INVEST IN KIDS

FINANCIAL STATEMENTS

FOR THE YEAR ENDED JUNE 30, 2025

TOGETHER WITH INDEPENDENT AUDITORS' REPORT

INVEST IN KIDS

FINANCIAL STATEMENTS
FOR THE YEAR ENDED JUNE 30, 2025

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October 21, 2025

INDEPENDENT AUDITORS' REPORT

Board of Directors
Invest in Kids
Denver, Colorado

Opinion

We have audited the accompanying financial statements of **Invest in Kids**, (a Colorado nonprofit corporation), which comprise the statement of financial position as of June 30, 2025, and the related statements of activities, functional expenses, and cash flows for the year 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 Invest in Kids as of June 30, 2025, and the changes in its net assets and its cash flows for the year then ended in accordance with accounting principles generally accepted in the United States of America.

Basis for Opinion

We conducted our audit 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 Invest in Kids and to meet our other ethical responsibilities in accordance with the relevant ethical requirements relating to our audit. 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 Invest in Kids' ability to continue as a going concern within one year after the date that the financial statements are available to be issued.

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 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. 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 Invest in Kids' 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 Invest in Kids' 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.

Report on Summarized Comparative Information

We have previously audited Invest in Kids’ 2024 financial statements, and expressed an unmodified audit opinion on those audited financial statements in their report dated February 28, 2025. In our opinion, the summarized comparative information presented herein as of and for the year ended June 30, 2024, is consistent, in all material respects, with the audited financial statements from which it has been derived.

Taylor Roth and Company Pllc

TAYLOR, ROTH AND COMPANY, PLLC
CERTIFIED PUBLIC ACCOUNTANTS
DENVER, COLORADO

INVEST IN KIDS

STATEMENT OF FINANCIAL POSITION
FOR THE YEAR ENDED JUNE 30, 2025
(WITH COMPARATIVE TOTALS FOR 2024)

	2025	2024
Assets		
Cash and cash equivalents	$ 1,046,344	$ 1,252,973
Investments - short term	225,338	215,774
Contracts receivable	508,810	574,231
Grants receivable (Note 3)	145,000	64,106
Pledges receivable	3,000	-
Prepaid expenses and deposits	41,936	41,270
Beneficial interest in assets held by others (Note 4)	38,263	27,021
Right-of-use asset (Note 5)	616,145	695,552
Property and equipment (Note 6)	18,038	23,294
Total assets	$ 2,642,874	$ 2,894,221
Liabilities and net assets		
Liabilities		
Accounts payable	$ 66,105	$ 203,782
Accrued payroll costs	85,207	98,286
Office lease obligations (Note 5)	706,535	759,293
Total liabilities	857,847	1,061,361
Net assets		
Without donor restrictions		
Undesignated	858,978	1,022,464
Board designated operating reserve	500,000	500,000
	1,358,978	1,522,464
With donor restrictions		
Program related (Note 7)	387,785	283,375
Endowment (Note 4)	38,264	27,021
	426,049	310,396
Total net assets	1,785,027	1,832,860
Total liabilities and net assets	$ 2,642,874	$ 2,894,221

The accompanying notes are an integral part of these financial statements

INVEST IN KIDS

STATEMENT OF ACTIVITIES
FOR THE YEAR ENDED JUNE 30, 2025
(WITH COMPARATIVE TOTALS FOR 2024)

	2025				2024
		With Donor Restrictions			
	Without Donor Restrictions	Program Related	Endowment	Total	Total
Revenue and other support					
Government	$2,448,777	-	-	$2,448,777	$3,521,538
Foundations	665,000	440,250	-	1,105,250	705,106
Individuals and corporations	384,651	144,375	10,000	539,026	432,202
Fundraising events	374,757	-	-	374,757	666,139
Less: direct event expenses	(62,843)	-	-	(62,843)	(155,949)
Training and technical assistance	263,270	-	-	263,270	303,369
Interest income	43,172	-	1,243	44,415	42,244
Other income	2,521	-	-	2,521	78,820
Net assets released from restrictions (Note 8)	480,215	(480,215)	-	-	-
Total revenue and other support	4,599,520	104,410	11,243	4,715,173	5,593,469
Expense					
Program services					
Child First	1,251,480	-	-	1,251,480	2,130,189
The Incredible Years	1,315,777	-	-	1,315,777	1,714,985
Nurse-Family Partnership	926,677	-	-	926,677	987,685
Work Forrce	121,662	-	-	121,662	198,868
Total program	3,615,596	-	-	3,615,596	5,031,727
Supporting services					
Management and general	561,130	-	-	561,130	606,904
Fundraising	586,280	-	-	586,280	579,773
Total expense	4,763,006	-	-	4,763,006	6,218,404
Change in net assets	(163,486)	104,410	11,243	(47,833)	(624,935)
Net assets, beginning of year	1,522,464	283,375	27,021	1,832,860	2,457,795
Net assets, end of year	$1,358,978	$ 387,785	$ 38,264	$1,785,027	$1,832,860

The accompanying notes are an integral part of these financial statements

INVEST IN KIDS

STATEMENT OF FUNCTIONAL EXPENSES
FOR THE YEAR ENDED JUNE 30, 2025
(WITH COMPARATIVE TOTALS FOR 2024)

	2025								2024
	Program Services					Supporting Services			
	Child First	The Incredible Years	Nurse-Family Partnership	Forrce	Total Program	Management and General	Fund-raising	Total	Total
Salaries	$ 337,069	$ 711,530	$ 633,784	$ 85,453	$ 1,767,836	$ 375,422	$ 388,722	$ 2,531,980	$ 2,584,759
Grants to sites & client assistance	499,009	113,210	3,259	-	615,478	-	-	615,478	1,782,452
Professional fees	263,811	90,313	4,276	11,084	369,484	19,420	7,178	396,082	520,915
Employee benefits	40,407	89,281	88,972	10,241	228,901	39,084	51,565	319,550	337,838
Occupancy	28,801	78,539	62,018	4,970	174,328	26,310	45,284	245,922	127,038
Payroll taxes	25,491	55,283	49,785	6,110	136,669	28,306	28,370	193,345	198,804
Technology support	12,177	56,051	29,803	2,143	100,174	33,462	27,768	161,404	148,726
Program materials	1,415	51,947	-	-	53,362	-	-	53,362	161,147
Staff development and recruitment	4,183	12,863	10,052	892	27,990	9,898	7,395	45,283	44,322
Travel & meals	7,928	15,444	12,354	43	35,769	2,105	2,431	40,305	91,844
Program training	16,080	14,758	3,570	5	34,413	-	-	34,413	32,073
Insurance	2,604	8,932	7,591	183	19,310	2,630	2,595	24,535	17,333
Lobbying	7,500	7,500	7,500	-	22,500	-	-	22,500	39,999
Audit	-	-	-	-	-	18,755	-	18,755	17,870
Dues & subscriptions	1,023	2,149	4,914	71	8,157	1,329	4,545	14,031	11,311
Supplies	680	2,308	1,497	76	4,561	1,812	1,282	7,655	26,340
Printing & postage	563	621	731	9	1,924	134	3,336	5,394	12,052
Advertising	301	662	3,631	-	4,594	-	796	5,390	4,404
Donor stewardship	-	-	-	-	-	-	4,036	4,036	1,835
All other	2,130	1,209	2,226	346	5,911	1,952	10,466	18,329	16,186
	1,251,172	1,312,600	925,963	121,626	3,611,361	560,619	585,769	4,757,749	6,177,248
Depreciation	308	3,177	714	36	4,235	511	511	5,257	41,156
Total	$ 1,251,480	$ 1,315,777	$ 926,677	$ 121,662	$ 3,615,596	$ 561,130	$ 586,280	$ 4,763,006	$ 6,218,404

The accompanying notes are an integral part of these financial statements

INVEST IN KIDS

STATEMENT OF CASH FLOWS
FOR THE YEAR ENDED JUNE 30, 2025
(WITH COMPARATIVE TOTALS FOR 2024)

	2025	2024
Cash flows from operating activities		
Change in net assets	$ (47,833)	$ (624,935)
Adjustments to reconcile change in net assets to net cash provided by operating activities		
Depreciation	5,257	41,156
Right-of-use amortization	79,407	39,525
Changes in operating assets and liabilities		
(Increase)decrease in contracts receivable	65,421	214,595
(Increase)decrease in grants receivable	(80,894)	60,894
(Increase)decrease in prepaid expenses	(666)	(22,486)
(Increase)decrease in pledges receivable	(3,000)	50,000
Increase(decrease) in accounts payable	(137,678)	168,071
Increase(decrease) in payroll accruals	(13,079)	(4,172)
Increase(decrease) in office lease liaibility	(52,758)	24,216
Increase(decrease) in deferred rent	-	(4,307)
Net cash provided(used) by operating activities	(185,823)	(57,443)
Cash flows from investing activities		
(Purchase) of fixed assets	-	(27,796)
Maturity of cerificates of deposit	-	213,973
(Additions) to endowment	(10,000)	(25,000)
(Reinvestment) of endowment earnings	(1,242)	(2,021)
(Reinvestment) of earnings	(9,564)	(5,331)
Net cash provided(used) by investing activities	(20,806)	153,825
Net increase(decrease) in cash and cash equivalents	(206,629)	96,382
Cash and cash equivalents, beginning of year	1,252,973	1,156,591
Cash and cash equivalents, end of year	$ 1,046,344	$ 1,252,973

The accompanying notes are an integral part of these financial statements

NOTE 1 - NATURE OF ACTIVITIES

Invest in Kids (the Organization) is a nonprofit organization that works alongside Colorado communities to adopt, implement, and successfully scale proven programs that have the greatest long-term impact on young children and families experiencing economic inequalities. Invest in Kids supports the following programs:

Nurse-Family Partnership® (NFP) is an evidence-based, community health nursing program that provides home visiting services. Starting early in pregnancy, registered nurses partner with a family to support and educate them on healthy prenatal practices, child health, and developmental milestones. The program's effectiveness comes from its extended duration of over two years, voluntary enrollment, and a strengths-based approach that encourages families to envision and pursue a stable future.

NFP partners with first-time parents who are facing significant adversity and systemic barriers to ensure their health and well-being. Registered nurses provide holistic and preventative care during pregnancy, postpartum, infancy, and early childhood until the child turns two. NFP supported children and their families in all 64 counties in Colorado. During the 2024-2025 program year, Nurse-Family Partnership® served 3,618 children and 4,209 parents and caregivers. Significant outcomes include:

- 90% of babies are born full term
- 94% of clients initiate breastfeeding
- 57% of clients 18 and older at intake were working at program completion

Child First® (CF) is an evidence-based, two-generation program offering intensive, in-home mental health and developmental support to families with young children. Using a paired-team approach, a Mental Health Clinician and a Family Support Partner, CF helps families heal from trauma, strengthen caregiver-child relationships, and reduce chronic stress through therapeutic intervention and resource connection.

CF supports families with children ages 0–5 who face significant emotional, behavioral, or developmental challenges, and caregivers dealing with mental health issues, substance use, violence, housing instability, or incarceration. CF supported children and their families in 24 counties in Colorado. During the 2024-2025 program year, Child First® served 209 children and 235 parents and caregivers. Significant outcomes include:

- 81% of children and families met their treatment goals
- 78% of children saw an improvement in their social skills
- 74% of caregivers saw an improvement in their trauma symptoms

The Incredible Years® (IY) is a suite of three evidence-based prevention programs designed to strengthen the social-emotional development, academic skills, and behavioral outcomes of young children. Through collaborative engagement with educators and caregivers, IY fosters positive discipline and nurturing relationships in early learning environments. Its goal is to promote school success, reduce challenging behaviors, and enhance emotional well-being through structured, supportive interactions.

NOTE 1 - NATURE OF ACTIVITIES – (Continued)

IY serves young children through weekly, interactive classroom-based lessons; supports caregivers through group-based coaching and training; and empowers educators through professional development focused on effective classroom strategies and emotional support. IY supported children and their families in 18 counties in Colorado. During the 2024-2025 program year, The Incredible Years® served 5,313 children and 312 parents and caregivers. Significant outcomes include:

- IY supported children and their families in 18 counties across Colorado.
- Dinosaur School and Teacher Classroom Management (TCM) students' social competence, including emotion regulation, prosocial communication, and academic skills
- Parents' use of appropriate discipline, clear expectations, and positive parenting
- TCM Teachers' classroom management strategies for positive management, incentives and social-emotional learning supports

invest in play® (iiP) is an international nonprofit organization that supports children and caregivers with evidence-based strategies based on over 60 years of psychological research. Its approach blends practical and compassionate strategies rooted in play. IIK is partnering with iiP to pilot its parenting program for the first time in the U.S. to ensure culturally responsive implementation. The curriculum uses simple, repeatable strategies to help caregivers develop strong foundations that last beyond program participation.

The iiP Parent Program is designed for caregivers with young children. This U.S. pilot is centered in Colorado and is tailored for cultural relevance, including translated materials in English and Spanish. It aims to support diverse families with engaging, accessible content. iiP supported children and their families in 2 counties in Colorado. During the 2024-2025 program year, invest in Play® served 36 parents and caregivers. Significant outcomes include:

- The iiP parent program saw statistically significant gains in parents' use of clear expectations and positive parenting.
- Parents in the program demonstrated statistically significant improvements in both harsh and inconsistent discipline practices.

Finding Opportunities in Recruitment and Retention for Colorado Experts (FORRCE) Invest in Kids has made significant progress on its FORRCE Initiative, leading over 30 strategic activities to enhance statewide collaboration, policy engagement, and workforce pipeline solutions for our evidence-based workforce. These efforts directly support statewide opportunities to advance Colorado's workforce and promote employment for Child First and Nurse-Family Partnership programs.

Key highlights:

- Strategic Partnerships: IIK engaged with over 10 community partners to explore workforce funding models, higher education pathways, and statewide opportunities to advance Colorado's evidence-based workforce.

- Systems-Level Field Engagement: Supported the Home Visit Investment Task Force in exploring apprenticeship opportunities for home visitors and contributed to the Elevating and Strengthening Colorado's Infant and Early Childhood Mental Health Ecosystem: Strategic Plan 2025–2030.

The Organization is funded primarily by government grants, foundation awards, contributions, and fundraising events.

NOTE 2 - SUMMARY OF SIGNIFICANT ACCOUNTING POLICIES AND PROCEDURES

1. Basis of Accounting

   The financial statements of the Organization have been prepared on the accrual basis of accounting and accordingly reflect all significant receivables, payables, and other liabilities.

2. Basis of Presentation

   The financial statements of the Organization, have been prepared in accordance with U.S. generally accepted accounting principles, which require the Organization to report information regarding its financial position and activities according to the following net asset classifications:

   Net assets without donor restrictions: Net assets that are not subject to donor-imposed restrictions and may be expended for any purpose in performing the primary objectives of the organization. These net assets may be used at the discretion of the Organization's management and the board of directors.

   Net assets with donor restrictions: Net assets subject to stipulations imposed by donors, and grantors. Some donor restrictions are temporary in nature; those restrictions will be met by actions of the Organization or by the passage of time. Other donor restrictions are perpetual in nature, whereby the donor has stipulated the funds be maintained in perpetuity.

   Donor restricted contributions are reported as increases in net assets with donor restrictions. When a restriction expires, net assets are reclassified from net assets with donor restrictions to net assets without donor restrictions in the statements of activities. Contributions of property and equipment or cash restricted to acquisition of property and equipment are reported as net assets with donor restrictions if the donor has restricted the use of the property or equipment to a particular program. These restrictions expire when the assets are placed in service.

3. Cash and Cash Equivalents

   The Organization considers all unrestricted highly liquid investments with an initial maturity of three months or less to be cash equivalents

4. Investments – short term

   Short-term investments consist of certificates of deposits, which are stated at their fair value. There are various terms through August 2025. Interest earned on certificates of deposits was $5,332 for the year.

5. Capitalization and Depreciation

   The Organization follows the practice of capitalizing all expenditures for property and equipment in excess of $2,500. The fair value of donated assets is similarly capitalized. Depreciation of property and equipment is provided over the estimated useful lives of the respective assets on a straight-line basis.

6. Revenue and Revenue Recognition

   The Organization recognizes contributions when cash, securities or other assets; an unconditional promise to give; or a notification of a beneficial interest is received; conditional promises to give with a measurable performance barrier and a right of return are not recognized until the conditions on which they depend have been met.

NOTE 2 - SUMMARY OF SIGNIFICANT ACCOUNTING POLICIES AND PROCEDURES – (Continued)

7. Estimates

The preparation of financial statements in conformity with generally accepted accounting principles requires management to make estimates and assumptions that affect certain reported amounts and disclosures. Accordingly, actual results could differ from those estimates.

8. Income Taxes

The Organization has received an Internal Revenue Service exemption from federal income taxes under Section 501(c)(3). Accordingly, no provision or liability for income taxes has been provided in the accompanying financial statements.

9. Functional Reporting of Expenses

The financial statements report certain categories of expenses that are attributed to more than one program or supporting function. Therefore, expenses require allocation on a reasonable basis that is consistently applied. These shared expenses include rent and facilities depreciation, professional fees, information technology, insurance and office costs, such as supplies, copier usage and postage, are allocated based on personnel count. Advocacy is allocated based on expected benefit received. The President and CEO is allocated based upon the estimates of time and effort.

10. Fair Value Measurements

The Organization follows the provisions of the *Fair Value Measurements and Disclosures* Topic of FASB ASC, which require use of a fair value hierarchy that prioritizes the inputs to valuation techniques used to measure fair value into three levels: quoted market prices in active markets for identical assets and liabilities (Level l); inputs other than quoted market prices that are observable for the asset or liability, either directly or indirectly (Level 2); and unobservable inputs for the asset or liability (Level 3).

11. Leases

The Organization determines if an arrangement is or contains a lease at inception and whether it will be classified as an operating or finance lease based upon the accounting criteria. Leases are included in right-of-use (ROU) assets and lease liabilities in the statement of financial position. ROU assets and lease liabilities reflect the present value of the future minimum lease payments over the lease term, and ROU assets also include prepaid or accrued rent. The Organization uses the rate implicit in the lease if it is determinable. When the rate implicit in the lease is not determinable, the Organization uses its incremental borrowing rate to determine the present value of the future lease payments. Operating lease expense is recognized on a straight-line basis over the lease term. The Organization applies the short-term lease exemption of not recognizing a ROU asset and lease liability for leases that have terms of 12 months or less. Instead, the lease payments of those leases are reported as lease expense on a straight-line basis over the lease term

12. Summarized Prior-Year Information

The financial statements include certain prior-year summarized comparative information in total but not by net asset class. Such information does not include sufficient detail to constitute a presentation in conformity with generally accepted accounting principles. Accordingly, such information should be read in conjunction with the Organization's financial statements for the year ended June 30, 2024, from which the summarized information was derived.

NOTE 2 - SUMMARY OF SIGNIFICANT ACCOUNTING POLICIES AND PROCEDURES – (Concluded)

13. Reclassifications

Certain accounts in the prior-period financial statements have been reclassified for comparative purposes to conform to the presentation in the current-year financial statements.

14. Subsequent Events

Management has evaluated subsequent events through October 21, 2025, the date the financial statements were available to be issued.

NOTE 3 - GRANT RECEIVABLE

Grant receivable is due from three funders. Amounts are expected to be received as follows:

Description	Amount
2025-2026	$ 145,000

NOTE 4 - BENEFICIAL INTEREST IN ASSETS HELD BY OTHERS

In 2023, the Organization established an endowment fund with the Rose Foundation to provide further support of the Organization. Endowment assets (Level 2) included donor restricted contributions, which must be held in perpetuity. Under the terms of the endowment, the Organization may receive distributions of up to 5% of the fund, but this year has chosen to reinvest the earnings with the Foundation. As of June 30, 2025, the fair value amount of the Organization's endowment recorded on the Foundation's books is $38,263.

The Organization follows the guidance of the Uniform Prudent Management of Institutional Funds Act (UPMIFA). The Organization has interpreted UPMIFA as requiring the preservation of the fair value of the original gift as of the gift date absent of explicit donor stipulations to the contrary. As a result of this interpretation, the Organization as net assets with donor restrictions (a) the original value of the gift donated (b) the original value of subsequent gifts donated (c) accumulations to the endowment made in accordance with the direction of the applicable donor gift instrument at the time of the accumulation is made to the fund. Fund activity for the year is summarized as follows:

Description	Amount
Balance, at the beginning of the year	$ 27,021
Additions	10,000
Change in realized and unrealized gains	1,242
Balance, at the end of the year	$ 38,263

NOTE 4 - BENEFICIAL INTEREST IN ASSETS HELD BY OTHERS – (Concluded)

The endowment consists of the following:

Description	Amount
Contributions to the fund	$ 35,000
Unappropriated earnings accumulated	3,263
Total	$ 38,263

NOTE 5 - OFFICE SPACE RIGHT-OF-USE AND LEASE OBLIGATION

The Organization negotiated a lease for office space in Denver, Colorado. In January 2024, a 91-month lease commences and provides for a seven-month rent abatement at the start of the lease.

The Organization recognized a right-of-use lease asset and corresponding lease liability of $735,077 for the office space as of January 2024, discounted using the Organization's incremental borrowing rate of 6.5%. At year-end, the remaining lease term for the operating lease is 6.1 years.

Future maturities of cash flows of the operating lease obligation are as follows:

Fiscal Year	Amount
2026	$ 112,292
2027	140,134
2028	145,489
2029	148,590
2030	151,691
2031	154,790
2032	12,921
Total payments remaining	865,907
Less: imputed interest	(159,372)
Net present value of remaining payments	$ 706,535

NOTE 6 - PROPERTY AND EQUIPMENT

Property and equipment consist of the following:

Description	Amount
Furniture and equipment	$ 27,796
Less: accumulated depreciation	(9,758)
Net property and equipment	$ 18,038

Depreciation expense for the year was $5,257.

NOTE 7 - DONOR RESTRICTED NET ASSETS

Donor restricted net assets are available for the following purposes:

Description	Amount
The Incredible Years	$ 183,699
FORRCE	142,209
Nurse-Family Partnership	37,783
Child First	15,000
Development	9,094
Total	$ 387,785

NOTE 8 - NET ASSETS RELEASED FROM RESTRICTIONS

During the year, net assets were released from donor restrictions by incurring expenses satisfying the restricted purposes:

Description	Amount
The Incredible Years	$ 248,186
FORRCE	184,599
Child First	25,200
Nurse-Family Partnership	22,230
Total	$ 480,215

NOTE 9 - RETIREMENT PLAN

The Organization has adopted a 401k plan. The plan covers employees the first day of the month following employment for those who choose to participate, are at least 21 years of age and work over 1,000 hours per year. The organization has a discretionary match of up to 3% of an employee's salary. Total company match for the current year was $72,841.

NOTE 10 - RELATED PARTIES

During the year, the Organization paid $84,247 in wages to a family member of the President & CEO who has been employed at the Organization since 2005. The family member does not directly report to the President & CEO. The board and management believe that this arrangement is in the best interest of the Organization and was evaluated in accordance with the Organization's conflict of interest policy.

NOTE 11 - CONCENTRATION OF CREDIT RISK

Cash and cash equivalents have been placed in a single financial institution. Amounts in excess of $250,000 are not insured by the FDIC or a related entity.

NOTE 12 - AVAILABILITY AND LIQUIDITY

The following reflects the Organization's financial assets as of June 30, 2025, reduced by amounts not available for general use within one year of the balance sheet date because of contractual or donor-imposed restrictions. Amounts not available include amounts designated by the governing board to be set aside that could be drawn upon if the governing board approves that action.

Financial Assets	Amount
Cash and short-term investments	$1,271,682
Contracts receivable	508,810
Grants receivable (Note 3)	145,000
Grants receivable (Note 3)	3,000
Financial assets, at fiscal year-end	$1,928,492
Less those unavailable for general expenditures within one year, due to:	
Board designated funds	(500,000)
Financial assets available within one year to meet cash needs for general expenditures within one year	$1,428,492

Government support is under cost reimbursement contracts billed each month, with receivables reflected as financial assets available for general expenditure. Receivables are typically collected within 45 days of invoicing. As part of the Organization's liquidity management, the Organization structures its financial assets to be available as its general expenditures, liabilities, and other obligations come due. In addition, the Organization invests cash in excess of daily requirements in short-term investments, including certificates of deposits. The fund established by the governing board may be drawn upon in the event of financial distress or an immediate liquidity need resulting from events outside the typical life cycle of converting financial assets to cash or settling financial liabilities.