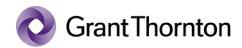


Financial Statements

Hamilton Health Sciences Foundation

December 31, 2020



Independent Auditor's Report

Grant Thornton LLP 33 Main Street East Hamilton, ON L8N 4K5

T +1 905 523 7732 F +1 905 572 9333 www.GrantThornton.ca

To the Members of Hamilton Health Sciences Foundation

Qualified opinion

We have audited the financial statements of Hamilton Health Sciences Foundation (the "Foundation"), which comprise the statement of financial position as at December 31, 2020, and the statements of operations and changes in fund balances and cash flows for the year then ended, and notes to the financial statements, including a summary of significant accounting policies.

In our opinion, except for the effects of the matter described in the Basis for Qualified Opinion section of our report, the accompanying financial statements present fairly, in all material respects, the financial position of the Foundation as at December 31, 2020, and its results of operations and its cash flows for the year then ended in accordance with Canadian accounting standards for not-for-profit organizations.

Basis for qualified opinion

As a result of the Foundation's on-line donation service provider's inability to provide the requisite service auditor's report over its controls and the inability to perform alternative procedures over the processing of donations at the service provider, the completeness of these donations was not susceptible to satisfactory audit verification. Accordingly, our verification of this revenue was limited to the amounts recorded in the records of the Foundation. Therefore, we were not able to determine whether any adjustments might be necessary to revenue, excess (deficiency) of revenue over expenses, and cash flows from operations for the year ended December 31, 2020, current assets as at December 31, 2020 and fund balances as at December 31, 2020.

We conducted our audit in accordance with Canadian generally accepted auditing standards. Our responsibilities under those standards are further described in the Auditor's Responsibilities for the Audit of the Financial Statements section of our report. We are independent of the Foundation in accordance with the ethical requirements that are relevant to our audit of the financial statements in Canada, and we have fulfilled our other ethical responsibilities in accordance with these requirements. We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our qualified opinion.

Responsibilities of management and those charged with governance for the financial statements

Management is responsible for the preparation and fair presentation of the financial statements in accordance with Canadian accounting standards for not-for-profit organizations, and for such internal control as management determines is necessary to enable the preparation of financial statements that are free from material misstatement, whether due to fraud or error.

In preparing the financial statements, management is responsible for assessing the Foundation's ability to continue as a going concern, disclosing, as applicable, matters related to going concern and using the going concern basis of accounting unless management either intends to liquidate the Foundation or to cease operations, or has no realistic alternative but to do so.

Independent Auditor's Report (continued)

Those charged with governance are responsible for overseeing the Foundation's financial reporting process.

Auditor's responsibilities for the audit of the financial statements

Our objectives are to obtain reasonable assurance about whether the financial statements as a whole are free from material misstatement, whether due to fraud or error, and to issue an auditor's report that includes our opinion. Reasonable assurance is a high level of assurance, but is not a guarantee that an audit conducted in accordance with Canadian generally accepted auditing standards will always detect a material misstatement when it exists. Misstatements can arise from fraud or error and are considered material if, individually or in the aggregate, they could reasonably be expected to influence the economic decisions of users taken on the basis of these financial statements. As part of an audit in accordance with Canadian generally accepted auditing standards, we exercise professional judgment and maintain professional skepticism throughout the audit. We also:

- Identify and assess the risks of material misstatement of the financial statements, whether due
 to fraud or error, design and perform audit procedures responsive to those risks, and obtain
 audit evidence that is sufficient and appropriate to provide a basis for our opinion. The risk of
 not detecting a material misstatement resulting from fraud is higher than for one resulting from
 error, as fraud may involve collusion, forgery, intentional omissions, misrepresentations, or the
 override of internal control.
- Obtain an understanding of internal control relevant to the audit 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 Foundation's internal control.
- Evaluate the appropriateness of accounting policies used and the reasonableness of accounting estimates and related disclosures made by management.
- Conclude on the appropriateness of management's use of the going concern basis of accounting and, based on the audit evidence obtained, whether a material uncertainty exists related to events or conditions that may cast significant doubt on the Foundation's ability to continue as a going concern. If we conclude that a material uncertainty exists, we are required to draw attention in our auditor's report to the related disclosures in the financial statements or, if such disclosures are inadequate, to modify our opinion. Our conclusions are based on the audit evidence obtained up to the date of our auditor's report. However, future events or conditions may cause the Foundation to cease to continue as a going concern.
- Evaluate the overall presentation, structure and content of the financial statements, including the disclosures, and whether the financial statements represent the underlying transactions and events in a manner that achieves fair presentation.

We communicate with those charged with governance regarding, among other matters, the planned scope and timing of the audit and significant audit findings, including any significant deficiencies in internal control that we identify during our audit.

Hamilton, Canada March 5, 2021 Chartered Professional Accountants Licensed Public Accountants

Grant Thornton LLP

Hamilton Health Sciences Foundation Statement of Financial Position

Director

December 31	2020 2019
Assets	
Current	
Cash and cash equivalents	\$ 14,216,125 \$ 21,648,766
Accounts receivable (note 15)	1,245,578 887,495
Portfolio investments (notes 4 and 11)	134,103,347 117,952,132
Prepaid expenses	89,170 94,063
	149,654,220 140,582,456
Property and equipment (note 5)	693,924 801,413
	\$150,348,144 \$141,383,869
Liabilities	
Current	6 4402.027 6 4.477.620
Accounts payable and accrued liabilities Due to Hamilton Health Sciences	\$ 1,183,037 \$ 1,177,639 2,710,791 _ 1,057,720
Due to Hamilton Health Sciences	<u> 2,710,791</u>
	3,893,828 2,235,359
Fund balances	
Invested in property and equipment	693,924 801,413
General Fund (note 8)	36,463,668 30,720,844
Restricted Fund (notes 6 and 8)	84,336,441 83,161,718
Endowment Fund (notes 6 and 8)	24,960,283 24,464,535
	146,454,316 139,148,510
	\$<u>150,348,144</u> \$ <u>141,383,869</u>
Commitments (note 12)	
Approved on behalf of	the Board

See accompanying notes to the financial statements

Director

Hamilton Health Sciences Foundation Statement of Operations and Changes in Fund Balances

Year ended December 31

	General Fund 2020 2019	Restricted Fund 2020 2019	Endowment Fund 2020 2019	Total Total 2020 2019
Revenue Donations and events (note 15) Investment income (notes 7 and 8) Lottery (note 9)	\$ 1,264,850 \$ 1,064,504 7,188,773 19,232,770	\$ 16,565,078 \$ 19,863,168 1,264,721 1,121,948 1,370,911 1,116,890	\$ 281,507 \$ 210,370 36,904 24,287	\$ 18,111,435 \$ 21,138,042 8,490,398 20,379,005 1,370,911 1,116,890
	8,453,623 20,297,274	19,200,710 22,102,006	318,411 234,657	27,972,744 42,633,937
Expenses Salaries and employee benefits Administrative Lottery costs (note 9)	1,051,160 1,030,070 987,334 1,011,703	1,423,531 1,604,537 726,112 559,193	 	3,861,134 3,768,585 2,410,865 2,616,240 726,112 559,193
Amortization	<u>114,454</u> <u>116,972</u>			114,454 116,972
Excess of revenue over expenses before donations and charitable programs	2,152,948 2,158,745 6,300,675 18,138,529		318,411 234,657	7,112,565 7,060,990 20,860,179 35,572,947
Donations and charitable programs	(318,555) (9,140,987) (13,235,818) (22,607,745)	<u>-</u>	(13,554,373) (31,748,732)
Excess of revenue over expenses	5,982,120 8,997,542	1,005,275 (5,407,984)	318,411 234,657	7,305,806 3,824,215
Fund balances - beginning of year	31,522,257 21,357,091	83,161,718 92,884,362	24,464,535 21,082,842	139,148,510 135,324,295
Interfund transfers (note 10)	(346,785) 1,167,624	<u>169,448</u> <u>(4,314,660</u>)	<u>177,337</u> <u>3,147,036</u>	- -
Fund balances - end of year	\$ <u>37,157,592</u> \$ <u>31,522,257</u>	\$ <u>84,336,441</u> \$ <u>83,161,718</u>	\$ <u>24,960,283</u> \$ <u>24,464,535</u>	\$146,454,316 \$139,148,510

Hamilton Health Sciences Foundation Statement of Cash Flows

Year ended December 31	2020	2019
Increase in cash and cash equivalents		
Operating Excess of revenue over expenses Adjustments for non-cash items	\$ 7,305,806	3,824,215
Amortization Realized gain on disposal of portfolio investments (note 7) Unrealized fair market value adjustment (note 7)	114,454 (136,831) (4,466,710)	116,972 (2,383,686) (11,543,142)
Realized gain on settlement of mortgage receivable (note 7)	 2,816,719	(2,804,501) (12,790,142)
Changes in non-cash working capital Accounts receivable Prepaid expenses Accounts payable and accrued liabilities Due to Hamilton Health Sciences	(358,083) 4,893 5,398 <u>1,653,071</u>	(14,733) (60,519) (16,343) 663,574
	4,121,998	<u>(12,218,163</u>)
Investing Purchase of property and equipment Proceeds on disposal of portfolio investments Purchase of portfolio investments Repayment of mortgage receivable	(6,965) 46,865,844 (58,413,518)	(20,617) 29,346,372 (28,771,449) 8,623,874
	<u>(11,554,639</u>)	9,178,180
Decrease in cash and cash equivalents	(7,432,641)	(3,039,983)
Cash and cash equivalents - beginning of year	21,648,766	24,688,749
Cash and cash equivalents - end of year	\$ <u>14,216,125</u> \$	21,648,766
Cash and cash equivalenets comprise: Cash Cash equivalents	\$ 14,216,125 	\$ 12,930,688 <u>8,718,078</u>
	\$ <u>14,216,125</u>	\$ <u>21,648,766</u>

December 31, 2020

1. Purpose of the Organization

The mission of the Hamilton Health Sciences Foundation ("the Foundation") is to raise funds and manage donor gifts for the purpose of supporting outstanding clinical care and research for the communities served by Hamilton Health Sciences.

The Foundation is incorporated by Letters Patent as a corporation without share capital under the laws of Ontario, and is a registered charity under the Income Tax Act. The Foundation is exempt from income taxes and able to issue donation receipts for income tax purposes under Registration # 131159543 RR0001.

2. Basis of presentation

The principles of fund accounting are used to ensure observance of limitations and restrictions placed on the use of resources. Resources are classified into funds that are in accordance with specified activities or objectives and these have been summarized under the following fund groups:

- (i) The General Fund accounts for the receipt and expenditures of donations or bequests that are not specifically designated to a program or project. Receipted gifts to the Foundation, not restricted by the donors, unrestricted investment income and certain Foundation expenses are allocated to the Unrestricted Fund.
- (ii) The Restricted Fund accounts for the receipt and expenditures of donations or bequests that have been restricted by the donor. Revenue of the Restricted Fund is limited to donor restricted contributions, investment income and lottery. Internally restricted funds are amounts that have been restricted for specific purposes by the Board of Directors which have been transferred to the Restricted Fund. Operating expenses are allocated to the Restricted Fund based on the cost of each initiative including the cost of personnel, services and other expenses that are directly related to raising the restricted funds.
- (iii) The Endowment Fund accounts for the receipt of donations or bequests that have been endowed by the donor or internally endowed by the Board of Directors. Revenue of the Endowment Fund is limited to amounts that have been designated for endowment purposes by the external donor. The balance in the Endowment Fund includes original contributions plus accumulated investment income that may be endowed by the gift agreement. The Foundation's Endowment Management Policy ensures that the purchasing power of original contributions is protected against the impact of inflation. Grants are made out of the available portion of the Endowment Fund interest from the Restricted or General Fund as appropriate.

December 31, 2020

3. Significant accounting policies

The Foundation follows Canadian accounting standards for not-for-profit organizations (ASNPO) in preparing its financial statements. The significant accounting policies used are as follows:

Fund accounting and revenue recognition

The Foundation follows the restricted fund method of accounting for contributions. Contributions are recorded when received. Bequests and donations are recorded in the statement of operations and changes in fund balances of the respective fund in the year received. Pledges for future bequests and donations are not recognized until the pledge commitments are realized.

Revenue received prior to the fiscal year end, for special events that do not occur until after the fiscal year end, are recorded as deferred revenue as at December 31. The revenue is recognized when the event occurs and the Foundation has delivered its commitments to participants and sponsors.

Lottery revenue and revenue from special events are recognized in the fiscal year in which the program is concluded. Revenue related to lotteries for which prize draws and events take place subsequent to the year-end is deferred.

Investment income (loss), which consists of interest, dividends, income distributions from pooled funds, and realized and unrealized gains and losses, net of investment management expenses, is recorded in the statement of operations and changes in fund balances.

Gifts of securities are valued at fair value on the day the Foundation, or the Foundation's investment broker, receives the securities. Any gains or losses arising from timing differences from the receipt and subsequent sale or transfer within the investment portfolio, of the securities are recognized by the Foundation in the statement of operations and changes in fund balances.

Financial instruments

Measurement

The Foundation initially measures its financial assets and liabilities at fair value.

The Foundation subsequently measures its financial assets and financial liabilities at amortized cost, except for portfolio investments which are measured at fair value. Changes in fair value are recognized in the statement of operations.

Financial assets and liabilities measured at amortized cost include cash and cash equivalents, accounts receivable, accounts payable and due to Hamilton Health Sciences.

December 31, 2020

3. Significant accounting policies (continued)

Cash and cash equivalents

Cash and cash equivalents include cash on hand, demand deposits, deposits held with banks and other short-term highly liquid investments which are readily convertible to known amounts of cash and bank overdrafts. The Foundation considers securities with original maturities of three months or less to be readily convertible to known amounts of cash.

Property and equipment

Property and equipment are recorded at cost less accumulated amortization. Property and equipment are amortized to estimated residual values at the following annual rates over the estimated useful lives of the related assets:

Furniture and equipment Computer equipment

5 to 10 years straight-line 2 to 4 years straight-line

Leasehold improvements are amortized over the remaining term of the lease.

The estimated useful lives of assets are reviewed by management and adjusted, if necessary.

Contributed materials and services

Contributed materials are recorded in the financial statements at fair value on the date of the donation. Contributed services are not recorded because the fair market value is not readily determinable. With the exception of volunteer time, such services are not significant.

Allocation of expenses

The Foundation engages in fundraising initiatives to support capital expenditure, education, research and other special projects for the benefit of the Health System. The cost of each fundraising initiative includes the cost of personnel, services and other expenses that are directly related to undertaking the fundraising initiative. The Foundation also incurs a number of personnel related costs common to the administration of each of its ongoing fundraising initiatives. The Foundation allocates these personnel costs based on an estimate of time spent by the personnel on the fundraising initiative. The allocation percentages are reviewed by management and are applied consistently on an annual basis.

Employee benefit plan

Defined contribution plan accounting is applied to a multi-employer plan, whereby contributions are expensed when due.

December 31, 2020

4. Portfolio investments				
		%		%
	2020	of total	2019	<u>of total</u>
Cash and cash equivalents held in portfolio	\$ <u>4,849,538</u>	3 %	\$ <u>12,562,846</u>	<u>10</u> %
Fixed income instruments	<u>45,164,675</u>	<u>33</u> %	41,181,418	<u>32</u> %
Equities				
Canadian	30,887,466	22 %	27,994,017	21 %
Foreign	<u>57,716,655</u>	<u>42</u> %	48,532,741	<u>37</u> %
Total equities	88,604,121	<u>64</u> %	76,526,758	<u>58</u> %
	138,618,334		130,271,022	
Accrued interest and dividends	<u>334,551</u>	<u>-</u> %	243,956	
Total	138,952,885	<u>100</u> %	130,514,978	100 %
Less: cash and cash equivalents held in portfolio	4,849,538		12,562,846	
Portfolio investments	\$ <u>134,103,347</u>		\$ <u>117,952,132</u>	

Fixed income instruments consist of short-term investments with maturities of over three months and long-term notes and bonds with maturities ranging from 2021 to 2081 and interest rates ranging from 1.1% to 6.98%.

The Foundation manages its portfolio investments in accordance with its investment policy statement. One of the ways it manages the risk associated with the portfolio investments is to provide a percentage range for each type of investment. It does this on a whole portfolio basis including the cash and cash equivalents held in the portfolio.

5. Property and equipment

		Cost		umulated nortization	Net Bo 2020	ook —	Value 2019
Leasehold improvements Furniture and equipment Computer equipment	\$ \$_2	759,767 786,848 538,969 2,085,584	\$ _ \$	202,865 \$ 675,836 512,959 1,391,660 \$	556,902 111,012 26,010 693,924	_	632,985 126,971 41,457 801,413

December 31, 2020

6. Restricted fund balances

Major categories of fund balances with restrictions are as follows:

	Restricted	Endowment	Total	
	Fund	Fund	2020	2019
Hamilton Health Sciences Foundation \$	26,036,970 \$	4,989,434 \$	31,026,404 \$	31,006,095
McMaster Children's Hospital Foundation	26,877,520	10,862,928	37,740,448	36,517,426
Hamilton General Hospital Foundation	4,381,336	1,407,980	5,789,316	6,011,744
Juravinski Hospital and Cancer Centre Foundation	20,501,892	6,784,760	27,286,652	26,945,524
St. Peter's Hospital Foundation	6,538,723	915,181	7,453,904	<u>7,145,464</u>
\$	84,336,441 \$	24,960,283 \$	<u>109,296,724</u> \$	107,626,253

The balance related to the Hamilton Health Sciences Foundation represents various restricted donations received by the Foundation. The balances related to individual sites are restricted for those specific sites. While the Foundation is the single legal entity, it uses the individual site identities for marketing and communication purposes.

Within the Endowment Fund, \$7,067,454 (2019 - \$6,893,492) is internally restricted and \$17,892,829 (2019 - \$17,571,043) is externally restricted.

Within the Restricted Fund, \$11,356,175 (2019 - \$11,429,454) is internally restricted and \$72,980,266 (2019 - \$71,732,264) is externally restricted.

7. Investment income

Investment income earned on investments recorded at fair value consists of the following:

	2020	2019
Interest Dividends and other investment income Realized gain on disposal of portfolio investments Realized gain on settlement of mortgage receivable Fair market value adjustment Foreign exchange loss	\$ 1,447,622 \$ 2,533,470	1,452,720 2,284,619 2,383,686 2,804,501 11,543,142 (89,663)
	\$ <u>8,490,398</u> \$_	20,379,005

December 31, 2020

8. Endowment Fund

During the year, investment income of \$725,000 (2019 - \$702,000) was earned on the Endowment Fund of which \$688,000 (2019 - \$701,000) is included in investment income of the Restricted Fund and the remaining \$37,000 (2019 - \$24,000) is included in investment income of the Endowment Fund.

9. Lottery

During the year, the Foundation held a staff 50/50 lottery and two community inspiration 50/50 lotteries. The proceeds of the lotteries, net of expenses, are used to purchase equipment for Hamilton Health Sciences. Financial results included in the statement of revenue, expenses and fund balances are as follows:

Staff 50/50 lottery	_	2020	2019
Revenue Ticket sales Interest	\$_	1,073,455 \$ 28,601	1,072,848 44,042
Expenses Prizes Administrative	_	1,102,056 536,728 10,064	1,116,890 536,424 22,769
Net lottery proceeds	\$_	546,792 555,264 \$	559,193 557,697
Community Inspiration 50/50 lottery	_	2020	2019
Revenue Ticket sales	\$_	268,855 \$	
Expenses Prizes Administrative	-	135,428 43,892 179,320	-
Net lottery proceeds	\$_	89,534 \$	<u>-</u>

December 31, 2020

10. Interfund transfers

Transfers to (from) funds consist of the following:	2020
	General Restricted Endowment Fund Fund Fund
Transfers to Endowment Fund Transfers to Restricted Fund	\$ - \$ (177,337)\$ 177,337 (346,785) 346,785
	\$ (346,785)\$ 169,448 \$ 177,337
	2019
	General Restricted Endowment <u>Fund</u> <u>Fund</u> <u>Fund</u>
Transfer to General Fund Transfers to Endowment Fund Transfers to Restricted Fund	\$ 1,368,514 \$ (1,368,514)\$ - - (3,164,363) 3,164,363 (200,890) 218,217 (17,327)
	\$ <u>1,167,624</u> \$ <u>(4,314,660</u>)\$ <u>3,147,036</u>

December 31, 2020

11. Financial instruments

The Foundation is exposed to various risks through its financial instruments. The following analysis provides a measure of the Foundation's risk exposures and concentrations at December 31, 2020:

Credit risk

Credit risk is the risk that one party to a financial instrument will cause a financial loss for the otherparty by failing to discharge an obligation. The Foundation's main credit risk relate to its accounts receivable. The Foundation manages its credit risk by not recognizing pledges for future bequests and donations until the pledge commitment is realized which significantly reduces the credit risk. There was no significant change in exposure from the prior year.

Market price risk

Market price risk is the risk that the value of an instrument will fluctuate as a result of changes in market prices, whether caused by factors specific to an individual investment, its issue or all other factors affecting all instruments traded in the market. All of the Foundation's portfolio investments are carried at fair value with fair value changes recognized in the statement of operations and changes in fund balances (General Fund). Market price risk is managed by the Investment managers through construction of a diversified portfolio of instruments traded on various markets and across various industries.

The Foundation is exposed to price risk through changes in market prices (other than changes arising from interest rate or currency risk) in connection with its investment in equity securities and pooled funds. There was no significant change in exposure from the prior year.

At December 31, 2020 the market value of portfolio investments is \$134,103,347 (2019 - \$117,952,133), the cost of which is \$114,072,196 (2019 - \$102,478,287).

Liquidity risk

Liquidity risk is the risk that the Foundation will be unable to fulfill its obligations on a timely basis or at a reasonable cost. The Foundation manages its liquidity risk by monitoring its operating requirements and capital commitments. The Foundation prepares budgets and cash flow forecasts to ensure it has sufficient funds to fulfill its obligations. There have been no changes to the risk exposures from the prior year.

Currency risk

Currency risk is the risk that the fair value or future cash flows of a financial instrument will fluctuate because of changes in foreign exchange rates. The Foundation holds United States dollar denominated portfolio investments. The current market value of these investments is \$58,379,391 (\$45,852,491 US). The Foundation also holds cash in United States dollars at December 31, 2020 of \$3,506,552 (\$2,754,263 US). The cash and investments are subject to foreign exchange rate fluctuations. There was no significant change in exposure from the prior year.

December 31, 2020

12. Commitments

The Foundation has the following annual operating lease commitments with respect to premises and equipment:

Fiscal years ending December 31,2021	\$ 186,000
2022	185,000
2023	190,000
2024	193,000
2025	193,000
2026-2028	450,000

13. Employee benefit plan

- (a) Most employees of the Foundation are members of the Hospitals of Ontario Pension Plan (the "Plan"), which is a multi-employer, defined benefit, final average earnings, contributory pension plan. The Plan is accounted for as a defined contribution plan. The Foundation's contributions to the Plan during the year amounted to \$367,431 (2019 \$347,591) and are included in salaries and employee benefits expense in the statement of operations and changes in fund balances. The most recent actuarial valuation of the Plan as at December 31, 2019 indicates that the Plan has a 19% surplus in disclosed actuarial assets and is fully funded on a solvency basis.
- (b) The Foundation has accrued its estimated obligations for non-pension post-retirement benefits based on an actuarial valuation performed in February 2021. As at December 31, 2020, the Foundation's accrued benefits liability is \$109,200 (2019 \$82,700).

December 31, 2020

14. Credit facilities

The Foundation's credit facilities include an unsecured \$1,300,000 demand operating line of credit bearing interest at prime minus 1.15% per annum. The amount outstanding on this credit facility as at December 31, 2020 is \$nil (2019 - \$nil).

15. The impact of COVID-19

In March 2020, the COVID-19 outbreak was declared a pandemic by the World Health Organization. This resulted in significant financial, operational and societal impacts across the world. Governments worldwide, including the Canadian and Ontario governments, have enacted emergency measures to combat the spread of the virus. In many countries, including Canada, organizations are being forced to cease or limit operations for indefinite periods of time. Measures to contain the spread of the virus, including travel bans, quarantines, social distancing, mandatory state-athome orders and closures of non-essential services have triggered significant disruptions to organizations, resulting in an economic slowdown. Global stock markets have experienced great volatility. Governments and central banks have responded with monetary and fiscal interventions in an effort to stabilize economic conditions.

As a result of the COVID-19 pandemic, the Foundation has experienced the following financial and operational impacts:

- Experienced temporary declines in the fair market value of investments and investment income
- Deferral or cancellation of community fundraising events
- · Reduced revenue from virtual events
- Mandatory working from home requirements for those able to do so at various points throughout the year
- No in-person donor meetings

To help mitigate against these negative influences the Foundation undertook the following actions:

- Revised budget and operating plans to reflect the changing environment, including expense reduction
- Placed a hold on hiring both replacement and new positions
- Enabled virtual connectivity

It is management's opinion that the oversight from the integrated Board of Directors / Board Committee of the operational business continuity program allowed for the Foundation to monitor and mitigate changes in the fundraising environment. The primary goal being to minimize the negative impact of this pandemic to the greatest extent possible.

The duration and ongoing impact of the COVID-19 pandemic remains unclear at this time. While there is continuous monitoring and adapting of operational activities, it is not possible to reliably estimate the duration and severity of these consequences, and their medium to long-term impact on the Foundation's financial position and results. The Foundation continues to execute its business strategy with a commitment to pivoting as needed to meet the ongoing situation. This can include further expense management and operational adjustments to ensure long-term sustainability in order to fulfill its mandate.