

AFRICAN LEADERSHIP, INC.
FINANCIAL STATEMENTS AND
INDEPENDENT AUDITOR'S REPORT
DECEMBER 31, 2022 AND 2021

AFRICAN LEADERSHIP, INC.
Financial Statements
DECEMBER 31, 2022 AND 2021

Table of Contents

	<u>Page</u>
Independent Auditor's Report	1-2
<u>Financial Statements</u>	
Statements of Financial Position	3
Statements of Activities	4-5
Statements of Cash Flows	6
Statements of Functional Expenses	7-8
Notes to Financial Statements	9



CPA for the Not-For-Profit Sector

1009 Harding Trace Court Nashville, TN 37221
phone 615-673-7307 cell 615-479-4770 kim@thomasonfinancial.com

INDEPENDENT AUDITOR'S REPORT

To the Board of Directors
of African Leadership, Inc.
Franklin, Tennessee

Opinion

We have audited the accompanying statements of African Leadership, Inc. which comprise the statements of financial position as of December 31, 2022 and 2021, and the related statements of activities, cash flows and functional expenses 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 African Leadership, Inc. as of December 31, 2022 and 2021, 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 (GAAS). 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 African Leadership, Inc., 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, 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 African Leadership, Inc.'s 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 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, 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 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 the 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 African Leadership, Inc.'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 African Leadership, Inc.'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.

Thomason Financial Resources

March 13, 2023

AFRICAN LEADERSHIP, INC.
STATEMENTS OF FINANCIAL POSITION
DECEMBER 31, 2022 AND 2021

ASSETS	<u>2022</u>	<u>2021</u>
Cash and cash equivalents	\$ 234,707	\$ 399,887
Pledges receivable	153,400	23,577
Employee retention credit receivable	-	28,000
Inventory	55,499	-
Other assets	10,277	16,568
Total assets	<u>\$ 453,883</u>	<u>\$ 468,032</u>
LIABILITIES AND NET ASSETS		
Liabilities		
Accounts payable	<u>\$ 10,633</u>	<u>\$ 13,065</u>
Total liabilities	10,633	13,065
Net Assets		
Without donor restrictions	41,161	40,954
With donor restrictions	<u>402,089</u>	<u>414,013</u>
Total net assets	<u>443,250</u>	<u>454,967</u>
Total liabilities and net assets	<u>\$ 453,883</u>	<u>\$ 468,032</u>

The accompanying notes are an integral part of these financial statements

AFRICAN LEADERSHIP, INC.
STATEMENT OF ACTIVITIES
FOR THE YEAR ENDED DECEMBER 31, 2022

	<u>Without Donor Restrictions</u>	<u>With Donor Restrictions</u>	<u>Total</u>
Revenue			
Public support:			
Contributions	\$ 775,063	\$ 346,234	\$ 1,121,297
Event registrations and sales	8,695	24,485	33,180
Total public support	<u>783,758</u>	<u>370,719</u>	<u>1,154,477</u>
Other revenue:			
Other income	19,136	-	19,136
Interest income	792	-	792
Total other revenue	<u>19,928</u>	<u>-</u>	<u>19,928</u>
Net assets released from restrictions	382,643	(382,643)	-
Total public support and other revenue	<u>1,186,329</u>	<u>(11,924)</u>	<u>1,174,405</u>
Expenses			
Program services	830,595	-	830,595
Management and general	183,030	-	183,030
Fundraising	172,497	-	172,497
Total expenses	<u>1,186,122</u>	<u>-</u>	<u>1,186,122</u>
Change in net assets	207	(11,924)	(11,717)
Net assets at beginning of year	40,954	414,013	454,967
Net assets at end of year	<u>\$ 41,161</u>	<u>\$ 402,089</u>	<u>\$ 443,250</u>

The accompanying notes are an integral part of these financial statements

AFRICAN LEADERSHIP, INC.
STATEMENT OF ACTIVITIES
FOR THE YEAR ENDED DECEMBER 31, 2021

	<u>Without Donor Restrictions</u>	<u>With Donor Restrictions</u>	<u>Total</u>
Revenue			
Public support:			
Contributions	\$ 543,124	\$ 436,752	\$ 979,876
Federal grant Paycheck Protection Program	91,442	-	91,442
Event registrations and sales	41,603	-	41,603
Gain on disposal of fixed assets	3,589	-	3,589
Total public support	<u>679,758</u>	<u>436,752</u>	<u>1,116,510</u>
Other revenue:			
Other income	<u>4,817</u>	-	<u>4,817</u>
Total other revenue	4,817	-	4,817
Net assets released from restrictions	<u>425,783</u>	<u>(425,783)</u>	<u>-</u>
Total public support and other revenue	<u>1,110,358</u>	<u>10,969</u>	<u>1,121,327</u>
Expenses			
Program services	627,302		627,302
Management and general	186,873	-	186,873
Fundraising	151,351	-	151,351
Total expenses	<u>965,526</u>	<u>-</u>	<u>965,526</u>
Change in net assets	144,832	10,969	155,801
Net assets at beginning of year	(103,878)	403,044	299,166
Net assets at end of year	<u>\$ 40,954</u>	<u>\$ 414,013</u>	<u>\$ 454,967</u>

The accompanying notes are an integral part of these financial statements

AFRICAN LEADERSHIP, INC.
STATEMENTS OF CASH FLOWS
FOR THE YEARS ENDED DECEMBER 31, 2022 AND 2021

Cash Flows From Operating Activities:	<u>2022</u>	<u>2021</u>
Change in net assets	\$ (11,717)	\$ 155,801
Adjustments to reconcile change in net assets to net cash (used in) provided by operating activities:		
Changes in operating assets and liabilities:		
Pledges receivable	(129,823)	(13,091)
Employee retention credit receivable	28,000	(28,000)
Other assets	6,291	(13,618)
Inventory	(55,499)	-
Accounts payable	(2,432)	(10,242)
Net cash (used in) provided by operating activities	<u>(165,180)</u>	<u>90,850</u>
Cash Flows From Investing Activities:		
Proceeds from sale of investments	<u>-</u>	<u>11,612</u>
Net cash provided by investing activities	-	11,612
Net change in cash and cash equivalents	(165,180)	102,462
Cash and cash equivalents at beginning of year	399,887	297,425
Cash and cash equivalents at end of year	<u>\$ 234,707</u>	<u>\$ 399,887</u>

The accompanying notes are an integral part of these financial statements

AFRICAN LEADERSHIP, INC.
STATEMENT OF FUNCTIONAL EXPENSES
FOR THE YEAR DECEMBER 31, 2022

	Program Services									Supporting Services				
	DRC	Ethiopia	Kenya	Malawi	Rwanda	Sierra Leone	South Africa	South Sudan	Uganda	Program Administrative	Total Program Services	Management and General	Fundraising	Total
Payroll expenses	-	-	-	-	-	-	-	-	-	185,537	185,537	91,518	97,405	374,460
Operations	36,788	30,054	2,454	30,254	23,796	29,286	97,538	33,989	21,474	-	305,633	-	-	305,633
Professional fees	-	-	-	-	-	-	-	9,550	9,550	10,000	29,100	48,844	29,588	107,532
Bibles	20,750	19,008	-	-	6,800	-	-	-	-	-	46,558	-	-	46,558
New dawn education	-	36,000	-	-	-	-	-	-	-	-	36,000	-	-	36,000
Insurance	-	-	-	-	-	-	-	-	-	4,809	4,809	7,759	-	12,568
Memberships, dues and licenses	-	-	-	-	-	-	-	-	-	-	-	4,124	17,373	21,497
Curriculum	6,050	13,000	-	-	15,163	3,000	-	3,820	4,032	15,773	60,838	-	-	60,838
Rent	-	-	-	-	-	-	-	-	-	-	-	20,037	-	20,037
Action ministry	-	-	27,409	-	-	-	-	-	-	-	27,409	-	-	27,409
Nazareth - women at Risk	-	20,000	-	-	-	-	-	-	-	-	20,000	-	-	20,000
Bank and credit card charges	-	-	-	-	-	-	-	-	-	-	-	2,044	14,138	16,182
Advertising and marketing	-	-	-	-	-	-	-	-	-	7,189	7,189	-	1,593	8,782
Office supplies	-	-	-	-	-	-	-	-	-	-	-	359	-	359
Board development	-	-	-	-	-	-	-	-	2,919	865	3,784	281	-	4,065
Projects	-	-	-	-	-	3,000	-	-	5,600	-	8,600	-	-	8,600
Teacher development	-	5,000	-	-	-	-	-	11,867	9,045	-	25,912	-	-	25,912
GOMA flame of love	1,420	-	-	-	-	-	-	-	-	-	1,420	-	-	1,420
Postage & Shipping	-	-	-	-	-	-	-	-	-	-	-	52	1,524	1,576
Travel	9,069	7,079	7,079	7,079	7,080	7,080	7,080	9,180	7,080	-	67,806	6,828	368	75,002
Telephone	-	-	-	-	-	-	-	-	-	-	-	900	-	900
Events	-	-	-	-	-	-	-	-	-	-	-	-	9,993	9,993
Staff development	-	-	-	-	-	-	-	-	-	-	-	284	-	284
Other	-	-	-	-	-	-	-	-	-	-	-	-	515	515
Total Expenses	74,077	130,141	36,942	37,333	52,839	42,366	104,618	68,406	59,700	224,173	830,595	183,030	172,497	1,186,122
Current year's percentages	6.2%	11.0%	3.1%	3.1%	4.5%	3.6%	8.8%	5.8%	5.0%	18.9%	70.0%	15.4%	14.5%	100.0%

The accompanying notes are an integral part of these financial statements

AFRICAN LEADERSHIP, INC.
STATEMENT OF FUNCTIONAL EXPENSES
FOR THE YEAR DECEMBER 31, 2021

	Program Services									Supporting Services				
	DRC	Ethiopia	Malawi	Kenya	Rwanda	Sierra Leone	South Africa	South Sudan	Uganda	Program Administrative	Total Program Services	Management and General	Fundraising	Total
Payroll expenses	-	-	-	-	-	-	-	-	-	145,168	145,168	65,478	75,534	286,180
Operations	35,452	28,568	3,046	31,718	21,520	26,540	70,000	38,755	20,793	-	276,392	-	-	276,392
Professional fees	-	-	-	-	-	-	-	-	35	19,000	19,035	57,890	30,512	107,437
Bibles	26,723	15,105	-	3,125	-	-	-	-	-	-	44,953	-	-	44,953
New dawn education	-	36,000	-	-	-	-	-	-	-	-	36,000	-	-	36,000
Insurance	-	-	-	-	-	-	-	-	-	14,619	14,619	10,478	3,103	28,200
Memberships, dues and licenses	-	-	-	-	-	-	-	-	-	-	-	14,771	10,979	25,750
Curriculum	4,850	3,900	-	12,702	3,473	-	-	-	594	-	25,519	-	-	25,519
Rent	-	-	-	-	-	-	-	-	-	-	-	21,759	-	21,759
Action ministry	-	-	21,954	-	-	-	-	-	-	-	21,954	-	-	21,954
Nazareth - women at Risk	-	20,000	-	-	-	-	-	-	-	-	20,000	-	-	20,000
Bank and credit card charges	-	-	-	-	-	-	-	-	-	-	-	3,172	13,457	16,629
Advertising and marketing	-	-	-	-	-	-	-	-	-	-	-	65	13,303	13,368
Office supplies	-	-	-	-	-	-	-	-	-	-	-	8,013	2,820	10,833
Board development	-	-	-	-	-	-	-	10,015	-	-	10,015	-	-	10,015
Projects	3,180	-	-	-	1,000	-	-	-	1,500	-	5,680	-	-	5,680
Teacher development	-	5,000	-	-	-	-	-	-	-	-	5,000	-	-	5,000
GOMA flame of love	2,900	-	-	-	-	-	-	-	-	-	2,900	-	-	2,900
Postage & Shipping	-	-	-	-	-	-	-	-	-	-	-	1,989	-	1,989
Travel	-	-	-	-	-	-	-	-	-	21	21	1,206	368	1,595
Telephone	-	-	-	-	-	-	-	-	-	-	-	1,496	-	1,496
Events	-	-	-	-	-	-	-	-	-	46	46	-	1,235	1,281
Staff development	-	-	-	-	-	-	-	-	-	-	-	410	-	410
Other	-	-	-	-	-	-	-	-	-	-	-	146	40	186
Total Expenses	73,105	108,573	25,000	47,545	25,993	26,540	70,000	48,770	22,922	178,854	627,302	186,873	151,351	965,526
Current year's percentages	7.6%	11.2%	2.6%	4.9%	2.7%	2.7%	7.2%	5.1%	2.4%	18.5%	65.0%	19.4%	15.7%	100.0%

The accompanying notes are an integral part of these financial statements

AFRICAN LEADERSHIP, INC.
Notes to Financial Statements
December 31, 2022 and 2021

NOTE 1 – SUMMARY OF SIGNIFICANT ACCOUNTING POLICIES

Nature of Activities

African Leadership, Inc. (the “Organization”) is a not-for-profit organization located in Nashville, Tennessee. The Organization’s purpose is to enable Africa’s leaders to cultivate and equip the next generation to lead and build thriving communities so that the beauty, transformation, and hope of the Gospel can be seen and experienced by those involved. This is accomplished by providing local leaders with a two-year education designed to prepare leaders spiritually, emotionally, and physically for the range of complex issues they will face as the African church body.

Basis of Presentation

The accompanying financial statements have been prepared on the accrual basis of accounting in accordance with generally accepted accounting principles. Net assets and revenues, expenses, gains, and losses are classified based on the existence or absence of donor-imposed restrictions. Accordingly, net assets and changes therein are classified and reported as follows:

Net assets without donor restrictions – Net assets without donor restrictions are resources available to support operations. The only limits on the use of these net assets are the broad limits resulting for the nature of the organization, the environment in which it operates, the purposes specified in its corporate documents and its application for tax-exempt status, and any limits resulting from contractual agreements with creditors and others that are entered into in the course of its operations.

Net assets with donor restrictions – Net assets with donor restrictions are resources that are restricted by a donor for use for a particular purpose or in a particular future period. Some donor-imposed restrictions are temporary in nature, and the restriction will expire when the resources are used in accordance with the donor’s instructions or when the stipulated time has passed. Other donor-imposed restrictions are perpetual in nature; the organization must continue to use the resources in accordance with the donor’s instructions.

Restrictions that are fulfilled in the same accounting period in which the contributions are received are reported in the statement of activities as net assets without donor restrictions. When a restriction expires in a period after the contributions are received, net assets with donor restrictions are reclassified to net assets without donor restrictions and reported in the statement of activities as net assets released from restrictions.

AFRICAN LEADERSHIP, INC.
Notes to Financial Statements
December 31, 2022 and 2021

NOTE 1 – SUMMARY OF SIGNIFICANT ACCOUNTING POLICIES - continued

Basis of Presentation-continued

The amount for each of these classes of net assets is displayed in the statement of financial position and the amount of change in each class of net assets is displayed in the statement of activities.

Cash and Cash Equivalents

For purposes of the Statements of Cash Flows, the Organization considers all cash funds, cash bank accounts and highly liquid debt instruments, with an original maturity when purchased of three months or less, to be cash and cash equivalents.

Pledges Receivable

Pledges receivable are unconditional promises to give that are recognized as contributions when the promise is received. Pledges receivable expected to be collected in less than one year are reported at net realizable value. All pledges are expected to be fully collectible at year-end. Accordingly, no allowance for doubtful accounts has been recorded.

Support and Revenue Recognition

Contributions: Contributions are recognized when cash, securities or other assets, an unconditional promise to give, or a notification of a beneficial interest are received. Conditional promises to give, including those with a measurable performance or other barrier and a right of return, are not recognized until the conditions on which they depend have been met. Contributions that are restricted by the donor are reported as increases in temporarily or permanently restricted net assets depending on the nature of the restrictions. When a restriction expires, temporarily restricted net assets are reclassified to unrestricted net assets.

Event Registration and Sales: Revenues from events are recognized as those events occur. Amounts received prior to the event occurring is recorded as deferred revenue.

Use of 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.

AFRICAN LEADERSHIP, INC.
Notes to Financial Statements
December 31, 2022 and 2021

NOTE 1 – SUMMARY OF SIGNIFICANT ACCOUNTING POLICIES - continued

Advertising and Marketing Costs

Advertising and marketing costs are charged to expenses as incurred. Advertising and marketing expense totaled \$8,782 and \$13,368 for the years ended December 31, 2022 and 2021, respectively.

Income Taxes

The Organization is a nonprofit organization exempt from income taxes under Section 501 (c) (3) of the Internal Revenue Code (IRC), though it would be subject to tax on income unrelated to its exempt purpose (unless that income is otherwise excluded by the IRC). Contributions to the organization are tax deductible to donors under Section 170 of the IRC. The Organization is not classified as a private foundation.

Expense Recognition and Allocation

The costs of providing program services and supporting services have been summarized on a functional basis in the statement of activities and in the statement of functional expenses. Expenses that can be identified with a specific program or support service are charged directly to that program or support service. Costs common to multiple functions have been allocated among the various functions benefited using a reasonable allocation method that is consistently applied, as follows:

- Salaries and wages, benefits, and payroll taxes are allocated based on activity reports prepared by key personnel.

Management and general expenses include those costs that are not directly identifiable with any specific program, but which provide for the overall support and direction of the organization. Fundraising costs are expensed as incurred, even though they may result in contributions received in future years. The organization generally does not conduct its fundraising activities in conjunction with its other activities. In the few cases in which it does, such as when the website is updated with requests for contributions, joint costs have been allocated between fundraising and management and general expenses in accordance with standards for accounting for costs of activities that include fundraising.

Inventory

Inventory is valued at the lower of cost (average cost method) or market. Inventory items are recorded as expenditures when used. Such inventory consists of educational materials purchased for use in its program.

AFRICAN LEADERSHIP, INC.
Notes to Financial Statements
December 31, 2022 and 2021

NOTE 1 – SUMMARY OF SIGNIFICANT ACCOUNTING POLICIES - continued

Accounting Pronouncement

On January 1, 2022, the Organization adopted Financial Accounting Standards Board issued Accounting Standards Update 2016-02, Leases (Topic 842). The standard requires all leases with lease terms over 12 months to be capitalized as a right-of-use asset and lease liability on the statement of financial position at the date of lease commencement. Leases will be classified as either finance or operating. This distinction will be relevant for the pattern of expense recognition in the statement of activities. The Organization has no leases with lease terms over 12 months as of December 31, 2022.

NOTE 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 statement of financial position, comprise the following as of December 31:

	<u>2022</u>	<u>2021</u>
Financial assets at year-end:		
Cash and cash equivalents	\$234,707	\$399,887
Pledges receivable	153,400	23,577
Inventory	55,499	
Employee retention credit receivable	<u>-</u>	<u>28,000</u>
Total financial assets	443,606	451,464
Less amounts not available to be used within one year		
Donor-restricted funds	<u>402,089</u>	<u>414,013</u>
Financial assets to meet cash needs for General expenditures within one year	<u>\$ 41,517</u>	<u>\$ 37,451</u>

The Organization has a goal to maintain financial assets, which consist of cash on hand to meet one year of normal operating expenses. The Organization also has a policy to structure its financial assets to be available as its general expenditures, liabilities, and any other obligations come due.

AFRICAN LEADERSHIP, INC.
Notes to Financial Statements
December 31, 2022 and 2021

NOTE 3 – RELATED PARTY TRANSACTIONS

The Organization receives contributions from a local sponsoring organization, of which the President sits on the sponsoring organization's board of directors. A total of \$105,000 and \$114,000, was received for years ending December 31, 2022 and 2021, respectively.

NOTE 4 – NET ASSETS WITH DONOR RESTRICTIONS

Net assets with donor restrictions are restricted for the following purposes at December 31:

	<u>2022</u>	<u>2021</u>
African country programs	\$ 291,157	\$ 265,797
Ugandan pastor training & development	61,715	95,850
Special projects	19,120	49,720
Events and partnerships	<u>30,097</u>	<u>2,646</u>
	<u>\$ 402,089</u>	<u>\$ 414,013</u>

NOTE 5 – FEDERAL GRANT PAYCHECK PROTECTION PROGRAM REVENUE

During the year ended December 31, 2021, the Organization received a Paycheck Protection Program loan ("PPP") in the amount of \$91,442. The PPP loan was granted by the Small Business Administration ("SBA") under the Coronavirus Aid, Relief, and Economic Security Act ("CARES Act"). PPP loans are considered conditional contributions under Accounting Standards Codification ("ASC") 958-605, Not For Profit Entities – Revenue Recognition. The barriers under this loan included the requirement to maintain employee headcount, spend up to 60% of the loan proceeds on certain payroll and employee benefits, and restrict other loan proceeds to be used for other qualifying expenses such as mortgage, interest, rent, and utilities. The Organization recognized grant revenue for the full amount of \$91,442 for the year ended December 31, 2021, because the Organization received SBA notification of the loan's forgiveness prior to the year then ended.

AFRICAN LEADERSHIP, INC.
Notes to Financial Statements
December 31, 2022 and 2021

NOTE 6 – EMPLOYEE RETENTION CREDIT

The CARES Act contains the Employee Retention Credit (“ERC”), a refundable payroll tax credit available to employers that have experienced hardship in their operations due to the COVID-19 outbreak. The Organization qualified for \$28,000 of ERC for various quarters during the year ended December 31, 2021. The Organization selected ASC 958-605 as the applicable standard for accounting for ERC and, as such, recognized the ERC when the qualifying wages were incurred. At December 31, 2021, a receivable of \$28,000 for ERC was outstanding in the accompanying statement of financial position and the corresponding amount reduced payroll expenses on the statement of functional expenses for the year then ended. The \$28,000 was collected during the year ended December 31, 2022.

NOTE 7 – RETIREMENT PLAN

The Organization has adopted a defined contribution 403 (b) retirement plan for all eligible employees who have elected salary deferral. The amount charged to Organization retirement benefits expense and contributed to this plan for the years ended December 31, 2022 and 2021 was \$10,067 and \$9,111, respectively.

NOTE 8 – CONCENTRATION OF RISK

Amounts held in a financial institution occasionally are in excess of the Federal Deposit Insurance Corporation limit. The organization deposits its cash with a high-quality financial institution, and management believes the organization is not exposed to significant credit risk on those amounts

NOTE 9 – SUBSEQUENT EVENTS

The Organization evaluated subsequent events through March 13, 2023, the issuance of the Organization’s financial statements.