EARTHCORPS

FINANCIAL STATEMENTS
With Independent Auditor's Report

YEARS ENDED DECEMBER 31, 2023 AND 2022

EARTHCORPS

FINANCIAL STATEMENTS

YEARS ENDED DECEMBER 31, 2023 AND 2022

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JACOBSON JARVIS
CERTIFIED PUBLIC ACCOUNTANTS & CO PLLC

INDEPENDENT AUDITOR'S REPORT

Board of Directors
EarthCorps
Seattle, Washington

Opinion
We have audited the accompanying financial statements of EarthCorps (a nonprofit organization), which comprise the statements of financial position as of December 31, 2023 and 2022, and the related statements of activities, functional expenses and cash flows for the years then ended, and the related notes to the financial statements.

In our opinion, the financial statements referred to above present fairly, in all material respects, the financial position of EarthCorps as of December 31, 2023 and 2022, 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.

Basis for Opinion
We conducted our audits in accordance with auditing standards generally accepted in the United States of America. 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 required to be independent of EarthCorps and to meet our other ethical responsibilities in accordance with the relevant ethical requirements relating to our audits. We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our audit opinion.

Responsibilities of Management 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.

In preparing the financial statements, management is required to evaluate whether there are conditions or events, considered in the aggregate, that raise substantial doubt about EarthCorps ability to continue as a going concern within one year after the date that the financial statements are available to be issued.

Auditors' 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 absolute assurance and therefore is not a guarantee that an audit conducted in accordance with generally accepted auditing standards will always detect a material misstatement when it exists.

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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. Misstatements, including omissions, are considered material if there is a substantial likelihood that, individually or in the aggregate, they would influence the judgment made by a reasonable user based on the financial statements.

In performing an audit in accordance with generally accepted auditing standards we:

- Exercise professional judgment and maintain professional skepticism throughout the audit.
- Identify and assess the risks of material misstatement of the financial statements, whether due to fraud or error, and design and perform audit procedures responsive to those risks. Such procedures include examining, on a test basis, evidence regarding the amounts and disclosures in the financial statements.
- 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 EarthCorps' internal control. Accordingly, no such opinion is expressed.
- Evaluate the appropriateness of accounting policies used and the reasonableness of significant accounting estimates made by management, as well as evaluate the overall presentation of the financial statements.
- Conclude whether, in our judgment, there are conditions or events, considered in the aggregate, that raise substantial doubt about EarthCorps' ability to continue as a going concern for a reasonable period of time.

We are required to communicate with those charged with governance regarding, among other matters, the planned scope and timing of the audit, significant audit findings, and certain internal control related matters that we identified during the audit.

Jacobson Jarvis & Co, PLLC

Jacobson Jarvis & Co, PLLC
Seattle, Washington
February 1, 2025

EARTHCORPS

STATEMENTS OF FINANCIAL POSITION

DECEMBER 31, 2023 AND 2022

ASSETS

	2023	2022
Current Assets		
Cash and cash equivalents	$ 1,005,531	$ 1,852,445
Investments	558,544	494,477
Grants receivable	427,996	669,758
Pledges receivable	111,193	-
Prepaid expenses	57,499	43,973
Total Current Assets	2,160,763	3,060,653
Right-of-Use Asset - operating	467,728	584,660
Property and Equipment, net	136,371	193,226
Unemployment Trust Deposits	25,638	27,954
	$ 2,790,500	$ 3,866,493

LIABILITIES AND NET ASSETS

	2023	2022
Current Liabilities		
Accounts payable	$ 53,327	$ 44,729
Accrued payroll and related	125,793	132,250
Operating lease liability, current portion	43,249	38,261
Deferred revenue	1,262,179	1,439,328
Note payable, current	50,763	47,909
Total Current Liabilities	1,535,311	1,702,477
Operating Lease Liability, net of current portion	356,655	385,837
Note Payable, net of current portion	17,608	68,226
Total Liabilities	1,909,574	2,156,540
Net Assets		
Without donor restrictions		
Undesignated	(454,220)	509,752
Board designated	963,087	876,550
	508,867	1,386,302
With donor restrictions		
Purpose and time	367,759	319,351
Perpetual in nature	4,300	4,300
	372,059	323,651
Total Net Assets	880,926	1,709,953
	$ 2,790,500	$ 3,866,493

EARTHCORPS

STATEMENT OF ACTIVITIES

YEARS ENDED DECEMBER 31, 2023 AND 2022

	2023				2022			
	Without Donor Restrictions				Without Donor Restrictions			
	Undesignated	Board Designated	With Donor Restrictions	Total	Undesignated	Board Designated	With Donor Restrictions	Total
Support and Revenue								
Government grants and contracts	$ 1,972,684	$ -	$ -	$ 1,972,684	$ 1,926,921	$ -	$ -	$ 1,926,921
Non-government grants and contracts	404,755	-	-	404,755	283,292	-	-	283,292
Contributions	532,537	-	242,527	775,064	601,726	-	286,563	888,289
Special events, net of costs	40,050	-	-	40,050	65,608	-	-	65,608
In-kind contributions	46,197	-	-	46,197	-	-	-	-
Investment return, net of fees	86,384	-	-	86,384	(52,614)	-	-	(52,614)
Gain (Loss) on sale of assets	-	-	-	-	(365)	-	-	(365)
Other	(9,330)	-	-	(9,330)	9,654	-	-	9,654
	3,073,277	-	242,527	3,315,804	2,834,222	-	286,563	3,120,785
Net Asset Releases and Transfers								
Board designated transfers	(86,537)	86,537	-	-	(109,702)	109,702	-	-
Net assets released from restrictions	194,119	-	(194,119)	-	416,858	-	(416,858)	-
	107,582	86,537	(194,119)	-	307,156	109,702	(416,858)	-
Total Support and Revenue	3,180,859	86,537	48,408	3,315,804	3,141,378	109,702	(130,295)	3,120,785
Expenses								
Program services	2,815,452	-	-	2,815,452	3,138,966	-	-	3,138,966
Management and general	949,092	-	-	949,092	751,899	-	-	751,899
Fundraising	380,287	-	-	380,287	97,227	-	-	97,227
Total Expenses	4,144,831	-	-	4,144,831	3,988,092	-	-	3,988,092
Total Change in Net Assets	(963,972)	86,537	48,408	(829,027)	(846,714)	109,702	(130,295)	(867,307)
Net Assets - Beginning of year	509,752	876,550	323,651	1,709,953	1,356,466	766,848	453,946	2,577,260
Net Assets - End of year	$ (454,220)	$ 963,087	$ 372,059	$ 880,926	$ 509,752	$ 876,550	$ 323,651	$ 1,709,953

See notes to financial statements.

EARTHCORPS

STATEMENTS OF FUNCTIONAL EXPENSES

YEARS ENDED DECEMBER 31, 2023 AND 2022

	2023				2022			
	Program	Management and General	Fundraising	Total	Program	Management and General	Fundraising	Total
Salaries and related costs	$ 2,263,101	$ 373,197	$ 323,224	$ 2,959,522	$ 2,595,718	$ 190,554	$ 50,267	$ 2,836,539
Field operations	326,605	10,797	3,278	340,680	364,558	3,723	73	368,354
Professional fees	18,665	279,081	26,426	324,172	1,061	281,487	30,052	312,600
Occupancy	28,265	104,133	16,364	148,762	42,420	152,172	3,744	198,336
Office	10,071	53,990	7,232	71,293	17,533	28,268	10,061	55,862
Depreciation	-	50,200	-	50,200	6,667	40,475	1,665	48,807
In-kind expenses	46,197	-	-	46,197	-	-	-	-
Bank charges, financial, and other fees	5,998	36,847	-	42,845	21,179	21,896	470	43,545
Participant support	37,559	-	-	37,559	43,119	-	-	43,119
Insurance	554	27,474	-	28,028	9,937	4,867	357	15,161
Community event	25,258	-	-	25,258	1,021	-	-	1,021
Travel	20,281	-	3,725	24,006	6,586	2,855	129	9,570
Education programs	20,113	30	-	20,143	25,771	12,269	175	38,215
Board of Directors	1,877	13,343	38	15,258	3,396	13,333	234	16,963
Recruiting	8,726	-	-	8,726	-	-	-	-
Other	2,182	-	-	2,182	-	-	-	-
Total functional expenses	2,815,452	949,092	380,287	4,144,831	3,138,966	751,899	97,227	3,988,092
Add: Cost of direct benefits to donors	-	-	98,343	98,343	-	158	49,027	49,185
Total expenses	$ 2,815,452	$ 949,092	$ 478,630	$ 4,243,174	$ 3,138,966	$ 752,057	$ 146,254	$ 4,037,277

See notes to financial statements.

EARTHCORPS

STATEMENTS OF CASH FLOWS

YEARS ENDED DECEMBER 31, 2023 AND 2022

	2023	2022
Cash Flows from Operating Activities		
Cash received from donors	$ 703,921	$ 964,572
Cash received from government agencies	2,307,914	2,766,358
Cash received from investment income and other	127,411	118,466
Cash paid to employees	(2,965,979)	(2,804,141)
Cash paid to suppliers	(998,786)	(941,086)
Net Cash (Used) Provided by Operating Activities	(825,519)	104,169
Cash Flows from Investing Activities		
Purchase of property and equipment	-	(108,971)
Proceeds from sales of property and equipment	6,655	-
Proceeds from sales of investments	19,714	17,959
Net Cash Provided (Used) by Investing Activities	26,369	(91,012)
Cash Flows from Financing Activities		
Principal payments on note payable	(47,764)	(69,560)
Changes in Cash and Cash Equivalents	(846,914)	(56,403)
Cash and Cash Equivalents - beginning of year	1,852,445	1,908,848
Cash and Cash Equivalents - end of year	$ 1,005,531	$ 1,852,445

See notes to financial statements.

NOTE A - ORGANIZATION AND SIGNIFICANT ACCOUNTING POLICIES

Nature of Activities – EarthCorps (the Organization) brings together passionate and hardworking young adults from the U.S. and countries around the world for a leadership and technical restoration training program in Seattle, Washington. EarthCorps is dedicated to ecological restoration that is guided through a lens of racial equity and environmental justice. EarthCorps mission is to cultivate leaders and community partnerships to advance environmental justice. Since EarthCorps was founded as a nonprofit organization in 1993, more than 1,800 participants have learned leadership skills through working collaboratively, leading community volunteers, and executing technical restoration projects along shorelines, trails, and in forests to improve the health of the Puget Sound region.

Basis of Accounting and Presentation

The financial statements have been prepared on the accrual basis of accounting and report information regarding the Organization's financial position and activities according to two classes of net assets: net assets without donor restrictions and net assets with donor restrictions.

Net Assets Without Donor Restrictions – Net assets available for use in general operations and not subject to donor (or certain grantor) restrictions. The Board has designated certain otherwise net assets without donor restrictions as a Board designated reserve. These funds are approved by the Board to be held for specific purposes and require Board approval to designate for other purposes.

Net Assets With Donor Restrictions – Net assets subject to donor- (or certain grantor-) imposed restrictions. Some donor-imposed restrictions are temporary in nature, such as those that will be met by the passage of time or other events specified by the donor. Other donor-imposed restrictions are perpetual in nature, where the donor stipulates that resources be maintained in perpetuity. Donor-imposed restrictions are released when a restriction expires, that is, when the stipulated time has elapsed, when the stipulated purpose for which the resource was restricted has been fulfilled, or both. Net assets with donor restrictions are as follows as of December 31:

	2023	2022
Community Engagement	$ 208,424	$ 102,500
International Cohort & Alumni Engagement	50,000	100,000
Blue Carbon	45,500	58,000
Fauntleroy Watershed	14,460	14,854
Squally Beach Restoration	-	11,648
Sword Fern Science	9,375	11,000
Other	-	8,518
Floating Wetlands	-	6,934
Commencement Bay	30,000	5,897
Leadership and job training	10,000	-
Funds held in perpetuity	4,300	4,300
	$ 372,059	$ 323,651

NOTE A - ORGANIZATION AND SIGNIFICANT ACCOUNTING POLICIES (Continued)

Board-Designated Net Assets

Net assets without donor restrictions designated by the Board as an operating reserve are included in cash and cash equivalents and investments and are available for use through Board resolution. The Board designated operating reserve totaled $963,087 and $876,550 as of December 31, 2023 and 2022, respectively.

Cash and Cash Equivalents

For purposes of the statements of cash flows, the Organization considers all unrestricted highly liquid investments with an initial maturity of three months or less to be cash and cash equivalents. At December 31, 2023 and 2022, cash and cash equivalents consist of checking, savings and money market accounts. Deposits with a single financial institution occasionally exceed federally insured limits, which subject the Organization to a concentration of deposit risk. The Organization has not experienced losses due to this concentration.

Investments

The Organization carries investments with readily determinable fair values at their fair values in the statement of financial position. Investment return is included in the accompanying statement of activities.

Fair value measurements

In accordance with financial accounting standards, a three-tiered hierarchy of input levels is used for measuring fair value. Financial accounting standards defines fair value as 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. Valuation techniques utilized to determine fair value are consistently applied. Transfers between levels in the fair value hierarchy are recognized at the end of the reporting period. The three tiers of inputs used for fair value measurements are as follows:

Level 1: Fair values are based on quoted prices in active markets for identical assets and liabilities.

Level 2: Fair values are based on observable inputs that include: quoted market prices for similar assets or liabilities; quoted market prices that are not in an active market; or other inputs that are observable in the market and can be corroborated by observable market data for substantially the full term of the assets.

Level 3: Fair values are calculated by the use of pricing models and/or discounted cash flow methodologies, and may require significant management judgment or estimation. These methodologies may result in a significant portion of the fair value being derived from unobservable data.

NOTE A - ORGANIZATION AND SIGNIFICANT ACCOUNTING POLICIES (Continued)

Grants Receivable

Grants receivable consist primarily of outstanding invoices for grants and contracts. Most account balances are due in less than one year. No allowance for uncollectible balances has been established by management based upon the Organization's historical experience in the collection of balances due from its funders.

Pledges Receivable

Pledges receivable are recognized in the period the pledge is received and consist of outstanding promises to give from a variety of individuals and foundations. Unconditional promises to give that are expected to be collected within one year are recorded at net realizable value. Unconditional promises to give that are expected to be collected in more than one year are initially recorded at fair value, which is measured at the present value of their future cash flows. No allowance for uncollectible balances has been established by management based upon the Organization's historical experience in the collection of balances due.

Property and Equipment

Property and equipment is carried at cost or, in the case of donated property, at the estimated fair value at the date of donation. Depreciation is computed using the straight-line method over a period of three to five years. Leasehold improvements are depreciated over the shorter of the lease term or the useful life of the asset. The Organization follows a policy whereby it capitalizes purchases of property and equipment with a value in excess of $3,000 that provide future benefits over a period longer than one year.

Revenue Recognition

Revenue is recognized when earned. Contributions (including those received at special events) are recognized when cash, securities or other assets, or an unconditional promise to give is received. Conditional promises to give are not recognized until the conditions on which they depend have been substantially met. It is the Organization's policy to recognize restricted conditional contributions in the net assets without donor restrictions class if the conditions have been met in the same year.

Expirations of net assets with donor restrictions (i.e., the donor-stipulated purpose has been fulfilled or the stipulated time period has elapsed) are reported as reclassifications between net assets with donor restrictions and net assets without donor restrictions. It is the Organization's policy to recognize restricted contributions in the net asset without donor restrictions class if the restrictions have been met in the same year.

NOTE A - ORGANIZATION AND SIGNIFICANT ACCOUNTING POLICIES (Continued)

Revenues from grants and contracts are recognized when the qualified expense is incurred and are subject to audit and retroactive adjustment made by the funding agencies. The adjustments would be recorded at the time that such amounts can first be reasonably determined, normally upon notification by the government agency. There were no government audits or adjustments during the years ended December 31, 2023 and 2022.

Revenue from grants and contracts is recognized when control of these services is transferred to its customers, in an amount that reflects the consideration the Organization expects to be entitled to in exchange for the services provided. Fees received for future services are deferred until the service is completed. A portion of the Organization's contracts and grants are conditioned upon certain performance requirements or the incurrence of allowable qualifying expenses. These conditional contributions are part of contractual obligations that extend into subsequent fiscal years. As of December 31, 2023 and 2022, conditional contributions totaling \$527,668 and \$406,197, respectively, for which no amounts had been received in advance have not been recognized in the accompanying financial statements.

Grants and contracts may give rise to performance obligations for the Organization. Revenue from grants and contracts with performance obligations is recognized when the Organization satisfies a performance obligation by transferring a promised good or service to a customer at a point in time or over time. Grants and contracts do not have a significant financing component, and the consideration amount is not variable. For the related performance obligations, control of the promised good or service transfers to the customer at a point in time. Payment is typically due in full when the customer is invoiced and revenue is recognized in the period in which the service is rendered.

In-kind Contributions

Donations of facilities, goods and services are recognized as revenue at the estimated fair value at the date of donation if they meet the criteria for recognition. The Organization recognizes donated services if the services received (a) create or enhance nonfinancial assets or (b) require specialized skills, are provided by individuals possessing those skills, and would typically need to be purchased if not donated. Volunteers provide valuable services throughout the year that are not recognized in the financial statements as the criteria above have not been met. Skilled community volunteers contributed their services, totaling \$46,197 and \$0, respectively, for the years ended December 31, 2023 and 2022, represent in-kind services provided by the Organization at no charge.

Estimates

Management uses estimates and assumptions in preparing financial statements. Those estimates and assumptions affect the reported amounts of assets and liabilities, the disclosure of contingent assets and liabilities, and the reported revenues and expenses. Actual results could differ from those estimates.

NOTE A - ORGANIZATION AND SIGNIFICANT ACCOUNTING POLICIES (Continued)

Functional Allocation of Expenses

The statements of functional expenses present expenses by function and natural classification. Certain categories of expenses are attributable to more than one program or supporting function and require allocation on a reasonable basis that is consistently applied. Direct costs are assigned to specific programs as they are incurred. Indirect costs are allocated based on expected staff time spent in each functional area and program.

Income Tax Status

The Organization is exempt from federal income tax under Section 501(c)(3) of the Internal Revenue Code. The Organization qualifies for the charitable contribution deduction under Section 170(b)(1)(A) and has been classified as an organization other than a private foundation under Section 509(a)(2).

Reclassifications

Certain amounts in the 2022 financial statements have been reclassified for comparative purposes to conform with the presentation in the current year financial statements. These reclassifications had no effect on the net assets or change in net assets as of or for the year ended December 31, 2022.

NOTE B - LIQUIDITY

The Organization strives to maintain liquid financial assets sufficient to cover ninety days of general expenditures. Financial assets in excess of daily cash requirements are invested in money market funds and other short-term investments. Board-designated net assets may be drawn upon to meet liquidity needs through Board resolution.

Financial assets available for general expenditure within one year of the statement of financial position date are as follows at December 31:

	2023	2022
Financial Assets		
Cash and cash equivalents	$ 1,005,531	$ 1,852,445
Investments	558,544	494,477
Grants receivable and pledges receivable	539,189	669,758
Total financial assets	2,103,264	3,016,680
Less those unavailable for general expenditures within one year:		
Restricted by donors with perpetual restrictions	(4,300)	(4,300)
Board reserves	(963,087)	(876,550)
Financial assets available within one year	$ 1,135,877	$ 2,135,830

NOTE C - FAIR VALUE MEASUREMENTS

Assets carried at fair value on a recurring basis (at least annually) consist of the following:

As of December 31, 2023	Level 1	Level 2	Level 3	Total
Bond mutual funds	$ 376,187	$ -	$ -	$ 376,187
Equity mutual funds	182,357	-	-	182,357
	$ 558,544	$ -	$ -	$ 558,544

As of December 31, 2022	Level 1	Level 2	Level 3	Total
Bond mutual funds	$ 351,114	$ -	$ -	$ 351,114
Equity mutual funds	143,363	-	-	143,363
	$ 494,477	$ -	$ -	$ 494,477

Assets and liabilities carried at fair value on a nonrecurring basis using level 2 inputs generally include donated goods, facilities, and services. Long-term promises to give are valued on a nonrecurring basis using the net present value of future cash flows discounted at a risk-free rate of return which is a level 3 input. The Organization also uses fair value concepts to test various long-lived assets for impairment.

NOTE D - PROPERTY AND EQUIPMENT

Property and equipment consist of the following at December 31:

	2023	2022
Transportation equipment	$ 573,885	$ 567,917
Office equipment	284,366	283,905
Leasehold improvements	78,744	78,744
Field equipment	20,653	17,570
	957,648	948,136
Less accumulated depreciation	(821,277)	(754,910)
	$ 136,371	$ 193,226

NOTE E - UNEMPLOYMENT TRUST DEPOSITS

EarthCorps participates in the Unemployment Services Trust, a trust to fund the cost of providing unemployment insurance (on a pooled basis with other entities). The Organization makes contributions to the Unemployment Services Trust rather than paying state unemployment premiums, and the Unemployment Services Trust handles all unemployment claims for the Organization. As a member of the Unemployment Services Trust, EarthCorps receives a share of the Unemployment Services Trust's income and expenses. Should EarthCorps decide to leave the Unemployment Services Trust, it is entitled to receive the balance of its trust account, less any outstanding claims.

NOTE F - NOTE PAYABLE

In 2018, EarthCorps entered into a line of credit agreement with a bank for a maximum borrowing amount of $485,000, maturing on October 15, 2028. The interest rate on the line of credit equaled the bank's base rate plus 1.00% for the first 12 months, increasing to the bank's base rate plus 2.75% thereafter. In April 2019, EarthCorps drew $370,000 on the line of credit and the original agreement was amended effective May 13, 2019 to disallow any further advances and to freeze the interest rate at 5.80%, effectively becoming a note payable. The amendment provides for equal monthly payments including principal and interest of $4,443 through May 15, 2028. The note payable is secured by all inventory, equipment, fixtures, chattel paper, accounts and general intangibles. The note payable is subject to certain financial ratio covenants. At December 31, 2023, EarthCorps was in compliance with these covenants.

The following is a schedule of future minimum principal payments under the note payable for the years ending December 31:

2024	$ 50,763
2025	17,608
	$ 68,371

NOTE G - LEASE COMMITMENTS

EarthCorps leases its office facility from the City of Seattle. The occupancy of the space was effective in December 2017 and will continue for ten years. The Organization has an option to extend its lease for two terms of five years each. Operating leases are included in Right of Use (ROU) assets and lease liabilities in the statement of financial position. ROU assets represent a right to use an underlying asset for the lease term and operating lease liabilities represent the Organization's obligation to make lease payments arising from the leases. The discount rate represents the Organization's election of the risk-free rate; nonlease components, such as payments required for common area maintenance, are not included in the lease liability and are expensed as incurred.

EarthCorps has been granted a tenant improvement allowance of $485,000 from the landlord in the form of an offset to rent of up to 45% of the rent due in any month to a maximum of $485,000 for landlord pre-approved construction cost expenditures. In addition to the offset of the tenant improvement allowance against rent, the Organization may also offset up to 17.91% of annual rent through pre-approved delivery of programming and services to the Seattle Department of Parks and Recreation or the public.

NOTE G - LEASE COMMITMENTS (Continued)

The components of the lease costs for the years ended December 31 are as follows:

	2023	2022
Operating lease costs	$ 148,762	$ 198,336
Supplemental cash flow information:		
Weighted-average remaining lease term	4 years	
Weighted-average discount rate	5.80%	

Future minimum lease payments under the noncancellable lease is as follows for the years ending December 31:

2024	144,540
2025	150,382
2026	156,224
2027	163,014
	614,160
Less tenant improvement allowance	(154,103)
Less present value discount	(60,153)
	$ 399,904

NOTE H - PENSION PLAN

The Organization sponsors and makes contributions to a qualified retirement plan. In March 2023, the Organization transitioned from sponsoring a plan under Section 403(b) of the Internal Revenue Code to a plan under 401(k) of the Internal Revenue Code. All full-time employees are eligible to participate on the date of hire. The Organization matches 100% up to 3% of an employee's eligible compensation. All regular employees are eligible to enroll in the Organization's 401(k) plan after six months of consistent employment with the Organization. The organization's contributions to the plan totaled $44,308 and $26,086 to the plan for the years ended December 31, 2023 and 2022, respectively.

NOTE I - SUBSEQUENT EVENTS

Management has evaluated events occurring subsequent to December 31, 2023 through February 1, 2025, which is the date the financial statements were available to be issued and has recognized in the financial statements the effects of all subsequent events that provide additional evidence about conditions that existed at December 31, 2023, including the estimates inherent in the processing of financial statements.