FINANCIAL STATEMENTS

with

INDEPENDENT AUDITORS' REPORT

YEARS ENDED DECEMBER 31, 2015 (AUDITED) AND 2014 (UNAUDITED)



REPORT ON FINANCIAL STATEMENTS

YEARS ENDED DECEMBER 31, 2015 (AUDITED) AND 2014 (UNAUDITED)



Mission Statement

Integrity USA's mission is to inspire and equip the Episcopal Church, its dioceses, congregations, and members to proclaim and embody God's all-inclusive love for LGBTQ persons and those who love them.

Vision

Integrity's vision of its success is that the Episcopal Church thrives as a beacon of love, justice and compassion, where ALL PEOPLE are equally embraced and empowered.

REPORT ON FINANCIAL STATEMENTS

YEARS ENDED DECEMBER 31, 2015 (AUDITED) AND 2014 (UNAUDITED)

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INDEPENDENT AUDITORS' REPORT

To the Board of Directors Integrity, Inc. Cambridge, Massachusetts

We have audited the accompanying financial statements of Integrity, Inc. (an Illinois nonprofit organization), which comprise the statement of financial position as of December 31, 2015, and the related statements of activities, functional expenses and cash flows for the year 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.

Auditors' 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 risks of material misstatement of the financial statements, whether due to fraud or error. In making those risk assessments, the auditor considers internal control relevant to the Organization'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 Organization'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 Integrity, Inc. as of December 31, 2015 and the changes in its net assets and its cash flows for the year then ended in conformity with accounting principles generally accepted in the United States of America.

To the Board of Directors Integrity, Inc. Page Two

Report on Summarized Comparative Information

The 2014 financial statements were reviewed by us, and our report thereon, dated April 14, 2015, stated we were not aware of any material modifications that should be made to those statements for them to be in conformity with accounting principles generally accepted in the United States of America. However, a review is substantially less in scope than an audit and does not provide a basis for the expression of an opinion on the financial statements.

Westborough, Massachusetts



STATEMENTS OF FINANCIAL POSITION AS OF DECEMBER 31, 2015 (AUDITED) AND 2014 (UNAUDITED)

AS	SE	TS.

ASSETS		
	2015	2014
	(Audited)	(Unaudited)
	(Harrey)	(Ondianica)
CURRENT ASSETS:		
Cash and Cash Equivalents	\$ 138.873	\$ 297.719
Accounts Receivable		,
	3,097	12,574
Prepaid Expenses	3,261	3,363
Total Current Assets	145,231	313,656
TOTAL ASSETS	\$ 145,231	\$ 313,656
LIABILITIES AND NET ASSET	S	
	_	
CURRENT LIABILITIES:		
Accounts Payable	\$ 3,764	\$ 7,275
Accrued Payroll and Related Costs	7,438	, , , , , , , , , , , , , , , , , , , ,
Total Current Liabilities		1,801
Total Current Liabilities	11,202	9,076
TOTAL LIVED WITH		
TOTAL LIABILITIES	11,202	9,076
NET ASSETS:	A .	
Unrestricted Net Assets:		
Undesignated Net Assets	34,221	38,282
Board-Designated Operating Reserve	90,907	235,909
Total Unrestricted Net Assets	125,128	274,191
Temporarily Restricted Net Assets	8,901	30,389
Total Net Assets	134,029	304,580
י טשנער וישט		
TOTAL LIADILITIES AND NET ASSETS	0 145 221	Φ 212.676
TOTAL LIABILITIES AND NET ASSETS	<u>\$ 145,231</u>	\$ 313,656

STATEMENT OF ACTIVITIES FOR THE YEAR ENDED DECEMBER 31, 2015 (AUDITED) (With Summarized Comparative Unaudited Totals for 2014)

		TEMPODADII V	TOTAL AC	TIVITIES
	UNRESTRICTED	TEMPORARILY RESTRICTED	2015	2014
	<u> </u>	1001100	(Audited)	(Unaudited)
SUPPORT, REVENUES AND RECLASSIFICATIONS:				
Gifts, Grants and Contributions	\$ 12,556	\$ 3,460	\$ 16,016	\$ 58,865
Convention Donations	16,088	-	16,088	-
Member Dues	22,301	-	22,301	32,617
Other Income	269	-	269	6,534
Total Support and Revenues	51,214	3,460	54,674	98,016
Reclassifications of Net Assets:				
Satisfaction of Donor Restrictions	24,948	(24,948)	and the second s	
TOTAL CURPONE DESIGNATION OF LOCAL CONTRACTIONS	76,162	(21,488)	54,674	98,016
TOTAL SUPPORT, REVENUES AND RECLASSIFICATIONS		(21,150)	Account to the second second	M. Andread State Company of Compa
FUNCTIONAL EXPENSES:	* *			
Program Services	89,735	/ N -	89,735	146,162
Administrative	92,259	-	92,259	84,864
Fund Raising	43,231	-	43,231	37,836
	225,225		225,225	268,862
TOTAL FUNCTIONAL EXPENSES			<u> </u>	200,002
CHANGE IN NET ASSETS	(149,063)	(21,488)	(170,551)	(170,846)
NET ASSETS - BEGINNING OF YEAR	274,191	30,389	304,580	475,426
2				
NET ASSETS - END OF YEAR	\$ 125,128	\$ 8,901	<u>\$ 134,029</u>	\$ 304,580

The Accompanying Notes are an Integral Part of these Financial Statements. . . . Page 4 $\,$

STATEMENT OF ACTIVITIES FOR THE YEAR ENDED DECEMBER 31, 2014 (UNAUDITED)

			TEMPORARILY	TOTAL
		UNRESTRICTED	RESTRICTED	ACTIVITIES
SUPPORT, REVENUES AND RECLASSIFICATIONS:				
		\$ 5,681	\$ 53,184	\$ 58,865
Gifts, Grants and Contributions		32,617	9 55,104	32,617
Member Dues		6,534	-	6,534
Other Income		44,832	53,184	98,016
Total Support and Revenues				
Reclassifications of Net Assets: Satisfaction of Denor Restrictions		53,614	(53,614)	-
Satisfaction of Denoi Restrictions		A		
TOTAL SUPPORT, REVENUES AND RECLASSIFICATIO	ONS	98,446	(430)	98,016
FUNCTIONAL EXPENSES:	* 47			
Program Services		146,162	-	146,162
Administrative		84,864	-	84,864
Fund Raising		37,836	-	37,836
TOTAL FUNCTIONAL EXPENSES		268,862		268,862
			(100)	(150 D47)
CHANGE IN NET ASSETS		(170,416)	(430)	(170,846)
NET ASSETS - BEGINNING OF YEAR		444,607	30,819	475,426
NET ASSETS - END OF YEAR		<u>\$ 274,191</u>	\$ 30,389	\$ 304,580

The Accompanying Notes are an Integral Part of these Financial Statements. . . . Page 5 $\,$

STATEMENT OF FUNCTIONAL EXPENSES FOR THE YEAR ENDED DECEMBER 31, 2015 (AUDITED) (With Summarized Comparative Unaudited Totals for 2014)

				TOT	AL
	PROGRAM	ADMINI-	FUND	FUNCTIONAL	L EXPENSES
	SERVICES	STRATIVE	RAISING	2015	<u>2014</u>
	SER VICEB	511011111	22.33.3	(Audited)	(Unaudited)
n i i i i i i i i i i i i i i i i i i i	\$ 12,603	\$ 41,362	\$ 25,217	\$ 79,182	\$ 138,471
Salaries and Wages	\$ 12,005	285	190	475	2,470
Employee Benefits	1,127	3,700	2,256	7,083	11,662
Payroll Taxes		4,603	2,109	7,766	8,210
Insurance	1,054	4,003	2,100	59,461	-
Convention Expenses	59,461			23,101	
	£ COO			5,600	-
Contracted Services	5,600	10.445		19,445	43,483
Professional Fees		19,445	7 272	22,833	32,372
Travel Expenses	3,634	11,927	7,272	7,330	8,375
Office Expense	2,344	3,098	1,888		8,039
Printing and Postage	1,124	3,687	2,248	7,059	6,039
		~		0.106	4.001
Communications and Technology	350	1,147	699	2,196	4,991
Dues and Subscriptions	676	2,218	1,352	4,246	6,263
Bank Charges	-	541	-	541	422
Fiscally Sponsored Expenses	1,762	-	-	1,762	765
Miscellancous	-	246		246	3,339
THE CONTRACTOR OF THE CONTRACT	2				
Total Functional Expenses	\$ 89,735	\$ 92,259	<u>\$ 43,231</u>	\$ 225,225	\$ 268,862
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The Accompanying Notes are an Integral Part of these Financial Statements. . . . Page $6\,$

STATEMENT OF FUNCTIONAL EXPENSES FOR THE YEAR ENDED DECEMBER 31, 2014 (UNAUDITED)

				TOTAL
	PROGRAM	ADMINI-	FUND	FUNCTIONAL
	SERVICES	STRATIVE	RAISING	EXPENSES
Salaries and Wages	\$ 96,930	\$ 31,848	\$ 9,693	\$ 138,471
Employee Benefits	1,729	568	173	2,470
Payroll Taxes	8,164	2,682	816	11,662
Insurance	4,433	3,366	411	8,210
Professional Fees	//- \ //-	19,763	23,720	43,483
Travel Expenses	14,116	17,016	1,240	32,372
Office Expense	5,863	1,926	586	8,375
Printing and Postage	5,627	1,849	563	8,039
Communications and Technology	4,150	645	196	4,991
Dues and Subscriptions	4,385	1,440	438	6,263
Bank Charges	-	422	-	422
Fiscally Sponsored Expenses	765		-	765
Miscellaneous	-	3,339		3,339
Total Functional Expenses	\$ 146,162	\$ 84,864	\$ 37,836	\$ 268,862

STATEMENTS OF CASH FLOWS FOR THE YEARS ENDED DECEMBER 31, 2015 (AUDITED) AND 2014 (UNAUDITED)

	2015 (Audited)	2014 (Unaudited)
CASH FLOWS FROM OPERATING ACTIVITIES:		
Change in Net Assets	\$ (170,551)	\$ (170,846)
Adjustments to Reconcile the Above to Net Cash Used by Operating Activities:		
(Increase) Decrease in Current Assets: Accounts Receivable Prepaid Expenses	9,477 102	(8,158) 4,062
Increase (Decrease) in Current Liabilities: Accounts Payable Accrued Payroll and Related Costs Net Adjustment	(3,511) 5,637 11,705	4,504
NET CASH USED BY OPERATING ACTIVITIES	(158,846)	(170,438)
NET DECREASE IN CASH AND CASH EQUIVALENTS	(158,846)	(170,438)
CASH AND CASH EQUIVALENTS - BEGINNING OF YEAR	297,719	468,157
CASH AND CASH EQUIVALENTS - END OF YEAR	\$ 138,873	\$ 297,719

NOTES TO FINANCIAL STATEMENTS

DECEMBER 31, 2015 AND 2014

NOTE 1 ORGANIZATION

Integrity, Inc. ("Integrity" or the "Organization") was incorporated in November 1975 under the provisions of the Illinois General Not For Profit Corporation Act and qualifies as a tax-exempt nonprofit corporation under Section 501(c)(3) of the Internal Revenue Code. The Organization has been classified as an organization which is not a private foundation under Internal Revenue Code Section 509(a); accordingly, contributions made to this Organization qualify for the maximum charitable deduction for federal income tax purposes. The Organization is affiliated with the Episcopal Church and has a church-wide network of local chapters. Integrity is primarily funded through gifts, grants and contributions from generous foundations, its members and the general public.

NOTE 2 PROGRAM SERVICES

Integrity is a nonprofit organization of lesbian, gay, bisexual, and transgender ("LGBT") Episcopalians and their straight friends. Since the founding by Dr. Louie Crew in rural Georgia in 1974, Integrity has been the leading grassroots voice for the full inclusion of LGBT persons in the Episcopal Church and equal access to its rites. However, advocacy is only one facet of the ministry. At the national level and in local chapters and diocesan networks throughout the country, the primary activities are:

- Worship
- Fellowship
- Education
- Communication
- Outreach
- Service to the Church

Through Integrity's evangelism, thousands of LGBT people, estranged from the Episcopal Church and other denominations, have returned to parish life.

Integrity fulfills a key uniting role, seeking to bring together individuals and congregations who share the vision of a church in which all the baptized are fully included in the Body of Christ. Over the years, the ministry has expanded beyond the Episcopal Church and has also become a respected voice for equal civil rights. Often working in coalitions with both secular and other faith-based groups, Integrity has been instrumental in advancing the claim LGBT persons are making for equal protection and opportunity in our society.

NOTE 3 SUMMARY OF SIGNIFICANT ACCOUNTING POLICIES

The accounting policies which affect significant elements of the Organization's financial statements are described below to enhance the usefulness of the financial statements to the reader. The preparation of financial statements in conformity with generally accepted accounting principles requires management to make estimates and assumptions that affect the reported amounts of assets and liabilities and disclosure of contingent assets and liabilities at the date of the financial statements and the reported amounts of revenues and expenses during the reporting period. Actual results could differ from those estimates; however, adherence to generally accepted accounting principles has, in management's opinion, resulted in reliable and consistent financial reporting by the Organization.

NOTES TO FINANCIAL STATEMENTS

DECEMBER 31, 2015 AND 2014

(Continued)

NOTE 3 (Continued)

Basis of Accounting:

The Organization's policy is to maintain its books and prepare its financial statements on the accrual basis of accounting in accordance with generally accepted accounting principles. Consequently, revenues and gains are recognized when earned and expenses and losses are recognized in the period in which the liability is incurred.

Financial Statement Presentation:

As required by the FASB Accounting Standards CodificationTM, the Organization reports information regarding its financial position and activities according to three classes of net assets: unrestricted net assets, temporarily restricted net assets, and permanently restricted net assets.

These classifications are related to the existence or absence of donor-imposed restrictions as follows:

Unrestricted Net Assets - consists of assets, public support and program revenues which are available and used for operations and programs. Unrestricted net assets represents the portion of net assets of the Organization that is neither permanently restricted nor temporarily restricted by donor-imposed stipulations. Contributions are considered available for unrestricted use unless specifically restricted by the donor. In addition, unrestricted net assets of the Organization includes funds which represent unrestricted resources designated by the Board of Directors for an Operating Reserve Fund.

Temporarily Restricted Net Assets - includes funds with donor-imposed restrictions which permit the donee organization to expend the assets as specified and is satisfied either by the passage of time or by actions of the Organization. Resources of this nature originate from gifts, grants, bequests, contracts and investment income earned on restricted funds.

Permanently Restricted Net Assets - includes resources which have a permanent donor-imposed restriction which stipulates that the assets are to be maintained permanently, but permits the Organization to expend part or all of the income derived from the donated assets. For the years presented, Integrity, Inc. did not have any assets of this nature.

Cash Equivalents:

For each of the years presented, Cash Equivalents consists of balances held in money market funds with a brokerage firm.

Accounts Receivable:

Accounts Receivable represents amounts due from contributions and memberships which are classified as current if they are scheduled for payment in less than one year, and non-current when the expected payment date exceeds one year. Accounts Receivable are reported at fair value, which is assumed to be the expected collectible amount, after estimating a provision for losses, in the period the pledge is made. Amounts are periodically evaluated for collectability based on past collection history with donors. For the years presented, there were no amounts deemed uncollectible.

NOTES TO FINANCIAL STATEMENTS

DECEMBER 31, 2015 AND 2014

(Continued)

NOTE 3 (Continued)

Gifts, Grants, Contributions and Member Dues:

As required by the FASB Accounting Standards CodificationTM, contributions are required to be recorded as receivables and revenues and the Organization is required to distinguish between contributions received for each net asset category in accordance with donor-imposed restrictions. Contributions may include gifts of cash, collection items, or promises to give. Revenue received from membership dues is accounted for as contributions, based on the terms of the membership agreement.

Contributions, including unconditional promises to give, are recognized as revenues in the period received. Conditional promises to give are not recognized until they become unconditional, that is, at the time when the conditions on which they depend are substantially met. Contributions of assets other than cash are reported at their estimated fair value. Contributions to be received after one year are discounted at an appropriate discount rate commensurate with the risk involved, when such amounts are considered material.

Support that is restricted by the donor is reported as an increase in temporarily or permanently restricted net assets depending on the nature of the restriction. When a temporary restriction expires, the temporarily restricted net assets are reclassified to unrestricted net assets.

In-Kind Services:

As required by the FASB Accounting Standards CodificationTM, the Organization maintains a policy whereby the value of donated services which require a specialized skill, and which would have been otherwise purchased by the Organization are recognized as revenue on the Statement of Activities and are listed as expenses on the Statement of Functional Expenses. Although volunteers have donated significant time in support of the activities of Integrity, the value of these services is not reflected in the accompanying financial statements for the years presented as these services do not meet the criteria for recognition.

Functional Expenses:

As required by the FASB Accounting Standards CodificationTM, the Organization allocates its expenses on a functional basis among its various programs and support services. Expenses which can be identified with a specific program and support service are allocated directly according to their natural expense classification. Other expenses that are common to several functions are allocated using various statistical measures.

Supporting services are those related to operating and managing the Organization and its programs on a day-to-day basis. Supporting services have been sub-classified as follows:

Administrative - includes all activities related to Integrity's internal management and accounting program services.

Fund Raising - includes all activities related to maintaining contributor information, direct mail solicitation, distribution of materials and other similar projects related to the procurement of funds for Integrity's programs.

NOTES TO FINANCIAL STATEMENTS

DECEMBER 31, 2015 AND 2014

(Continued)

NOTE 3 (Continued)

Reclassifications:

Certain amounts in the prior year summarized comparative information have been reclassified to conform to the current year presentation. Reclassifications made to the prior year summarized information have no impact on total net assets or changes in net assets.

NOTE 4 TEMPORARILY RESTRICTED NET ASSETS

As of December 31, 2015 and 2014, temporarily restricted net assets consisted of the following donor restricted balances.

Nature of Restriction	2015	<u>2014</u>
LGBT Inclusion	\$ -	\$23,186
Campus Ministry	942	942
Claiming the Blessing	257	257
Hopkins Fund for Global Mission	4,732	4,732
TransEpiscopal	2,970	1,272
Total	\$8,901	\$30,389

During the years ended December 31, 2015 and 2014, net assets were released from restriction for the following programs and purposes:

Nature of Restriction	2015	2014
LGBT Inclusion	\$23,186	\$26,814
Inclusion Activism Workshops	-	25,477
Campus Ministry	-	558
TransEpiscopal	1,762	765
Total	\$24,948	\$53,614

NOTE 5 FISCAL SPONSOR AGREEMENT

During 2015 and 2014, Integrity acted as a fiscal agent for TransEpiscopal (an unincorporated volunteer group of transgender Episcopalians) receiving grants on their behalf. These grants and commitments are reported as temporarily restricted support and released from restriction as eligible costs are incurred by the project. The Organizations have a similar mission and the project activities are consistent with the missions.

NOTES TO FINANCIAL STATEMENTS

DECEMBER 31, 2015 AND 2014

(Continued)

NOTE 6 CONCENTRATIONS

Cash and Cash Equivalents:

The Organization is subject to concentrations in credit risk relating primarily to cash and cash equivalents. Cash deposits held in banks are insured by the Federal Deposit Insurance Corporation ("FDIC") up to \$250,000 per institution. Cash held in money market accounts at brokerage firms are protected by the Securities Investor Protection Corporation ("SIPC"). The limit of the SIPC is \$500,000, which includes a \$250,000 limit on cash. At times during the years presented, balances may exceed insured limits; however, the Organization has not experienced any losses on uninsured cash balances and Management considers risk on cash concentrations to be low.

Revenue:

Approximately 51% of total support and revenues for the year ended December 31, 2014, was derived from one grant. This grant was not renewed for the subsequent year.

NOTE 7 DECREASE IN NET ASSETS AND MANAGEMENT'S INTENTIONS

The Organization has experienced a decrease in unrestricted net assets from operations of \$170,551 and \$170,846 for the years ended December 31, 2015 and 2014, respectively. Integrity is restructuring to grow the Organization, which included hiring a Development Director in 2014 and an Executive Director in 2013. This was a calculated risk, taken with the understanding that the hires would not be sustainable if revenue did not increase. Due to the loss of grant funding and a decrease in member dues, the staffing changes proved unsustainable and both full-time staff were laid off in March 2015.

Integrity has a vital and engaged Board of Directors, which is utterly committed to ensuring that the organization remains viable. The Organization has budgeted for a reduction of approximately \$50,000 in 2016 expenditures vs. 2015. The Organization has a cash reserve to draw on and expects an increase in membership due to the Supreme Court decision on marriage equality, continued impact on the national scene and high visibility at the 2015 General Convention of the Episcopal Church. Going forward, the Organization is expanding their mission to advocate for transgender people and people of color within the Church and are seeking new grants to support this important and timely work.

The ability of Integrity to continue as a going concern is dependent on the success of these actions. The financial statements do not include any adjustments relating to the recoverability of recorded asset amounts or the amounts of liabilities that might be necessary should Integrity be unable to continue as a going concern.

NOTE 8 SUBSEQUENT EVENTS

Management is required to consider events subsequent to the financial statement date for potential adjustment to or disclosure in the financial statements. Therefore, Management has evaluated subsequent events through ______, the date which the financial statements were available for issue, and noted no events which met the criteria.