

WELCOME HOME, INC.
AUDITED FINANCIAL STATEMENTS
DECEMBER 31, 2023 AND 2022

INDEPENDENT AUDITORS' REPORT

To the Board of Directors
of Welcome Home, Inc.

Opinion

We have audited the financial statements of Welcome Home, Inc. (the Organization), which comprise the statements of financial position as of December 31, 2023 and 2022, 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 accompanying financial statements present fairly, in all material respects, the financial position of the Organization as of December 31, 2023 and 2022, and the changes in its net assets and its cash flows for the years then ended, in conformity 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 (GAAS). Our responsibilities under those standards are further described in the Auditors' Responsibilities for the Audit of the Financial Statements section of our report. We are required to be independent of the Organization 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 the financial statements in accordance with accounting principles generally accepted in the United States of America, and for 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 the Organization's ability to continue as a going concern for 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 auditors' 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 GAAS will always detect a material misstatement when it exists. 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 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 GAAS, 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 the Organization's 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 the Organization's 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.

William G. Keepers UC

Columbia, Missouri
July 10, 2024

WELCOME HOME, INC.
STATEMENTS OF FINANCIAL POSITION
December 31, 2023 and 2022

	2023	2022
ASSETS		
CURRENT ASSETS		
Cash and cash equivalents	\$ 440,540	\$ 592,947
Investments	833,328	762,526
Grants receivable	282,061	294,518
Inventory	-	214,535
Prepaid expenses	19,919	19,225
Total current assets	1,575,848	1,883,751
NON-CURRENT ASSETS		
Property and equipment, net	3,043,879	3,072,122
Operating lease right-of-use asset	110,788	-
Total non-current assets	3,154,667	3,072,122
Total assets	\$ 4,730,515	\$ 4,955,873
LIABILITIES AND NET ASSETS		
CURRENT LIABILITIES		
Accounts payable	\$ 98,082	\$ 129,047
Accrued liabilities	129,279	110,911
Current portion of operating lease liability	44,557	-
Total current liabilities	271,918	239,958
NON-CURRENT LIABILITIES		
Operating lease liability, net of current portion	66,231	-
Total non-current liabilities	66,231	-
Total liabilities	338,149	239,958
NET ASSETS		
Without donor restrictions	4,368,863	4,495,049
With donor restrictions	23,503	220,866
Total net assets	4,392,366	4,715,915
Total liabilities and net assets	\$ 4,730,515	\$ 4,955,873

The notes to the financial statements are an integral part of these statements.

WELCOME HOME, INC.
STATEMENT OF ACTIVITIES
Year Ended December 31, 2023
With Summarized Totals for the Year Ended December 31, 2022

	2023			2022
	Without Donor Restrictions	With Donor Restrictions	Total	
REVENUES AND OTHER SUPPORT				
Contracts	\$ 1,800,633	\$ -	\$ 1,800,633	\$ 1,410,576
Contributions and grants	796,784	-	796,784	871,939
In-kind contributions	99,322	-	99,322	68,627
Investment return, net	77,088	-	77,088	(64,531)
Miscellaneous revenue	19,325	-	19,325	903
Net assets released from restrictions	197,363	(197,363)	-	-
Total revenues and other support	<u>2,990,515</u>	<u>(197,363)</u>	<u>2,793,152</u>	<u>2,287,514</u>
EXPENSES				
Program	2,306,498	-	2,306,498	1,725,526
Management and general	419,314	-	419,314	227,004
Fundraising	390,889	-	390,889	312,583
Total expenses	<u>3,116,701</u>	<u>-</u>	<u>3,116,701</u>	<u>2,265,113</u>
Change in net assets	(126,186)	(197,363)	(323,549)	22,401
Net assets, beginning of year	<u>4,495,049</u>	<u>220,866</u>	<u>4,715,915</u>	<u>4,693,514</u>
Net assets, end of year	<u><u>\$ 4,368,863</u></u>	<u><u>\$ 23,503</u></u>	<u><u>\$ 4,392,366</u></u>	<u><u>\$ 4,715,915</u></u>

The notes to the financial statements are an integral part of these statements.

WELCOME HOME, INC.
STATEMENT OF ACTIVITIES
Year Ended December 31, 2022

	Without Donor Restrictions	With Donor Restrictions	Total
REVENUES AND OTHER SUPPORT			
Contracts	\$ 1,410,576	\$ -	\$ 1,410,576
Contributions and grants	871,939	-	871,939
In-kind contributions	68,627	-	68,627
Investment return, net	(64,531)	-	(64,531)
Miscellaneous revenue	903	-	903
Net assets released from restrictions	6,034	(6,034)	-
Total revenues and other support	<u>2,293,548</u>	<u>(6,034)</u>	<u>2,287,514</u>
EXPENSES			
Program	1,725,526	-	1,725,526
Management and general	227,004	-	227,004
Fundraising	312,583	-	312,583
Total expenses	<u>2,265,113</u>	<u>-</u>	<u>2,265,113</u>
Change in net assets	28,435	(6,034)	22,401
Net assets, beginning of year	<u>4,466,614</u>	<u>226,900</u>	<u>4,693,514</u>
Net assets, end of year	<u><u>\$ 4,495,049</u></u>	<u><u>\$ 220,866</u></u>	<u><u>\$ 4,715,915</u></u>

The notes to the financial statements are an integral part of these statements.

WELCOME HOME, INC.
STATEMENT OF FUNCTIONAL EXPENSES
Year Ended December 31, 2023

	Program	Management and General	Fundraising	Total
Payroll and related benefits and taxes	\$ 1,385,039	\$ 91,265	\$ 208,398	\$ 1,684,702
Fundraising events	-	214,535	148,634	363,169
Depreciation expense	101,661	2,116	2,116	105,893
Client assistance	362,062	2,603	595	365,260
Client meals and food	109,207	-	-	109,207
Professional fees	32,114	61,941	757	94,812
Utilities	72,662	1,111	2,393	76,166
Supplies and equipment	58,060	6,146	2,505	66,711
Office expense	41,578	5,874	11,617	59,069
Insurance	30,291	7,955	1,858	40,104
Training	31,894	13,687	2,894	48,475
Maintenance and security	59,047	8,046	-	67,093
Advertising	432	-	3,208	3,640
Travel and transportation	15,516	-	129	15,645
Miscellaneous	3,571	3,333	5,417	12,321
Dues and subscriptions	3,364	702	368	4,434
Total	\$ 2,306,498	\$ 419,314	\$ 390,889	\$ 3,116,701

The notes to the financial statements are an integral part of these statements.

WELCOME HOME, INC.
STATEMENT OF FUNCTIONAL EXPENSES
Year Ended December 31, 2022

	Program	Management and General	Fundraising	Total
Payroll and related benefits and taxes	\$ 1,134,394	\$ 130,458	\$ 147,494	\$ 1,412,346
Fundraising events	116	30,673	117,246	148,035
Depreciation expense	128,686	2,678	2,678	134,042
Client assistance	97,750	2,960	-	100,710
Client meals and food	88,957	-	-	88,957
Professional fees	40,928	29,930	752	71,610
Utilities	64,102	567	2,143	66,812
Supplies and equipment	51,558	3	4,765	56,326
Office expense	27,896	5,904	9,102	42,902
Insurance	30,541	7,584	2,165	40,290
Training	16,581	14,094	7,458	38,133
Maintenance and security	27,492	-	-	27,492
Advertising	1,718	-	13,731	15,449
Travel and transportation	9,826	-	-	9,826
Miscellaneous	4,081	766	4,695	9,542
Dues and subscriptions	900	1,387	354	2,641
Total	<u>\$ 1,725,526</u>	<u>\$ 227,004</u>	<u>\$ 312,583</u>	<u>\$ 2,265,113</u>

The notes to the financial statements are an integral part of these statements.

WELCOME HOME, INC.
STATEMENTS OF CASH FLOWS
Years Ended December 31, 2023 and 2022

	2023	2022
CASH FLOWS FROM OPERATING ACTIVITIES:		
Change in net assets	\$ (323,549)	\$ 22,401
Adjustments to reconcile change in net assets to net cash provided by operating activities:		
Depreciation	105,893	134,042
Investment return	(77,088)	64,531
(Increase) decrease in assets and increase (decrease) in liabilities:		
Grants receivable	12,457	(48,880)
Inventory	214,535	30,673
Prepaid expenses	(694)	(1,086)
Accounts payable	(78,290)	(2,920)
Accrued liabilities	18,368	10,269
Net cash provided (used) by operating activities	(128,368)	209,030
CASH FLOWS FROM INVESTING ACTIVITIES:		
Purchases of property and equipment	(30,325)	(18,181)
Purchases of investments	(761,160)	-
Sales of investments	767,446	81
Net cash used by investing activities	(24,039)	(18,100)
Net change in cash and cash equivalents	(152,407)	190,930
Cash and cash equivalents, beginning of year	592,947	402,017
Cash and cash equivalents, end of year	\$ 440,540	\$ 592,947
NON-CASH INVESTING ACTIVITIES:		
Purchases of property and equipment via accounts payable	\$ 47,325	\$ 111,034

The notes to the financial statements are an integral part of these statements.

WELCOME HOME, INC.

NOTES TO FINANCIAL STATEMENTS

1. SUMMARY OF SIGNIFICANT ACCOUNTING POLICIES

Organization: Welcome Home, Inc. (the Organization) was organized in Missouri in 1985 and works to provide at-risk veterans with temporary housing, programs and services, leading them to independence.

Basis of accounting: The financial statements have been prepared on the accrual basis of accounting, whereby revenues are recognized when the Organization satisfies a performance obligation by transferring a promised good or service to the customer, and expenses are recognized when incurred.

Financial statement presentation: The Organization reports information regarding its financial position and activities according to two classes of net assets:

Without donor restrictions: Net assets available for use in general operations and not subject to donor- (or certain grantor-) restrictions.

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 those 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. The Organization had net assets with donor restrictions totaling \$23,503 and \$220,866 as of December 31, 2023 and 2022, respectively.

Use of estimates: The preparation of financial statements in conformity with U.S. generally accepted accounting principles requires management to make estimates and assumptions that affect the reported amounts of assets and liabilities, and the reported amounts of revenues and expenses during the period. Actual results could differ from those estimates.

Cash and cash equivalents: For the purposes of the statements of cash flows, the Organization considers all highly liquid investments with an original maturity of three months or less to be cash equivalents. The Organization maintains cash balances at established financial institutions. Accounts at these institutions are insured by the Federal Deposit Insurance Corporation, subject to certain limitations. At various times during the year, the Organization's balances on deposit may exceed the dollar limitations.

Investments: Investments with readily determinable market values are reported at fair value. Fair value is 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. Fair value represents the estimated market value of the underlying securities and is generally obtained from the Organization's investment custodian, who obtains quoted market prices and dealer quotes.

Investments are exposed to various risks, such as interest rates, market, and credit. Due to the level of risk associated with certain investments and the level of uncertainty related to changes in their values, it is at least reasonably possible that changes in risks in the near term would materially affect the investment balances reported in the financial statements.

Grants receivable: As of December 31, 2023 and 2022, all of the Organization's receivables are considered fully collectible. No allowance for doubtful accounts has been recorded.

The balances of grants receivable totaled \$282,061; \$294,518; and \$245,638; at December 31, 2023; 2022; and 2021; respectively.

Inventory: Inventory consisted of knives donated to the Organization during the year ended December 31, 2021, that were still on hand as of December 31, 2022. The knives were recorded at fair value at the date of donation. There was no inventory on hand as of December 31, 2023.

Property and equipment: Property and equipment are recorded at cost. Property and equipment are depreciated over their estimated useful lives using the straight-line method and are presented net of accumulated depreciation in the statements of financial position. Major renewals and improvements that significantly add to the productive capacity or extend the life of an asset are capitalized. Repairs and maintenance that do not improve or extend the life of the respective assets are expensed in the year incurred. The Organization maintains a capitalization policy whereby the purchase of property and equipment below \$3,000 is expensed as incurred.

Leases: The Organization leases office space and determines if an arrangement is a lease at inception. Operating leases are included in operating lease right-of-use (ROU) assets and operating lease liabilities on the accompanying statements of financial position. Operating lease ROU assets represent the Organization's 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 lease.

In evaluating contracts to determine if they qualify as a lease, the Organization considers factors such as if it has obtained substantially all of the rights to underlying asset through exclusivity, if it can direct the use of the asset by making decisions about how and for what purpose the asset will be used, and if the lessor has substantive substitution rights, which may require significant judgment.

Operating lease ROU assets and operating lease liabilities are recognized at the commencement date based on the present value of lease payments over the lease term. The Organization utilizes the risk-free rate to determine the present value of lease payments. The operating lease ROU asset also includes any lease payments made and excludes lease incentives. The lease terms may include options to extend or terminate the lease when its reasonably certain the Organization will exercise that option. Lease expense for lease payments is recognized on a straight-line basis over the lease term. The Organization's lease agreements do not contain any material residual value guarantees or material restrictive covenants.

Revenue recognition: The Company's revenues include contractual billings to third parties for services provided under specific contracts. Revenue is recognized in an amount expected to be received in exchange for the services provided based upon contractual obligations. Receipt of payment for services is generally received within 30-days of billing. The Organization has elected a practical expedient to not account for any significant financing components.

Variable consideration, such as adjustments based on the actual number of bed days during the month, is estimated at the most likely amount that is expected to be earned. Estimated amounts are included in the transaction price to the extent it is probable that a significant reversal of cumulative revenue recognized will not occur when the uncertainty associated with the variable consideration is resolved. Amounts of variable consideration are estimated based upon historical experience and known trends.

Donated services and in-kind contributions: Volunteers contribute significant amounts of time to program services; however, the financial statements do not reflect the value of these contributed services because they do not meet recognition criteria prescribed by generally accepted accounting principles. Contributed goods are recorded at fair value at the date of donation. The Organization benefited from in-kind donations of contributed goods totaling \$99,322 and \$68,627 during the years ended December 31, 2023 and 2022, respectively.

Functional expenses: The costs of program and supporting services activities have been summarized on a functional basis in the statement of activities. The statement of functional expenses presents the natural classification detail of expenses by function. Accordingly, certain costs have been allocated among the programs and supporting services benefited.

Income taxes: The Organization is exempt from income taxes under Internal Revenue Code Section 501(c)(3). However, any income from certain activities not directly related to the Organization’s tax-exempt purpose would be subject to taxation as unrelated business income. The Organization’s Form 990 and taxable status are subject to examination by the Internal Revenue Service. Interest and penalties incurred, if any, related to the annual Form 990 or unrelated business income tax filings are reported within management and general expenses in the statement of activities.

Subsequent events: Events that have occurred subsequent to December 31, 2023 have been evaluated through July 10, 2024, which is the date the financial statements were available to be issued.

2. LIQUIDITY AND AVAILABILITY

Financial assets available for general expenditure, that is, without donor or other restrictions limiting their use, within one year of the balance sheet date, comprise the following, as of December 31:

	<u>2023</u>	<u>2022</u>
Cash and cash equivalents	\$ 440,540	\$ 592,947
Less: cash and cash equivalents with donor restrictions	<u>(23,503)</u>	<u>(220,866)</u>
Total	<u>\$ 417,037</u>	<u>\$ 372,081</u>

The Organization’s investments were Board designated as of December 31, 2023; however, they could be used for general expenditure as approved by the Board of Directors.

In addition, the Organization operates with a balanced budget and anticipates collecting sufficient revenue to cover general expenditures not covered by donor-restricted resources.

3. INVESTMENTS

Investments consist of the following as of December 31:

	<u>2023</u>		<u>2022</u>	
	<u>Cost</u>	<u>Fair Value</u>	<u>Cost</u>	<u>Fair Value</u>
Cash and cash equivalents	\$ 40,263	\$ 40,263	\$ 17,266	\$ 17,266
Common stock	-	-	116,885	122,310
Mutual funds - equity	107	107	286,145	254,706
Mutual funds - fixed income	49,895	49,895	298,043	289,375
Mutual funds - real assets	-	-	35,371	35,860
Mutual funds - alternatives	743,063	743,063	43,862	43,009
Total	<u>\$ 833,328</u>	<u>\$ 833,328</u>	<u>\$ 797,572</u>	<u>\$ 762,526</u>

Investment return, net consists of the following for the years ended December 31:

	<u>2023</u>	<u>2022</u>
Dividends, net of investment fees	\$ 23,418	\$ 10,754
Realized losses	-	(42,485)
Unrealized gains (losses)	<u>53,670</u>	<u>(32,800)</u>
Total	<u>\$ 77,088</u>	<u>\$ (64,531)</u>

Fair Value Disclosures – Fair value is a market-based measurement, not an entity-specific measurement. Therefore, a fair value measurement should be determined based on the assumptions that market participants would use in pricing the asset or liability. As a basis for considering market participant assumptions in fair value measurements, a fair value hierarchy is used that distinguishes between market participant assumptions based on market data obtained from sources independent of the reporting entity (observable inputs that are classified within Levels 1 and 2 of the hierarchy) and the reporting entity’s own assumptions about market participant assumptions (unobservable inputs classified within Level 3 of the hierarchy).

The fair value hierarchy is as follows:

- Level 1 Valuation is based upon quoted prices (unadjusted) in active markets for identical assets or liabilities that the Organization has the ability to access.
- Level 2 Valuation is based upon quoted prices for similar assets and liabilities in active markets, as well as inputs that are observable for the asset or liability (other than quoted prices), such as interest rates, foreign exchange rates, and yield curves that are observable at commonly quoted intervals.
- Level 3 Valuation is generated from model-based techniques that use at least one significant assumption based on unobservable inputs for the asset or liability, which are typically based on an entity’s own assumptions, as there is little, if any, related market activity.

The following is a description of valuation methodologies used for assets disclosed at fair value.

In instances where the determination of the fair value measurement is based on inputs from different levels of the fair value hierarchy, the level in the fair value hierarchy within which the entire fair value measurement falls is based on the lowest level input that is significant to the fair value measurement in its entirety. The Organization’s assessment of the significance of a particular input to the fair value measurement in its entirety requires judgment and considers factors specific to the asset or liability.

The following table presents the Organization’s assets measured at fair value on a recurring basis as of December 31, aggregated by the level in the fair value hierarchy within which those measurements fall:

2023	<u>Level 1</u>	<u>Level 2</u>	<u>Level 3</u>	<u>Total</u>
Cash and cash equivalents	\$ 40,263	\$ -	\$ -	\$ 40,263
Mutual funds - equity	107	-	-	107
Mutual funds - fixed income	49,895	-	-	49,895
Mutual funds - alternatives	<u>743,063</u>	<u>-</u>	<u>-</u>	<u>743,063</u>
Total	<u>\$ 833,328</u>	<u>\$ -</u>	<u>\$ -</u>	<u>\$ 833,328</u>

2022	Level 1	Level 2	Level 3	Total
Cash and cash equivalents	\$ 17,266	\$ -	\$ -	\$ 17,266
Common stock	122,310	-	-	122,310
Mutual funds - equity	254,706	-	-	254,706
Mutual funds - fixed income	289,375	-	-	289,375
Mutual funds - real assets	35,860	-	-	35,860
Mutual funds - alternatives	43,009	-	-	43,009
Total	<u>\$ 762,526</u>	<u>\$ -</u>	<u>\$ -</u>	<u>\$ 762,526</u>

4. PROPERTY AND EQUIPMENT

Property and equipment consist of the following as of December 31:

	2023	2022
Buildings	\$ 3,279,011	\$ 3,167,977
Furniture and equipment	498,063	420,413
Land	125,739	125,739
Construction in progress	-	111,034
Total	3,902,813	3,825,163
Less accumulated depreciation	<u>(858,934)</u>	<u>(753,041)</u>
Property and equipment, net	<u>\$ 3,043,879</u>	<u>\$ 3,072,122</u>

Depreciation expense for the years ended December 31, 2023 and 2022 was \$105,893 and \$134,042, respectively.

5. LEASES

In 2023, the Organization entered into an operating lease for office space. Operating lease expense for the year ended December 31, 2023, totaled \$28,000.

Other information related to leases is as follows:

Cash paid for amounts included in the measurement of lease liabilities:	
Operating cash flows from operating leases	\$ 24,000
ROU assets obtained in exchange for new operating lease liabilities	\$ 131,973
Weighted-average remaining lease term in years for operating leases	2.42
Weighted-average discount rate for operating leases	3.98%

Future minimum lease payments under non-cancellable leases as of December 31, 2023, are as follows for the years ending December 31:

2024	\$ 48,000
2025	48,000
2026	<u>20,000</u>
Total undiscounted cash flows	116,000
Less: present value discount	<u>(5,212)</u>
Total lease liabilities	<u><u>\$ 110,788</u></u>

6. NET ASSETS

Net assets without donor restrictions were comprised of the following as of December 31:

	<u>2023</u>	<u>2022</u>
Undesignated	\$ 491,656	\$ 660,401
Board designated investments	833,328	762,526
Invested in property and equipment	<u>3,043,879</u>	<u>3,072,122</u>
Total net assets without donor restrictions	<u><u>\$ 4,368,863</u></u>	<u><u>\$ 4,495,049</u></u>

Net assets with donor restrictions were restricted for the following purposes as of December 31:

	<u>2023</u>	<u>2022</u>
ADA compliance and beautification grant	<u>\$ 23,503</u>	<u>\$ 220,866</u>
Total net assets with donor restrictions	<u><u>\$ 23,503</u></u>	<u><u>\$ 220,866</u></u>

Net assets are released from donor restrictions by incurring expenses satisfying the donors' stipulated purposes or occurrence of other events specified by donors. Net assets with donor restrictions were reclassified to net assets without donor restrictions in the accompanying statement of activities as follows:

	<u>2023</u>	<u>2022</u>
ADA compliance and beautification grant expenditures	<u>\$ 197,363</u>	<u>\$ 6,034</u>
Total net assets released from restrictions	<u><u>\$ 197,363</u></u>	<u><u>\$ 6,034</u></u>

7. RETIREMENT PLAN

The Organization participates in a Savings Incentive Match Plan for Employees of Small Employers (SIMPLE) Individual Retirement Account (IRA) plan. The plan allows eligible employees to make contributions up to the maximum amount allowed by law, and the Organization makes matching contributions up to 3% of the employee's eligible compensation. Matching contributions under the plan were \$17,720 and \$12,279 for the years ended December 31, 2023 and 2022, respectively.