETS	 <u>\$ 1,033,747</u>	 <u>\$ 1,105,328</u>

LIABILITIES AND NET ASSETS

<u>CURRENT LIABILITIES:</u>		
Accounts Payable	\$ 7,803	\$ 33,216
Accrued Liabilities	3,817	9,224
Other Liabilities	250	250
Deferred Revenues	1,540	6,358
Compensated Absences	<u>10,110</u>	<u>18,065</u>
 TOTAL CURRENT LIABILITIES	 <u>23,520</u>	 <u>67,113</u>
<u>NET ASSETS:</u>		
Unrestricted –		
Invested in Fixed and Intangible Assets	419,107	380,682
Designated for Capital Reserve	50,000	100,000
Undesignated	535,120	545,301
Temporarily Restricted –		
For Drug and Alcohol Programs	-	2,680
For Scholarships	6,000	4,552
For PALS Program	<u>-</u>	<u>5,000</u>
 TOTAL NET ASSETS	 <u>1,010,227</u>	 <u>1,038,215</u>
 TOTAL LIABILITIES AND NET ASSETS	 <u>\$ 1,033,747</u>	 <u>\$ 1,105,328</u>

The accompanying notes are an integral part of these financial statements.



**YOUTHZONE, INC.**  
**STATEMENTS OF ACTIVITIES**  
For the Years Ended June 30, 2014 and 2013

	<u>2014</u>	<u>2013</u>
<b><u>UNRESTRICTED NET ASSETS</u></b>		
PUBLIC SUPPORT:		
Grants	\$ 478,568	\$ 520,254
Contributions	100,503	101,967
Foundations	124,887	94,001
In-Kind Contributions: Operations	60,636	60,636
Fundraising – Special Events (Including \$24,500 In-Kind)	177,849	112,713
Fundraising – Donated Assets and Services In-Kind	12,829	6,150
REVENUES:		
Client Fees and Classes	96,863	97,233
Insight to Impact	8,800	6,912
Interest and Net Investment Earnings (Note 4)	44,213	76,281
Net Loss on Asset Sales/Dispositions	(284)	-
NET ASSETS RELEASED FROM RESTRICTIONS:		
Restrictions Satisfied by Payments	<u>74,862</u>	<u>61,388</u>
TOTAL REVENUE AND OTHER SUPPORT	<u>1,179,726</u>	<u>1,137,535</u>
EXPENSES:		
Program Services –		
Prevention	268,792	284,391
Intervention	690,376	686,098
Insight to Impact	13,180	43,991
Scholarships	3,552	4,198
Supporting Services –		
Management and General	138,773	138,501
Fundraising	49,700	51,331
Special Events (Including \$24,500 In-Kind)	<u>37,109</u>	<u>9,042</u>
TOTAL EXPENSES	<u>1,201,482</u>	<u>1,217,552</u>
INCREASE (DECREASE) IN UNRESTRICTED NET ASSETS	<u>(21,756)</u>	<u>(80,017)</u>
<b><u>TEMPORARILY RESTRICTED NET ASSETS</u></b>		
NET ASSETS RELEASED FROM RESTRICTIONS:		
Temporarily Restricted Grants and Contributions	68,630	58,620
Restrictions Satisfied by Payments	<u>(74,862)</u>	<u>(61,388)</u>
INCREASE (DECREASE) IN TEMPORARILY RESTRICTED NET ASSETS	<u>(6,232)</u>	<u>(2,768)</u>
TOTAL INCREASE (DECREASE) IN NET ASSETS	(27,988)	(82,785)
NET ASSETS-BEGINNING OF YEAR	<u>1,038,215</u>	<u>1,121,000</u>
NET ASSETS-END OF YEAR	<u>\$ 1,010,227</u>	<u>\$ 1,038,215</u>

The accompanying notes are an integral part of these financial statements.

**YOUTHZONE, INC.**  
**STATEMENTS OF CASH FLOWS**  
For the Years Ended June 30, 2014 and 2013

	<u>2014</u>	<u>2013</u>
<b><u>CASH FLOWS FROM OPERATING ACTIVITIES:</u></b>		
Change in Net Assets	\$ (27,988)	\$ (82,785)
Adjustments to Reconcile the Change in Net Assets to Net Cash Provided by Operating Activities:		
Depreciation Expense	28,569	29,726
Net Loss on Asset Sales/Dispositions	284	-
(Increase) Decrease in Grants and Contributions Receivable	12,923	25,432
(Increase) Decrease in Accounts Receivable	(590)	(3,742)
(Increase) Decrease in Prepaid Expenses	2,302	(476)
Increase (Decrease) in Accounts Payable	(25,413)	17,039
Increase (Decrease) in Accrued Liabilities	(5,407)	7,359
Increase (Decrease) in Other Liabilities	-	250
Increase (Decrease) in Deferred Revenues	(4,818)	(16,898)
Increase (Decrease) in Compensated Absences	(7,955)	6,796
Realized (Gain) Loss on Investments	(42,946)	(9,517)
Unrealized (Gain) Loss on Investments	<u>6,472</u>	<u>(41,312)</u>
 NET CASH PROVIDED (USED) BY OPERATING ACTIVITIES	 <u>(64,567)</u>	 <u>(68,128)</u>
 <b><u>CASH FLOWS FROM INVESTING ACTIVITIES:</u></b>		
Proceeds from Sale of Investments	371,919	559,927
Purchase of Investments	(269,493)	(253,571)
Proceeds from Sale of Fixed Assets	250	-
Purchase of Fixed Assets	(13,419)	(590)
Intangible Asset Development (Costs)	(63,158)	(129,064)
Intangible Asset Amortization	<u>9,049</u>	<u>2,624</u>
 NET CASH PROVIDED (USED) BY INVESTING ACTIVITIES	 <u>35,148</u>	 <u>179,326</u>
 NET INCREASE (DECREASE) IN CASH AND CASH EQUIVALENTS	 (29,419)	 111,198
 CASH AND CASH EQUIVALENTS – BEGINNING OF YEAR	 <u>167,487</u>	 <u>56,289</u>
 CASH AND CASH EQUIVALENTS – END OF YEAR	 <u>\$ 138,068</u>	 <u>\$ 167,487</u>
 <b><u>NON-CASH TRANSACTIONS</u></b>		
In-Kind Rent and Utilities	\$ 60,636	\$ 60,636
In-Kind Services	12,829	6,150
In-Kind Special Events Expenses	<u>24,500</u>	<u>-</u>
	<u>\$ 97,965</u>	<u>\$ 66,786</u>

The accompanying notes are an integral part of these financial statements.

**YOUTHZONE, INC.**  
**NOTES TO FINANCIAL STATEMENTS**  
June 30, 2014 and 2013

*NOTE 1 - SUMMARY OF SIGNIFICANT ACCOUNTING POLICIES*

ORGANIZATION

YouthZone, Inc. (the Corporation) is a non-profit corporation organized under Section 501(c)(3) of the Internal Revenue Code and incorporated under Article 40, Title 7 of the Colorado Revised Statutes. Operations are centralized in Garfield County and in the Roaring Fork Valley of Colorado, which also includes Pitkin and West Eagle County.

The Corporation was formed in 1976 for charitable and educational purposes. The stated objectives of the Corporation include the promotion of programs concerning the problems and needs of youth and families; the development of cooperation and coordination among governmental and private agencies involved with youth and families; involvement of citizens of the community in the recognition of and solutions to youth and family problems and needs; the promotion of opportunities for all youth to be responsible, contributing members of society; and implementation of programs and proposals consistent with the purposes of the corporation. Through prevention, advocacy and direct services, YouthZone strives to enhance the quality of life in our communities.

The Corporation's support comes primarily through Federal, State and local grants, contracts and donor contributions. The Corporation provides services via individualized comprehensive programs to youth ages 6-18 years of age along a continuum of needs. The primary focus is on serving the underserved populations such as "at risk" youth, youth in the criminal justice system, single parents, teens and low-income families. Referrals from the court result in the agency working with youth from every socioeconomic level. No youth is denied services due to inability to pay a fee.

*Prevention Philosophy*

YouthZone believes that youth who actively participate in their community, are equipped with accurate information, and possess healthy life skills are less likely to engage in high risk behaviors including the abuse of alcohol, tobacco and other drugs. YouthZone prevention programming embraces this philosophy by providing a mentoring program, drug-free activities, education and community service opportunities.

*Intervention Philosophy*

YouthZone intervention philosophy is based on the principle of providing and/or finding the best possible services for each client. The client's needs are determined on an individual basis and include the client's parents and significant others concerned with the client's needs. YouthZone staff works with individual clients and families to provide tools for effective, positive behavior change.

The Corporation is governed by a Board of Directors which functions as a policy making board. The Bylaws dictate a membership of not less than five members. An Executive Director, whom is appointed by the Board, functions as the chief administrator and is directly responsible to the Board.

**YOUTHZONE, INC.**  
**NOTES TO FINANCIAL STATEMENTS**  
June 30, 2014 and 2013

*NOTE 1 - SUMMARY OF SIGNIFICANT ACCOUNTING POLICIES, continued*

**BASIS OF ACCOUNTING AND PRESENTATION**

The accompanying financial statements have been prepared on the accrual basis of accounting in accordance with generally accepted accounting principles. In accordance with the Financial Accounting Standards Board (FASB) Codification Section 958, *Not-For-Profit Entities*, net assets and revenues, expenses, gains and losses are classified based on the existence or absence of donor-imposed restrictions. Accordingly, net assets and changes therein are classified and reported as follows:

Unrestricted net assets – Net assets not subject to donor-imposed stipulations. The Board of directors may make designated reservations of unrestricted net assets for anticipated future outlay.

Temporarily restricted net assets – Net assets subject to donor-imposed stipulations that may or will be met, either by actions of the Corporation and/or the passage of time. When a restriction expires, temporarily restricted net assets are reclassified to unrestricted net assets and reported in the statement of activities as net assets released from restrictions.

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

**CASH AND CASH EQUIVALENTS**

For purposes of the statement of cash flows, the Corporation considers all cash and other highly liquid investments with initial maturities of three months or less to be cash equivalents.

**RECEIVABLES**

The Corporation considers all receivables to be fully collectible; therefore, no allowance for doubtful accounts is considered necessary. After reasonable collection efforts are made by management, the direct write-off method is used to recognize bad debt expense on uncollectible accounts.

**PROPERTY AND EQUIPMENT**

Acquisitions of furniture, equipment, vehicles and other capital assets are capitalized at cost or, if donated, at the approximate fair value at the date of donation. It is the Corporation's policy to capitalize expenditures for these items in excess of \$1,000 for assets with an estimated useful life of more than one year. Lesser amounts are expensed.

Property and equipment are depreciated using the straight-line method over their estimated useful lives as follows:

Buildings	40 years
Leasehold Improvements	20 years
Furniture and Equipment	5 years
Vehicles	5 years

**YOUTHZONE, INC.**  
**NOTES TO FINANCIAL STATEMENTS**  
June 30, 2014 and 2013

*NOTE 1 - SUMMARY OF SIGNIFICANT ACCOUNTING POLICIES, continued*

INVESTMENTS

Investments in marketable securities with readily determinable fair values and all investments in debt securities are valued at their fair values in the statement of financial position. Unrealized gains and losses are included in the change in net assets. Investment income and gains restricted by a donor, if applicable, are reported as increases in unrestricted net assets if the restrictions are met (either by passage of time or by use) in the reporting period in which the income and gains are recognized. Investments are insured by the Securities Investor Protection Corporation (SIPC).

CONTRIBUTIONS

Contributions received are recorded as unrestricted, temporarily restricted, or permanently restricted support depending on the existence or nature of any donor restrictions. Grants and other contributions of cash and other assets are reported as temporarily or permanently restricted support if they are received with donor stipulations that limit the use of the donated assets. When a donor restriction expires, that is, when a stipulated time restriction ends or purpose restriction is accomplished, temporarily restricted net assets are reclassified to unrestricted net assets and reported in the statement of activities as net assets released from restrictions.

Contributions, including unconditional promises to give, are recorded as made. All contributions are available for unrestricted use unless specifically restricted by the donor. Conditional promises to give are recognized when the conditions on which they depend are substantially met. Unconditional promises to give that are due in the next year are recorded at their net realizable value. Unconditional promises to give that are expected to be collected in future years are recorded at the present value of estimated cash flows.

Donations of property and equipment are recorded as support at their estimated fair value. Such donations are reported as unrestricted support unless the donor has restricted the donated asset to a specific purpose. Assets donated with explicit restriction regarding their use and contributions of cash that must be used to acquire property and equipment are reported as restricted support. Absent donor stipulations regarding how long those donated assets must be maintained, the Corporation reports expirations of donor restrictions when the donated or acquired assets are placed in service as instructed by the donor. The Corporation reclassifies temporarily restricted net assets to unrestricted net assets at that time.

The Corporation's policy as to the acceptance of real or personal property is as follows: property, both real and personal, shall be examined by appropriate personnel to determine usefulness and appropriateness; if determined to be useful and appropriate the Corporation will accept such donations, provided an understanding and agreement is reached concerning disposition of such items.

The Corporation receives donated services from unpaid volunteers who assist in projects and fundraising. No amounts have been recognized in the statement of activities as the criteria for recognition have not been satisfied.

**YOUTHZONE, INC.**  
**NOTES TO FINANCIAL STATEMENTS**  
June 30, 2014 and 2013

*NOTE 1 - SUMMARY OF SIGNIFICANT ACCOUNTING POLICIES, continued*

SPENDING POLICY

In the event that the Corporation receives contributions to permanently restricted endowments, the Corporation's policy is to only spend earnings and not invade corpus of permanently restricted funds. As of June 30, 2014, the Corporation has not received any such contributions of permanently restricted endowment funds.

SUPPORT AND REVENUE

The Corporation received grants revenue from Federal, State and local agencies. Support received from grants is recognized as funds are expended on contract activities. The Corporation receives client fees for services and recognizes these fees when earned.

ALLOCATION OF FUNCTIONAL EXPENSES

The Corporation receives grant revenues from various Federal and State agencies which are designated for specific purposes. The majority of the Corporation's expenses are allocated to specific programs based on the percentage of time spent on each project compared to total time worked. In addition, costs which can be identified with specific projects and programs are allocated directly to that program.

USE OF ESTIMATES

The preparation of financial statements in conformity with generally accepted accounting principles requires management to make estimates and assumptions that affect certain reported amounts and disclosures; accordingly, actual results could differ from estimates.

INCOME TAXES

YouthZone, Inc. is a non-profit organization exempt under Code Section 501(c)(3) described under Code Sections 509(a)(1) and 170(b)(1)(A)(vi) with final approval dated May, 1976. The Corporation has been classified as an entity that is not a private foundation within the meaning of Section 509(a) and qualifies for deductible contributions under the provisions of Section 170(b)(1)(A)(vi). With exempt status, YouthZone, Inc. is exempt from federal income taxes; therefore, no provision or liability for federal income taxes has been included in these financial statements. There was no unrelated business income for the years ending June 30, 2014 and 2013.

*NOTE 2 - FAIR VALUES OF FINANCIAL INSTRUMENTS*

The Corporation has adopted the provisions of FASB ASC 820-10, *Fair Value Measurements*, for financial and non-financial assets and liabilities measured at fair value on a recurring basis. The Corporation's financial instruments, none of which are held for trading purposes, include cash and cash equivalents and investments. Management estimates that the fair value of all financial instruments at June 30, 2014 does not differ materially from the aggregate carrying values of its financial instruments recorded in the accompanying statement of financial position. The estimated fair value amounts have been determined using available market information and appropriate valuation methodologies. The carrying amounts of cash and cash equivalents approximate fair values because of short maturities of those instruments.

**YOUTHZONE, INC.**  
**NOTES TO FINANCIAL STATEMENTS**  
June 30, 2014 and 2013

**NOTE 2 - FAIR VALUES OF FINANCIAL INSTRUMENTS, continued**

The objective of a fair value measurement is to determine the price that would be received to sell an asset or paid to transfer a liability in an orderly transaction between market participants at the measurement date (an exit price). Fair value measurement uses a three tier hierarchy. Accordingly, the fair value hierarchy gives the highest priority to quoted prices (unadjusted) in active markets for identical assets or liabilities (Level 1) and the lowest priority to unobservable inputs (Level 3). The three tier hierarchy of inputs is summarized in the three broad levels as follows:

*Level 1 - inputs are unadjusted quoted market prices in active independent markets for identical assets and liabilities;*

*Level 2 - inputs are directly or indirectly observable estimates from quotes for similar but not identical assets and liabilities, market trades for identical assets not actively traded, or other external independent means;*

*Level 3 - inputs are unobservable and reflect assumptions on the part of the reporting entity;*

The following table sets forth information about the level within the fair value hierarchy at which the Corporation's financial assets and liabilities are measured on a recurring basis as of June 30, 2014:

	<u>Level 1</u>	<u>Level 2</u>	<u>Level 3</u>	<u>Total</u>
Assets:				
Money Market Funds	\$ 95,532	\$ -	\$ -	\$ 95,532
Trading Securities	<u>410,883</u>	<u>-</u>	<u>-</u>	<u>410,883</u>
Total-Recurring Basis	<u>\$ 506,415</u>	<u>\$ -</u>	<u>\$ -</u>	<u>\$ 506,415</u>

**NOTE 3 - CASH AND CASH EQUIVALENTS**

The Corporation maintains bank accounts at several financial institutions located in Colorado. Accounts at each of these institutions are insured by the Federal Deposit Insurance Corporation (FDIC) and there were no bank balances in excess of the FDIC limit as of June 30, 2014. The Corporation also holds money market and investment accounts insured by the Securities Investor Protection Corporation (SIPC).

A summary of cash and cash equivalents follows:

	<u>2014</u>	<u>2013</u>
Bank Balances - Checking and Savings	\$ 66,209	\$ 76,811
Money Market Accounts	95,532	140,172
Net Outstanding Items	<u>(23,673)</u>	<u>(49,496)</u>
Total Carrying Balances	<u>\$ 138,068</u>	<u>\$ 167,487</u>

**YOUTHZONE, INC.**  
**NOTES TO FINANCIAL STATEMENTS**  
June 30, 2014 and 2013

**NOTE 4 - LONG-TERM INVESTMENTS**

Investments are stated at fair value and consist of high-grade corporate bonds, government securities, mutual funds and corporate stocks as follows:

	June 30, 2014		
	Cost	Fair Value	Unrealized Gain/(Loss)
Government & Agency Securities	\$ 47,595	\$ 47,713	\$ 118
High-Grade Corporate Bonds	78,000	90,065	12,065
Mutual Funds	60,000	58,839	(1,161)
Corporate Stocks	192,914	214,266	21,352
	<u>\$ 378,509</u>	<u>\$ 410,883</u>	<u>32,374</u>
Unrealized/(Gain) Loss Recognized in Prior Years			<u>(38,846)</u>
Unrealized Gain/(Loss) Recognized in 2014			<u>\$ (6,472)</u>

  

	June 30, 2013		
	Cost	Fair Value	Unrealized Gain/(Loss)
Government & Agency Securities	\$ 60,654	\$ 58,348	\$ (2,306)
High-Grade Corporate Bonds	87,731	85,942	(1,789)
Mutual Funds	-	-	-
Corporate Stocks	291,230	332,545	41,315
	<u>\$ 439,615</u>	<u>\$ 476,835</u>	<u>37,220</u>
Unrealized/(Gain) Loss Recognized in Prior Years			<u>4,092</u>
Unrealized Gain/(Loss) Recognized in 2013			<u>\$ 41,312</u>

Investment return, including money market fund interest, is summarized as follows:

	2014	2013
Investment Interest and Dividends	\$ 13,635	\$ 20,542
Capital Gain Distributions	-	546
Other Income	147	13,423
Fees, Foreign Taxes and Other	(6,135)	(9,138)
Net Realized and Unrealized Gain/(Loss)	36,474	50,829
Bank Interest and Other Dividends	92	79
Unrestricted Investment Income (Loss)	<u>\$ 44,213</u>	<u>\$ 76,281</u>



**YOUTHZONE, INC.**  
**NOTES TO FINANCIAL STATEMENTS**  
June 30, 2014 and 2013

**NOTE 4 - LONG-TERM INVESTMENTS, continued**

Investment ratings, maturity and interest rates for securities and bonds as of June 30, 2014 are as follows:

	<u>Rating</u>	<u>Maturity Date</u>	<u>Interest Rate</u>
Government Agency Securities:			
US Treasury Bond	Aaa/AAA	11/15/16	7.500%
US Treasury Bond	Aaa/AAA	05/15/18	9.125%
US Treasury Bond	Aaa/AAA	11/15/19	3.375%
US Treasury Note	Aaa/AAA	02/15/23	7.125%
Corporate Bonds and Notes:			
Omnicom Group Inc Sr Debt	BBB+/Baa1	04/15/16	5.900%
Citigroup Inc Sr Note	A-/Baa2/A	01/10/17	4.450%
Goldman Sachs Sr Note	A-/Baa1/A	01/18/18	5.950%
Bear Stearns Sr Note	A/A3/A+	02/01/18	7.250%
Oracle Corp Note	A+/A1/A+	04/15/18	5.750%
KLA-Tencor Corp	BBB+/Baa1+BBB	05/01/18	6.900%
Time Warner Cable Inc Note	BBB/Baa2/BBB	02/14/19	8.750%
Morgan Stanley Sr Note	A-/Baa2/A	05/13/19	7.300%
General Elec Med Term Note	AA+/A1	08/07/19	6.000%
Ford Motor Credit Co	BB-/Baa3/BBB-	01/15/20	8.125%
Bank Amer Funding Corp Note	A-/Baa2/A	07/01/20	5.625%
Walmart Stores Inc Note	AA/Aa2/AA	10/25/20	3.250%
Hewlett Packard Co	BBB+/Baa1/A-	12/09/21	4.650%

<u>Maturity Schedule</u>	<u>0-5 Years</u>	<u>6-15 Years</u>	<u>16+ Years</u>
Amount Maturing	\$ 74,000	\$ 44,000	\$ -
Current Market Value	\$ 86,734	\$ 51,045	\$ -
Percent of Total Value	63%	37%	0%

**YOUTHZONE, INC.**  
**NOTES TO FINANCIAL STATEMENTS**  
June 30, 2014 and 2013

**NOTE 5 - FIXED ASSETS**

The following is a summary of fixed assets as of June 30:

	<u>2014</u>	<u>2013</u>
Building and Improvements	\$ 290,747	\$ 290,747
Leasehold Improvements	246,540	245,115
Furniture & Equipment	103,250	115,236
Less Accumulated Depreciation	<u>(436,618)</u>	<u>(430,974)</u>
<b>TOTALS</b>	<b><u>\$ 203,919</u></b>	<b><u>\$ 220,124</u></b>

Depreciation expense as of June 30 has been allocated as follows:

	<u>2014</u>	<u>2013</u>
Programs	\$ 25,901	\$ 24,807
Management and General	1,306	3,489
Fundraising	<u>1,362</u>	<u>1,430</u>
<b>TOTALS</b>	<b><u>\$ 28,569</u></b>	<b><u>\$ 29,726</u></b>

**NOTE 6 - COMMITMENTS**

The Corporation has entered into two copier lease agreements, effective July 1, 2012, for fixed terms of 42 months, with quarterly lease payments of \$75.60 and \$126.00.

The Corporation has entered into an office lease agreement with the Third Street Center in Carbondale, Colorado, effective for the period of May 1, 2014 to April 30, 2016, at a cost of \$294 per month.

The Corporation has entered into an office lease agreement with Pitkin County for office space in the Schultz Health and Human Services Building in Aspen, Colorado, effective July 1, 2012, for a period of 5 years, at an annual rate of \$2,652, which is being provided by the lessor as an annual in-kind rent contribution of \$2,652 to the Corporation.

The net annual minimum lease payments are as follows:

<u>Year Ended June 30,</u>	<u>Copier Leases</u>	<u>Net Office Leases</u>
2015	\$ 806	\$ 6,180
2016	\$ 403	\$ 5,592
2017	\$ -	\$ -

**NOTE 7 - RETIREMENT PLAN**

The Corporation has a SIMPLE IRA retirement plan which covers all employees. The Corporation matches 100% of pre-tax contributions up to 3% of salary deferral elected by each eligible employee. The Corporation's contributions for the years ended June 30, 2014 and 2013 were \$16,330 and \$17,982, respectively.

**YOUTHZONE, INC.**  
**NOTES TO FINANCIAL STATEMENTS**  
June 30, 2014 and 2013

**NOTE 8 - TEMPORARILY RESTRICTED NET ASSETS**

Temporarily restricted net assets at June 30, 2014 consist of \$6,000 for scholarships.

**NOTE 9 - GRANTS**

The Corporation received Federal, State and Local government grants to carry on certain activities and programs reflected as grant revenues on the Statement of Activities:

	<u>2014</u>	<u>2013</u>
<i>Colorado Division of Behavioral Health:</i>		
Drug and Alcohol Grant	\$ 20,000	\$ 20,000
<i>Colorado Division of Youth Corrections:</i>		
SB94 Program	137,271	150,020
<i>Colorado Division of Criminal Justice:</i>		
Diversion Program	100,137	100,137
<i>Local Government Grants:</i>		
9 <sup>th</sup> Judicial District – VALE Program	6,250	8,750
Garfield County – DHS/FACET Program	71,910	78,347
Garfield County – Diversion Program	58,000	58,000
Garfield County – Human Services Grant	40,000	60,000
Pitkin County – HHS Grant	<u>45,000</u>	<u>45,000</u>
Total Grants	<u>\$ 478,568</u>	<u>\$ 520,254</u>

**NOTE 10 - CONTRIBUTED MATERIALS & SERVICES**

The Corporation receives donations in the form of reduced or free rental of office space. The difference between the fair market value and actual rent paid was \$60,636 in both 2014 and 2013, which has been reflected in the statement of activities in expenses and in-kind operational contribution revenue. The Corporation received donations of advertising and supplies for special events with a fair market value of \$24,500 for June 30, 2014 which has been reflected in the statement of activities in special events expenses and in-kind fundraising revenues. Other in-kind goods and professional services of \$12,829 and \$6,150 were received in fiscal years 2014 and 2013, respectively. The Corporation does not recognize any support or expense from services contributed by volunteers as the value of these services is not susceptible to objective measurement or valuation.

**YOUTHZONE, INC.**  
**NOTES TO FINANCIAL STATEMENTS**  
June 30, 2014 and 2013

**NOTE 11 - RELATED PARTY TRANSACTIONS**

YouthZone, Inc., has entered into a sub-licensing agreement with Insight to Impact, Inc., of which Debra Wilde, a former Executive Director of YouthZone, and Mary Rippy, a former Board Member of YouthZone are shareholders.

YouthZone, Inc., has developed certain proprietary methodologies and works of authorship (the “YouthZone IP”) that it combines with software as a “Hosted Service” web-based assessment tool with accompanying training pursuant to a software license “Hosting Agreement” under which YouthZone may sublicense certain of its rights thereunder to other youth serving entities operating within its defined mission. The YouthZone IP has been developed over a period of years at a total capitalized cost of \$232,111.

In order to facilitate the availability of the Hosted Service, the Corporation entered into a License and Distributor Agreement on October 31, 2013 appointing Insight to Impact as its exclusive authorized sub-licensor of YouthZone’s rights under the Hosting Agreement for a period of five (5) years, after which the agreement may be extended for additional one (1) year terms. Under the agreement, the YouthZone IP and all intellectual property rights therein remain the exclusive property of YouthZone, and any modifications or other derivative works of the technology created, conceived, developed, reduced to practice or authored by Insight to Impact shall be the sole and exclusive property of Insight to Impact.

Under the agreement, after an initial two year start-up period, Insight to Impact, Inc., shall pay royalty payments to YouthZone, Inc., as percentage of the annual gross fees collected from the sub-licensing of the YouthZone IP commencing October 31, 2015 as follows:

Phase 1: During Phase 1, Insight to Impact shall pay YouthZone \$250,000 in royalties according to the following tiered payment schedule:

Tier 1- 5% of gross revenues collected from the YouthZone IP when such annual revenues are \$1,000,000 or less.

Tier 2- 7.5% of gross revenues collected from the YouthZone IP when such annual revenues are \$1,000,001 to \$2,000,000.

Tier 3- 10% of gross revenues collected from the YouthZone IP when such annual revenues are \$2,000,001 or higher.

Thereafter: Upon payment of \$250,000 in royalties, Phase 1 shall terminate and Insight to Impact shall pay a royalty of 2% of annual gross revenues collected from the YouthZone IP thereafter.

**YOUTHZONE, INC.**  
**NOTES TO FINANCIAL STATEMENTS**  
June 30, 2014 and 2013

**NOTE 12 - RELATED ENTITY – YOUTHZONE FOUNDATION**

The YouthZone Foundation was created as an independent not-for-profit entity in December 2000. The Foundation's purpose is to make grants and to support YouthZone, Inc. and other organizations which support youth services. The Foundation operates on a calendar year basis. During the fiscal year ended June 30, 2014 and 2013, the YouthZone Foundation contributed \$27,222 and \$20,042 to the Corporation, respectively.

For the years ended December 31, 2014 and 2013, the Foundation's Assets, Liabilities, Equity and Activities were as follows:

	<u>12/31/13</u>	<u>12/31/12</u>
<u>ASSETS</u>		
Cash and Cash Equivalents	\$ 81,838	\$ 149,605
Investments	<u>822,141</u>	<u>651,899</u>
Total Assets	<u>\$ 903,979</u>	<u>\$ 801,504</u>
<u>EQUITY</u>		
Net Assets – Unrestricted	<u>\$ 903,979</u>	<u>\$ 801,504</u>
<u>ACTIVITIES</u>		
Revenues: Contributions	\$ 70,070	\$ 94,675
Investment Income (Loss)	<u>98,128</u>	<u>66,509</u>
Total Revenues	<u>168,198</u>	<u>161,184</u>
Expenses: General and Administrative	40,342	22,209
Distribution-YouthZone, Inc.	<u>25,381</u>	<u>19,451</u>
Total Expenses	<u>65,723</u>	<u>41,660</u>
Increase in Net Assets	<u>\$ 102,475</u>	<u>\$ 119,524</u>

**NOTE 13 - SUBSEQUENT EVENTS**

In accordance with SFAS No. 165, the management of YouthZone, Inc., has evaluated events subsequent to June 30, 2014 through the issuance date of this report. There has been no material event noted during this period that would either impact the results reflected in this report or YouthZone's results going forward.

## SUPPLEMENTAL INFORMATION

**YOUTHZONE, INC.**  
**SCHEDULE OF PROGRAM EXPENSES**  
For the Year Ended June 30, 2014

	<u>Supporting Services</u>		
	<u>Fundraising and Special Events</u>	<u>Management and General Administration</u>	<u>Total Supporting Services</u>
PROGRAM SERVICES			
OPERATING COSTS			
Salaries	\$ 34,378	\$ 41,177	\$ 75,555
Payroll Taxes & Work Comp	3,068	9,321	12,389
Employee Benefits	3,089	7,964	11,053
Professional Fees	-	9,062	9,062
Supplies	454	538	992
Telecommunications	543	715	1,258
Occupancy	3,672	4,267	7,939
Postage	-	3,908	3,908
Printing and Publications	796	3,436	4,232
Staff Development	-	4,442	4,442
Travel	1,490	3,550	5,040
Insurance	107	9,132	9,239
Promotion and Advertising	-	18,218	18,218
Purchased Services	-	6,300	6,300
Technology and Other Expenses	741	15,437	16,178
Amortization	-	-	-
Depreciation	1,362	1,306	2,668
Special Events (Incl. \$24,500 In-Kind)	37,109	-	37,109
OTHER			
Scholarships	-	-	-
Total Expenses	<u>\$ 86,809</u>	<u>\$ 138,773</u>	<u>\$ 225,582</u>

The accompanying notes are an integral part of these financial statements.

Prevention Programs		
<u>Youth Outreach/ Mentoring</u>	<u>Parenting</u>	<u>Total Prevention Programs</u>
\$ 104,337	\$ 91,177	\$ 195,514
8,312	7,100	15,412
8,251	7,167	15,418
4,083	-	4,083
1,818	1,280	3,098
1,689	1,471	3,160
11,088	9,970	21,058
-	-	-
22	33	55
419	-	419
537	130	667
325	291	616
398	-	398
-	-	-
860	240	1,100
-	-	-
4,109	3,685	7,794
-	-	-
-	-	-
<u>\$ 146,248</u>	<u>\$ 122,544</u>	<u>\$ 268,792</u>



**YOUTHZONE, INC.**  
**SCHEDULE OF PROGRAM EXPENSES**  
For the Year Ended June 30, 2014

	Intervention Programs			Counseling/ Case Management
	DYC SB94	Diversion/ Court Services	VALE/VOCA Programs	
PROGRAM SERVICES				
OPERATING COSTS				
Salaries	\$ 76,389	\$ 114,287	\$ 5,393	\$ 82,657
Payroll Taxes and Work Comp	5,841	8,678	420	6,394
Employee Benefits	4,670	9,391	427	6,706
Professional Fees	-	11,519	-	-
Supplies	1,044	2,010	72	1,104
Telecommunications	3,987	2,401	86	1,358
Occupancy	8,328	12,485	105	8,971
Postage	-	-	-	-
Printing and Publications	-	13	-	48
Staff Development	2,555	6,267	-	141
Travel	2,859	8,503	-	984
Insurance	242	365	17	262
Promotion and Advertising	82	1,076	-	-
Purchased Services	26,722	9,694	-	-
Technology and Other Expenses	465	4,144	-	892
Amortization	-	-	-	-
Depreciation	3,075	4,608	-	3,320
Special Events	-	-	-	-
OTHER				
Scholarships	-	-	-	-
Total Expenses	<u>\$ 136,259</u>	<u>\$ 195,441</u>	<u>\$ 6,520</u>	<u>\$ 112,837</u>

The accompanying notes are an integral part of these financial statements.

Intervention Programs <i>(continued)</i>			Model	Other	TOTAL EXPENSES
DCJ Diversion Program	Garfield FACET Program	Total Intervention Programs	YouthZone Insight to Impact	Higher Education Scholarships	
\$ 115,624	\$ 60,704	\$ 455,054	\$ -	\$ -	\$ 726,123
8,835	4,751	34,919	-	-	62,720
8,950	4,727	34,871	-	-	61,342
-	1,013	12,532	-	-	25,677
2,537	1,095	7,862	489	-	12,441
1,847	990	10,669	597	-	15,684
12,585	6,690	49,164	683	-	78,844
46	-	46	-	-	3,954
-	226	287	-	-	4,574
-	341	9,304	-	-	14,165
-	455	12,801	-	-	18,508
366	195	1,447	110	-	11,412
-	48	1,206	-	-	19,822
-	-	36,416	-	-	42,716
-	190	5,691	2,252	-	25,221
-	-	-	9,049	-	9,049
4,638	2,466	18,107	-	-	28,569
-	-	-	-	-	37,109
-	-	-	-	3,552	3,552
<u>\$ 155,428</u>	<u>\$ 83,891</u>	<u>\$ 690,376</u>	<u>\$ 13,180</u>	<u>\$ 3,552</u>	<u>\$ 1,201,482</u>

**YOUTHZONE, INC.**  
**SCHEDULE OF PROGRAM EXPENSES**  
For the Year Ended June 30, 2013

	Supporting Services		
	Fundraising and Special Events	Management and General Administration	Total Supporting Services
<b>PROGRAM SERVICES</b>			
<b>OPERATING COSTS</b>			
Salaries	\$ 38,403	\$ 29,920	\$ 68,323
Payroll Taxes & Work Comp	2,693	10,317	13,010
Employee Benefits	2,591	9,666	12,257
Professional Fees	-	8,366	8,366
Supplies	479	368	847
Telecommunications	526	326	852
Occupancy	4,060	8,126	12,186
Postage	-	4,148	4,148
Printing and Publications	-	5,290	5,290
Staff Development	-	13,262	13,262
Travel	235	5,282	5,517
Insurance	457	1,955	2,412
Promotion and Advertising	-	12,161	12,161
Purchased Services	-	-	-
Technology and Other Expenses	457	25,825	26,282
Amortization	-	-	-
Depreciation	1,430	3,489	4,919
Collaborative Grant/Parent Talk	-	-	-
Special Events	9,042	-	9,042
<b>OTHER</b>			
Scholarships	-	-	-
<b>Total Expenses</b>	<u>\$ 60,373</u>	<u>\$ 138,501</u>	<u>\$ 198,874</u>

The accompanying notes are an integral part of these financial statements.

Prevention Programs		
Youth Outreach/ Mentoring	Parenting	Total Prevention Programs
\$ 107,267	\$ 101,162	\$ 208,429
8,072	7,447	15,519
6,870	6,567	13,437
47	-	47
2,055	1,299	3,354
1,399	1,326	2,725
11,341	10,672	22,013
-	-	-
104	160	264
705	45	750
443	333	776
1,276	1,198	2,474
1,140	2,510	3,650
-	-	-
1,894	225	2,119
-	-	-
3,997	3,752	7,749
-	1,085	1,085
-	-	-
-	-	-
<u>\$ 146,610</u>	<u>\$ 137,781</u>	<u>\$ 284,391</u>

**YOUTHZONE, INC.**  
**SCHEDULE OF PROGRAM EXPENSES**  
For the Year Ended June 30, 2013

	Intervention Programs			
	DYC SB94	Diversion/ Court Services	VALE/VOCA Programs	Counseling/ Case Management
<b>PROGRAM SERVICES</b>				
<b>OPERATING COSTS</b>				
Salaries	\$ 83,540	\$ 115,471	\$ 7,690	\$ 79,929
Payroll Taxes and Work Comp	6,087	8,325	577	5,829
Employee Benefits	4,277	7,899	475	5,483
Professional Fees	144	1,598	-	933
Supplies	1,405	2,068	97	982
Telecommunications	3,980	1,901	100	1,131
Occupancy	8,843	12,255	217	8,356
Postage	24	-	-	-
Printing and Publications	1,757	463	-	75
Staff Development	1,786	3,644	-	542
Travel	1,854	5,607	-	1,044
Insurance	996	1,374	91	941
Promotion and Advertising	-	1,496	-	-
Purchased Services	31,309	4,910	-	120
Technology and Other Expenses	211	1,816	-	67
Amortization	-	-	-	-
Depreciation	3,118	4,308	-	2,947
Collaborative Grant/Parent Talk	-	-	-	-
Special Events	-	-	-	-
<b>OTHER</b>				
Scholarships	-	-	-	-
<b>Total Expenses</b>	<u>\$ 149,331</u>	<u>\$ 173,135</u>	<u>\$ 9,247</u>	<u>\$ 108,379</u>

The accompanying notes are an integral part of these financial statements.

Intervention Programs <i>(continued)</i>			Model	Other	TOTAL EXPENSES
DCJ Diversion Program	Garfield FACET Program	Total Intervention Programs	YouthZone Insight to Impact	Higher Education Scholarships	
\$ 116,919	\$ 63,869	\$ 467,418	\$ 24,921	\$ -	\$ 769,091
8,601	4,614	34,033	1,834	-	64,396
7,848	5,077	31,059	1,427	-	58,180
-	-	2,675	4,020	-	15,108
2,430	892	7,874	570	-	12,645
1,519	2,046	10,677	745	-	14,999
12,219	6,673	48,563	2,715	-	85,477
43	-	67	10	-	4,225
-	-	2,295	125	-	7,974
271	798	7,041	-	-	21,053
-	2,521	11,026	259	-	17,578
1,382	754	5,538	1,233	-	11,657
-	348	1,844	-	-	17,655
-	-	36,339	-	-	36,339
-	497	2,591	3,508	-	34,500
-	-	-	2,624	-	2,624
4,326	2,359	17,058	-	-	29,726
-	-	-	-	-	1,085
-	-	-	-	-	9,042
-	-	-	-	4,198	4,198
<u>\$ 155,558</u>	<u>\$ 90,448</u>	<u>\$ 686,098</u>	<u>\$ 43,991</u>	<u>\$ 4,198</u>	<u>\$ 1,217,552</u>

# YouthZone

## Profit & Loss Budget Overview

July 2015 through June 2016

	<u>Jul '15 - Jun 16</u>
<b>Ordinary Income/Expense</b>	
<b>Income</b>	
<b>4000 - Contributions</b>	
4010 - Individual contributions	35,000.00
4040 - Business/Corporate contribution	25,000.00
<b>Total 4000 - Contributions</b>	<u>60,000.00</u>
<b>4100 - Foundation grants</b>	
4101 - Community & Business Grants	15,000.00
4110 - Aspen Community Foundation	25,000.00
4125 - Anschutz	10,000.00
4130 - Bacon Foundation	5,000.00
4135 - El Pomar	15,000.00
4145 - Womens Foundation Grant	10,000.00
4165 - H.K. & A.E Johnson Foundation	15,000.00
4175 - Diane & Bruce Halle Foundation	50,000.00
4180 - Iselin Foundation	2,500.00
4190 - YouthZone Foundation	46,500.00
4195 - United Way grants	2,500.00
4100 - Foundation grants - Other	140,000.00
<b>Total 4100 - Foundation grants</b>	<u>336,500.00</u>
<b>4400 - State Government Grants</b>	
4430 - NYC - SB94	186,549.00
4440 - NYC - HB215	20,000.00
4450 - DCJ Diversion	100,000.00
4470 - Division of Behavioral Health	25,000.00
<b>Total 4400 - State Government Grants</b>	<u>331,549.00</u>
<b>4500 - Local Governments</b>	
4510 - City of Aspen	9,000.00
4511 - Town of Basalt	7,000.00
4512 - Town of Carbondale	7,000.00
4513 - City of Glenwood	12,000.00
4514 - Town of New Castle	1,000.00
4515 - Town of Parachute	7,000.00
4517 - Town of Silt	750.00
4518 - Town of Snowmass	2,000.00
4520 - Re-1 School District	3,000.00
4521 - Re-2 School District	5,000.00
4541 - Garfield County	40,000.00
4542 - Pitkin County	70,000.00
4544 - Garfield County Diversion	58,000.00
<b>Total 4500 - Local Governments</b>	<u>221,750.00</u>

# YouthZone

## Profit & Loss Budget Overview

July 2015 through June 2016

	<u>Jul '15 - Jun 16</u>
<b>4600 · In-kind contributions</b>	
4610 · Donated facilities	60,636.00
<b>Total 4600 · In-kind contributions</b>	<u>60,636.00</u>
 <b>4700 · Program service fees</b>	
4710 · Client Fees	114,074.00
4720 · Parent Classes	2,500.00
4725 · CMP Assessments	3,000.00
4760 · Discounts	
4760C · Discount - Parent Coupon	0.00
4760D · Discounts - D&A Grant	-18,000.00
4760P · Discount - Parenting Scholars	0.00
4760 · Discounts - Other	0.00
<b>Total 4760 · Discounts</b>	<u>-18,000.00</u>
4700 · Program service fees - Other	-2,960.00
<b>Total 4700 · Program service fees</b>	<u>98,614.00</u>
 <b>4800 · Investment income</b>	
4810 · Interest Checking & Temp Inv.	48.00
4812 · Inv Inc Interest - Investments	0.00
4813 · Inv Inc Dividends-Investments	0.00
4820 · Other Investment Income/Div.	0.00
4830 · Unrealized Gain/(Loss)	0.00
4840 · Realized Gain/(Loss)	0.00
<b>Total 4800 · Investment income</b>	<u>48.00</u>
 <b>4900 · Youthzone Special events</b>	
4910 · Kiss - N -Squeal	177,000.00
4920 · Turtle Run Income	0.00
<b>Total 4900 · Youthzone Special events</b>	<u>177,000.00</u>
 5100 · FACET Income	72,000.00
5150 · Pitkin County CMP	0.00
5160 · Garfield County DHS	20,000.00
<b>Total Income</b>	<u><u>1,378,097.00</u></u>
 <b>Gross Profit</b>	 1,378,097.00
 <b>Expense</b>	
<b>7000 · Payroll Expenses</b>	
7010 · Salaries	804,969.15
7015 · Parenting	2,400.00



# YouthZone

## Profit & Loss Budget Overview

July 2015 through June 2016

	<b>Jul '15 - Jun 16</b>
<b>7025 - Crisis</b>	41,850.00
<b>7035 - Other</b>	16,488.00
<b>7000 - Payroll Expenses - Other</b>	0.00
<b>Total 7000 - Payroll Expenses</b>	<b>865,707.15</b>
 <b>7100 - Other Employee Benefits</b>	
<b>7110 - Life &amp; Disability Insurance</b>	6,825.24
<b>7115 - Simple IRA Match</b>	24,834.19
<b>7120 - Cafeteria Plan</b>	0.00
<b>7125 - Fringe</b>	53,446.80
<b>7130 - Vision Insurance</b>	1,356.24
<b>7140 - Dental Insurance</b>	3,180.00
<b>7100 - Other Employee Benefits - Other</b>	0.00
<b>Total 7100 - Other Employee Benefits</b>	<b>89,642.47</b>
 <b>7200 - Payroll Taxes</b>	
<b>7210 - Social Security &amp; Medicare</b>	65,077.22
<b>7215 - Unemployment Insurance</b>	3,723.32
<b>7220 - Workman's Comp. Insurance</b>	3,558.93
<b>7200 - Payroll Taxes - Other</b>	0.00
<b>Total 7200 - Payroll Taxes</b>	<b>72,359.47</b>
 <b>8000 - Professional Fees</b>	
<b>8010 - Accounting Fees</b>	8,300.00
<b>8015 - Consultants</b>	300.00
<b>8020 - Supervision</b>	1,200.00
<b>8030 - Translations</b>	2,500.00
<b>8000 - Professional Fees - Other</b>	0.00
<b>Total 8000 - Professional Fees</b>	<b>12,300.00</b>
 <b>8100 - Supplies</b>	
<b>8110 - Office Supplies</b>	12,570.00
<b>8112 - Program Supplies</b>	3,440.00
<b>8115 - Maintenance Supplies</b>	500.00
<b>8100 - Supplies - Other</b>	0.00
<b>Total 8100 - Supplies</b>	<b>16,510.00</b>
 <b>8200 - Telecommunications</b>	
<b>8210 - Telephone</b>	8,016.00
<b>8215 - Internet Access</b>	2,688.00
<b>8220 - Mobile Phones</b>	4,308.00
<b>8200 - Telecommunications - Other</b>	0.00
<b>Total 8200 - Telecommunications</b>	<b>15,012.00</b>

# YouthZone

## Profit & Loss Budget Overview

July 2015 through June 2016

	<u>Jul '15 - Jun 16</u>
<b>8300 - Postage</b>	
8310 - Postage Expense	5,040.00
8300 - Postage - Other	0.00
<b>Total 8300 - Postage</b>	<u>5,040.00</u>
<b>8400 - Occupancy Expenses</b>	
8405 - Inkind Rent Expense	60,636.00
8410 - Rent	3,664.00
8415 - Utilities	10,974.00
8420 - Maintenance	15,011.71
8800 - Depreciation Expense	
8810 - Depreciation Expense - Direct	29,916.00
<b>Total 8800 - Depreciation Expense</b>	<u>29,916.00</u>
8400 - Occupancy Expenses - Other	0.00
<b>Total 8400 - Occupancy Expenses</b>	<u>120,201.71</u>
<b>8500 - Printing &amp; publications</b>	
8510 - Printing	4,000.00
8515 - Publication & Dues	4,050.00
8500 - Printing & publications - Other	0.00
<b>Total 8500 - Printing &amp; publications</b>	<u>8,050.00</u>
<b>8600 - Travel</b>	
8615 - Auto, mileage, airfare	18,600.00
8600 - Travel - Other	0.00
<b>Total 8600 - Travel</b>	<u>18,600.00</u>
<b>8700 - Staff Development</b>	
8710 - Staff Development Expense	15,420.00
8700 - Staff Development - Other	0.00
<b>Total 8700 - Staff Development</b>	<u>15,420.00</u>
<b>8900 - Insurance</b>	
8905 - Key Life Insurance	245.28
8910 - Directors & Officers Insurance	3,030.00
8915 - Liability Insurance	9,000.00
8925 - UPS	488.64
8930 - Activities Insurance	245.28
8900 - Insurance - Other	0.00
<b>Total 8900 - Insurance</b>	<u>13,009.20</u>
<b>9000 - Bank charges</b>	

# YouthZone

## Profit & Loss Budget Overview

July 2015 through June 2016

	<u>Jul '15 - Jun 16</u>
9010 · Bank Fees	408.00
9020 · Credit Card Fees	2,500.00
9000 · Bank charges - Other	0.00
<b>Total 9000 · Bank charges</b>	<b>2,908.00</b>
 9100 · Advertising	
9110 · Advertising & Promotion	12,000.00
9115 · Staff Recruitment	1,000.00
9120 · Advertising Consultant Expenses	10,000.00
9100 · Advertising - Other	0.00
<b>Total 9100 · Advertising</b>	<b>23,000.00</b>
 9150 · Technology	
9151 · Consulting Fees	6,000.00
9152 · Technical Equipment	1,500.00
9153 · Service Contracts	10,000.00
9154 · Misc & Hardware	500.00
9150 · Technology - Other	0.00
<b>Total 9150 · Technology</b>	<b>18,000.00</b>
 9200 · Other Expenses	
9215 · Purchased Services/SB94	44,377.00
9216 · Purchased Services / D&A Grant	6,100.00
9223 · Meal Expenses	2,000.00
9224 · Staff Appreciation	900.00
9240 · Special Events - Kiss N Squeal	20,000.00
9257 · Special Events Banquet	3,000.00
9270 · Background Checks	2,820.00
9280 · Bad Debts from Program Fees	3,140.00
9200 · Other Expenses - Other	0.00
<b>Total 9200 · Other Expenses</b>	<b>82,337.00</b>
 <b>Total Expense</b>	<b>1,378,097.00</b>
 <b>Net Ordinary Income</b>	<b>0.00</b>
 <b>Net Income</b>	<b>0.00</b>