

---

**FEDERATION OF POST-SECONDARY EDUCATORS'  
OF BRITISH COLUMBIA  
FINANCIAL STATEMENTS  
MARCH 31, 2017**

---



---

## **INDEPENDENT AUDITORS' REPORT**

---

To the Members of  
Federation of Post-Secondary Educators' of British Columbia

We have audited the accompanying financial statements of Federation of Post-Secondary Educators' of British Columbia, which comprise the statement of financial position as at March 31, 2017, and the statements of revenue and expenses, general operating fund, strike/defence fund, capital assets fund, staff professional development fund, and cash flows for the year then ended, and the related notes comprising a summary of significant accounting policies and other explanatory information.

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

Management is responsible for the preparation and fair presentation of these 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.

### ***Auditors' Responsibility***

Our responsibility is to express an opinion on these financial statements based on our audit. We conducted our audit in accordance with Canadian generally accepted auditing standards. Those standards require that we comply with ethical requirements and plan and perform the audit to obtain reasonable assurance about whether the financial statements are free from material misstatement.

An audit involves performing procedures to obtain audit evidence about the amounts and disclosures in the financial statements. The procedures selected depend on our judgement, including the assessment of the risks of material misstatement of the financial statements, whether due to fraud or error. In making those risk assessments, we consider 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. An audit also includes evaluating the appropriateness of accounting policies used and the reasonableness of 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.



---

## **INDEPENDENT AUDITORS' REPORT (Cont'd)**

---

### ***Opinion***

In our opinion, the financial statements present fairly, in all material respects, the financial position of Federation of Post-Secondary Educators' of British Columbia as at March 31, 2017, and the results of its operations and its cash flows for the year then ended in accordance with Canadian accounting standards for not-for-profit organizations.

### ***Report on Other Legal and Regulatory Requirements***

As required by the Society Act (British Columbia), we report that, in our opinion, the Society's financial statements have been prepared following Canadian accounting standards for not-for-profit organizations applied on a consistent basis.

*Manning Elliott LLP*

Chartered Professional Accountants  
Vancouver, B.C.  
May 1, 2017

**FEDERATION OF POST-SECONDARY EDUCATORS' OF BRITISH COLUMBIA**  
**STATEMENT OF FINANCIAL POSITION**

MARCH 31			2017	2016
	Unappropriated Fund	Appropriated Funds	Total	Total
	\$	\$	\$	\$
<b>ASSETS</b>				
<b>Current Assets</b>				
Cash (Note 1(b))	44,653	504,471	549,124	871,943
Short-term investments (Notes 1(c) and 2)	413,574	7,580,659	7,994,233	8,535,732
Membership dues and other receivables	43,820	-	43,820	164,228
Prepaid expenses and deposits	109,080	-	109,080	220,915
Due from General Operating Fund (Note 5)	-	108,473	108,473	212,186
	611,127	8,193,603	8,804,730	10,005,004
<b>Capital Assets</b> (Notes 1(d) and 4)	-	46,931	46,931	55,937
	611,127	8,240,534	8,851,661	10,060,941
<b>LIABILITIES</b>				
<b>Current Liabilities</b>				
Accounts payable and accrued liabilities	363,266	-	363,266	212,732
Due to Strike/Defence Fund (Note 5)	108,473	-	108,473	212,186
	471,739	-	471,739	424,918
<b>NET ASSETS</b>				
<b>General Operating Fund</b> (Page 3)	139,388	-	139,388	430,169
<b>Strike/Defence Fund</b> (Page 4)	-	8,183,650	8,183,650	9,139,693
<b>Capital Assets Fund</b> (Page 5)	-	46,931	46,931	55,937
<b>Staff Professional Development Fund</b> (Page 6)	-	9,953	9,953	10,224
	139,388	8,240,534	8,379,922	9,636,023
	611,127	8,240,534	8,851,661	10,060,941

COMMITMENTS (Note 6)

APPROVED BY THE DIRECTORS

\_\_\_\_\_  
 \_\_\_\_\_

Refer to accompanying notes.

---

**FEDERATION OF POST-SECONDARY EDUCATORS' OF BRITISH COLUMBIA**  
**STATEMENT OF REVENUE AND EXPENSES**

---

<b>YEAR ENDED MARCH 31</b>	<b>2017 Budgeted</b>	<b>2017 Actual</b>	<b>2016 Actual</b>
	\$	\$	\$
	<i>(Unaudited)</i>		
<b>Revenues</b>			
Membership dues	4,370,678	4,228,018	4,100,760
Investment income (expense)	7,875	40,320	(3,701)
	<hr/> 4,378,553	<hr/> 4,268,338	<hr/> 4,097,059
Less: Transfer to Strike/Defence Fund	437,068	450,726	436,911
	<hr/> 3,941,485	<hr/> 3,817,612	<hr/> 3,660,148
<b>Expenses (Schedules, pages 8 to 10)</b>			
Administration	452,568	500,445	454,581
Advocacy and public relations	243,019	213,303	147,775
Affiliations and memberships	324,625	315,401	286,744
Bargaining	1,000	532	6,657
Committees	252,000	176,510	174,338
Events	516,200	638,828	389,797
Local support	600,000	447,172	428,878
Officer's relocation	19,725	16,804	15,793
President's Council and Executive	45,000	48,165	49,749
Salaries and benefits	1,734,775	1,755,039	1,745,766
	<hr/> 4,188,912	<hr/> 4,112,199	<hr/> 3,700,078
<b>Excess Of Expenses Over Revenue For The Year</b>	<hr/> (247,427)	<hr/> (294,587)	<hr/> (39,930)

Refer to accompanying notes.

---

**FEDERATION OF POST-SECONDARY EDUCATORS' OF BRITISH COLUMBIA**  
**STATEMENT OF GENERAL OPERATING FUND**  
(NOTE 1(a)(i))

---

<b>YEAR ENDED MARCH 31</b>	<b>2017</b>	<b>2016</b>
	\$	\$
<b>General Operating Fund, Beginning of Year</b>	430,169	460,460
Add: Amortization	<u>26,582</u>	<u>30,181</u>
	456,751	490,641
Deduct: Transfer to Staff Professional Development Fund	5,200	5,200
Purchase of capital assets	17,576	15,342
Excess of expenses over revenue for the year	<u>294,587</u>	<u>39,930</u>
<b>General Operating Fund, End of Year</b>	<u>139,388</u>	<u>430,169</u>

Refer to accompanying notes.

---

**FEDERATION OF POST-SECONDARY EDUCATORS' OF BRITISH COLUMBIA**  
**STATEMENT OF STRIKE/DEFENCE FUND**  
(NOTE 1(a)(ii))

---

<b>YEAR ENDED MARCH 31</b>	<b>2017</b>	<b>2016</b>
	\$	\$
<b>Strike/Defence Fund, Beginning of Year</b>	9,139,693	9,537,683
Add: Investment income (expense)	638,889	(196,095)
Member contributions	450,726	436,911
	<hr/>	<hr/>
	10,229,308	9,778,499
Deduct:		
Political Action Campaign expense	1,871,374	512,135
Service charges	67,384	68,551
Job action support	106,900	58,120
	<hr/>	<hr/>
<b>Strike/Defence Fund, End of Year</b>	<b>8,183,650</b>	<b>9,139,693</b>

Refer to accompanying notes.

---

**FEDERATION OF POST-SECONDARY EDUCATORS' OF BRITISH COLUMBIA**  
**STATEMENT OF CAPITAL ASSETS FUND**  
**(NOTE 1(a)(iii))**

---

<b>YEAR ENDED MARCH 31</b>	<b>2017</b>	<b>2016</b>
	\$	\$
<b>Capital Assets Fund Balance, Beginning of Year</b>	55,937	70,776
Add: Purchase of capital assets	<u>17,576</u>	<u>15,342</u>
	73,513	86,118
Deduct: Amortization	<u>26,582</u>	<u>30,181</u>
<b>Capital Assets Fund Balance, End of Year</b>	<u>46,931</u>	<u>55,937</u>

Refer to accompanying notes.



---

**FEDERATION OF POST-SECONDARY EDUCATORS' OF BRITISH COLUMBIA**  
**STATEMENT OF STAFF PROFESSIONAL DEVELOPMENT FUND**  
(NOTE 1(a)(iv))

---

<b>YEAR ENDED MARCH 31</b>	<b>2017</b>	<b>2016</b>
	\$	\$
<b>Staff Professional Development Fund Balance, Beginning of Year</b>	10,224	8,757
Add: Transfer from General Operating Fund	5,200	5,200
Interest earned	31	30
	15,455	13,987
Deduct: Professional development	5,502	3,763
<b>Staff Professional Development Fund Balance, End of Year</b>	9,953	10,224

Refer to accompanying notes.

---

**FEDERATION OF POST-SECONDARY EDUCATORS' OF BRITISH COLUMBIA**  
**STATEMENT OF CASH FLOWS**

---

<b>YEAR ENDED MARCH 31</b>	<b>2017</b>	<b>2016</b>
	<b>\$</b>	<b>\$</b>
<b>Cash Provided By (Used For):</b>		
<b>Operating Activities</b>		
Excess of Expenses Over Revenues for the year		
General Operating Fund	(294,587)	(39,930)
Strike/Defence Fund	(956,043)	(397,990)
Staff Professional Development Fund	(5,471)	(3,733)
	<hr/>	<hr/>
	(1,256,101)	(441,653)
Item not involving cash:		
Amortization of capital assets	26,582	30,181
	<hr/>	<hr/>
	(1,229,519)	(411,472)
Cash provided by changes in non-cash working capital items:		
Membership dues and other receivables	120,408	(118,769)
Prepaid expenses and deposits	111,835	(125,220)
Accounts payable and accrued liabilities	150,534	(210,858)
	<hr/>	<hr/>
	382,777	(454,847)
<b>Cash Used In Operating Activities</b>	<hr/>	<hr/>
	(846,742)	(866,319)
<b>Investing Activities</b>		
Proceeds on dispositions of short-term investments	9,009,761	9,287,430
Purchase of short-term investments	(8,468,262)	(9,297,122)
Purchase of capital assets	(17,576)	(15,342)
	<hr/>	<hr/>
<b>Cash Provided By (Used In) Investing Activities</b>	523,923	(25,034)
<b>Net Decrease In Cash</b>	<hr/>	<hr/>
	(322,819)	(891,353)
<b>Cash, Beginning of Year</b>	<hr/>	<hr/>
	871,943	1,763,296
<b>Cash, End Of Year</b>	<hr/>	<hr/>
	549,124	871,943
General Operating Fund	44,653	(31,795)
Strike/Defence Fund	494,518	893,514
Staff Professional Development Fund	9,953	10,224
	<hr/>	<hr/>
	549,124	871,943

Refer to accompanying notes.

---

**FEDERATION OF POST-SECONDARY EDUCATORS' OF BRITISH COLUMBIA**  
**SCHEDULE OF EXPENSES**

---

<b>YEAR ENDED MARCH 31</b>	<b>2017 Budgeted</b>	<b>2017 Actual</b>	<b>2016 Actual</b>
	\$	\$	\$
	<i>(Unaudited)</i>		
<b>Administration</b>			
Amortization	40,440	26,582	30,181
Audit	10,500	15,185	13,094
Bank charges and interest	6,000	6,269	6,976
Employee relations	7,500	16,589	12,578
Equipment lease and maintenance	51,000	73,715	66,732
Insurance	5,000	5,272	4,812
Office maintenance	500	39	918
Office supplies	18,250	26,717	26,248
Parking and transit	14,800	15,030	14,769
Postage and courier	4,250	2,893	3,094
Printing/photocopying	4,000	6,030	4,066
Rent	171,828	169,489	165,252
Staff training	25,000	25,170	32,700
Subscriptions	21,000	38,108	31,909
Telecommunications	35,000	27,508	33,834
Website communication	37,500	45,849	7,418
	452,568	500,445	454,581
<b>Advocacy And Public Relations</b>			
Donations/recognition	84,619	76,960	82,300
Public relations/communications/lobbying	30,000	38,166	21,750
Representations - B.C. federal/labour groups	10,000	8,708	2,877
Representations - CAUT/NUCAUT	30,000	25,732	25,123
Representations - Other	35,000	33,227	48,676
Representations - Provincial committees/agencies	43,400	28,991	(38,724)
Representations - Provincial Government	10,000	1,519	5,773
	243,019	213,303	147,775
<b>Affiliations And Memberships</b>			
Affiliation - B.C. Federation of Labour	116,735	109,694	82,902
Affiliation - CAUT	100,490	92,667	99,496
Affiliation - NUCAUT/CLC	91,400	98,944	90,485
Memberships	16,000	14,096	13,861
	324,625	315,401	286,744

**FEDERATION OF POST-SECONDARY EDUCATORS' OF BRITISH COLUMBIA**  
**SCHEDULE OF EXPENSES (continued)**

<b>YEAR ENDED MARCH 31</b>	<b>2017 Budgeted</b>	<b>2017 Actual</b>	<b>2016 Actual</b>
	<b>\$</b>	<b>\$</b>	<b>\$</b>
	<i>(Unaudited)</i>		
<b>Bargaining</b>			
JADRC/JCBA/Joint Admin - ERIP	1,000	532	367
Provincial bargaining	-	-	6,290
	<b>1,000</b>	<b>532</b>	<b>6,657</b>
<b>Committees</b>			
Ad Hoc	1,000	-	-
Bargaining Co-ordination Committee	20,000	16,151	17,549
Contract administration review	20,000	12,860	17,686
Disability management and rehabilitation	10,000	11,361	8,972
Education policy	10,000	13,126	9,910
Human rights and international solidarity	27,000	15,417	19,387
Non-regular faculty	20,000	16,018	18,652
Organizing	80,000	31,256	25,646
Pension advisory	26,000	25,518	25,544
Private sector committee	4,000	1,519	896
Professional and scholarly development	10,000	10,180	10,512
Status of women	14,000	12,267	11,585
Workplace health, safety and environment	10,000	10,837	7,999
	<b>252,000</b>	<b>176,510</b>	<b>174,338</b>
<b>Events</b>			
Annual general meeting	288,700	310,451	228,477
B.C. Federation of Labour Convention	47,500	48,740	9,709
Conferences	80,000	114,033	25,204
Joint Committee Conference	70,000	115,440	98,530
President's retreat	30,000	50,164	27,877
	<b>516,200</b>	<b>638,828</b>	<b>389,797</b>
<b>Local Support</b>			
Legal	500,000	393,107	339,052
Staff travel to local offices	100,000	54,065	89,826
	<b>600,000</b>	<b>447,172</b>	<b>428,878</b>
<b>Officer's Relocation</b>			
Allowance	9,725	16,804	9,710
Moving expenses	10,000	-	6,083
	<b>19,725</b>	<b>16,804</b>	<b>15,793</b>

---

**FEDERATION OF POST-SECONDARY EDUCATORS' OF BRITISH COLUMBIA**  
**SCHEDULE OF EXPENSES (continued)**

---

<b>YEAR ENDED MARCH 31</b>	<b>2017 Budgeted</b>	<b>2017 Actual</b>	<b>2016 Actual</b>
	\$ <i>(Unaudited)</i>	\$	\$
<b>President's Council And Executive</b>			
President's Council	45,000	48,165	49,749
<b>Salaries and Benefits</b>			
President	88,350	88,509	89,692
Secretary-Treasurer	88,350	90,533	86,628
Vice-President	44,175	38,938	39,407
Other duty release	32,090	34,852	31,548
Officer's transition	20,000	-	45
Benefits (Officers)	116,000	115,927	91,550
Staff Reps	623,605	615,679	612,105
Support Staff	396,620	413,624	404,811
Benefits (Staff)	290,585	316,743	323,518
Overtime	35,000	40,234	66,462
	1,734,775	1,755,039	1,745,766

---

# FEDERATION OF POST-SECONDARY EDUCATORS' OF BRITISH COLUMBIA

## NOTES TO FINANCIAL STATEMENTS

### FOR THE YEAR ENDED MARCH 31, 2017

---

#### Purpose Of The Federation

Federation of Post-Secondary Educators' of British Columbia ("FPSE" or the "Federation") is a not-for-profit organization incorporated under the provisions of "The Society Act" of British Columbia. FPSE represents the professional and labour relations interests of its membership. Its membership includes faculty and staff of colleges, universities, institutes and agencies across British Columbia.

The Federation is a non-profit organization and is exempt from income taxes.

#### 1. Significant Accounting Policies

The financial statements of the Federation are prepared using Canadian accounting standards for not-for-profit organizations ("ASNPO") under Part III of the CPA Handbook - Accounting. Financial statements prepared in accordance with ASNPO are also in accordance with Canadian generally accepted accounting principles ("GAAP").

These financial statements have, in management's opinion, been prepared within reasonable limits of materiality using the significant accounting policies noted below:

##### (a) Fund Accounting

Federation of Post-Secondary Educators' of British Columbia follows the deferral method of accounting for membership dues.

##### (i) General Operating Fund

The amount in this fund represents excess member funding, investment income, miscellaneous grants and other income. Amounts in the fund are available to provide working capital and discretionary appropriations to the appropriated fund.

##### (ii) Strike/Defence Fund

The amount in this fund represents discretionary appropriations from the General Operating Fund and investment income for the purposes of protecting member interests during negotiations and job actions and for other purposes approved by the President's Council and at the Annual General Meeting.

##### (iii) Capital Assets Fund

Amounts included in this fund represent the acquisition of capital assets at cost, net of accumulated amortization.

##### (iv) Staff Professional Development Fund

A fund administered by the FPSE Staff Professional Development Committee for the purpose of funding activities which enhance employees' abilities to perform their duties and further their career development.

##### (b) Cash

Cash consists of cash on hand and balances held in bank and investment broker accounts.

**1. Significant Accounting Policies (Cont'd)**

(c) Short-Term Investments

Short-term investments are recorded at fair value. Changes in fair values during the year are included in revenue of the General Operating and Strike/Defence Funds. The Federation's investments include fixed income securities, and equity securities comprised of trust units and shares. The fair value of investments is determined by quoted market prices at the year-end date.

(d) Capital Assets

Capital assets are recorded at cost less accumulated amortization which is calculated on the straight-line basis over the following periods:

Computer equipment	- 3 years
Office furniture and equipment	- 5 years
Leasehold improvements	- Term of premises lease

(e) Use of Estimates

The preparation of financial statements in accordance with Canadian accounting standards for not-for-profit organizations requires management to make estimates and assumptions that affect the reported amounts of assets, particularly the recoverability of membership dues and other receivables, capital 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 the estimates. Significant estimates include the accrued liabilities.

(f) Impairment of Long-Lived Assets

The Federation tests for impairment whenever events or changes in circumstances indicate that the carrying amount of the assets may not be recoverable. Recoverability is assessed by comparing the carrying amount of the projected undiscounted future net cash flows the long-lived assets are expected to generate through their direct use and eventual disposition. When a test for impairment indicates that the carrying amount of an asset is not recoverable, an impairment loss is recognized to the extent carrying value exceeds its fair value.

(g) Financial Instruments

*Measurement Of Financial Instruments*

The Federation's financial instruments consist of cash, short-term investments, membership dues and other receivables, and accounts payable and accrued liabilities.

The Federation initially measures all of its financial assets and liabilities at fair value, except for certain non-arm's length transactions. The Federation subsequently measures all of its financial assets and liabilities at amortized cost.

---

**FEDERATION OF POST-SECONDARY EDUCATORS' OF BRITISH COLUMBIA**  
**NOTES TO FINANCIAL STATEMENTS**  
**PAGE THREE**

---

**1. Significant Accounting Policies (Cont'd)**

*Impairment*

Financial assets measured at cost are tested for impairment when there are indicators of impairment. The amount of any write-down that is determined is recognized in the statement of revenues and expenses. A previously recognized impairment loss may be reversed to the extent of any improvement, provided it is no greater than the amount that would have been reported at the date of the reversal had the impairment not been recognized previously. The amount of the reversal is recognized in the statement of revenues and expenses in the period in which it is determined.

(h) Foreign Exchange

Monetary assets and liabilities of the Federation which are dominated in foreign currencies are translated at year-end exchange rates. Revenue and expenses are translated at the rates of exchange in effect at their transaction dates. The resulting gains or losses are included the General Operations and Strike/Defence Funds.

(i) Revenue Recognition

(i) Membership dues received for the Federation's programs are recognized as income when received or receivable. Other revenues are recognized on an accrual basis and are recorded in the appropriate funds, according to source.

(ii) Unrealized gains and losses on held-for-trading financial assets are included in investment income and recognized as revenue in the statements of revenue and expenses and Strike/Defence Fund.

**2. Short-Term Investments**

	<b>2017</b>	<b>2016</b>
	\$	\$
Fixed income securities	4,314,606	5,032,071
Equity securities	3,679,627	3,503,661
	<u>7,994,233</u>	<u>8,535,732</u>

Included in investment income for the year of the General Operating Fund and Strike/Defence Fund, were the following:

	<b>2017</b>	<b>2016</b>
	\$	\$
Realized gains (losses) on disposition of short-term investments:		
General Operating Fund	(10,430)	8,913
Strike/Defence Fund	3,646	491,632
Unrealized gains (losses) on short-term investments at year-end	<u>433,324</u>	<u>(829,408)</u>
	<u>426,540</u>	<u>(328,863)</u>



**3. Financial Instruments**

The Federation's financial instruments are described in Note 1(g). In management's opinion, the Federation is not exposed to significant currency, credit risk or other price risk except as explained below.

(a) *Fair Value*

The fair value of current financial assets and current financial liabilities approximates their carrying value due to their short-term maturity dates.

(b) *Investment Risk Management*

Risk management relates to the understanding and active management of risks associated with all areas of the operations and the associated operating environment. Investments are primarily exposed to interest rate, market and foreign exchange risk. FPSE has formal policies and procedures that establish target asset mix.

(c) *Interest Rate Risk*

Interest rate risk arises from the possibility that changes in interest rates will affect the value of fixed income securities held by FPSE. FPSE has formal policies and procedures that establish target asset mix, minimum credit ratings and varying terms of the securities held.

(d) *Market Risk*

Market risk arises as a result of trading in equity securities and fixed income securities. Fluctuations in the market expose FPSE to a risk of loss. FPSE mitigates this risk through controls to monitor and limit concentration levels.

(e) *Foreign Exchange Risk*

The Federation is exposed to foreign exchange risk in United States dollars in its cash and marketable securities. At March 31, 2017, the Federation held United States dollar assets valued at C\$4,250,828 (March 31, 2016 – C\$4,504,765). Foreign exchange risk is the risk that the exchange rate that was in effect on the date that a security or investment was purchased is different than at the time of settlement. The Federation reduces its exposure to foreign exchange risk by carefully monitoring exchange rate movement. The Federation did not have any hedges at the time that the financial statements were issued. The Federation does not utilize financial instruments to manage its foreign exchange risk. In the opinion of management the foreign exchange risk exposure to the Federation is low and is not material.

(f) *Liquidity Risk*

The Federation has liquidity risk in its accounts payable of \$363,266 (2016 - \$212,732). Liquidity risk is the risk that the Federation cannot repay its obligations when they become due to its creditors. The Federation reduces its exposure to liquidity risk by ensuring that it documents when authorized payments become due and maintains sufficient cash and short-term deposits to repay trade creditors. In the opinion of management, the liquidity risk exposure to the Federation is low and is not material.

**FEDERATION OF POST-SECONDARY EDUCATORS' OF BRITISH COLUMBIA**  
**NOTES TO FINANCIAL STATEMENTS**  
**PAGE FIVE**

**4. Capital Assets**

	2017		2016	
	Cost	Accumulated Amortization	Net Book Value	Net Book Value
	\$	\$	\$	\$
Computer equipment	247,864	233,003	14,861	23,209
Leasehold improvements	70,188	49,063	21,125	25,120
Office furniture and equipment	276,308	265,363	10,945	7,608
	594,360	547,429	46,931	55,937

**5. Inter-Fund Balances**

	2017	2016
	\$	\$
Opening Balance	212,186	30,811
Outstanding Defence Fund transfer in the year	404,418	436,911
Cash transfers to General Operating Fund	1,470,143	314,719
Job action support paid by the General Operating Fund	(106,900)	(58,120)
Political Action Campaign paid by the General Operating Fund	(1,871,374)	(512,135)
	108,473	212,186

**6. Commitments**

The Federation is committed to minimum lease payments on premises and equipment as follows:

	\$
2018	168,383
2019	176,998
2020	178,137
2021	175,642
2022	171,949

**7. Capital Disclosures**

FPSE defines its capital as the amounts included in its net asset balances.

FPSE's objective when managing its capital is to safeguard its ability to continue as a going concern so that it can continue to provide the appropriate level of services to its members.

**8. Comparative Figures**

Certain comparative figures have been reclassified to conform to the current year's presentation.