

BIG BROTHERS BIG SISTERS OF THE MIDLANDS
FINANCIAL STATEMENTS
AND
INDEPENDENT AUDITORS' REPORT
YEARS ENDED DECEMBER 31, 2022 AND 2021



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INDEPENDENT AUDITORS' REPORT

To the Board of Directors
Big Brothers Big Sisters of the Midlands
Omaha, Nebraska

Opinion

We have audited the financial statements of Big Brothers Big Sisters of the Midlands (the Organization), a Nebraska non-profit corporation, which comprise the statements of financial position as of December 31, 2022 and 2021, and the related statements of activities and changes in net assets, functional expenses, and cash flows for the years then ended, and the related notes to the financial statements.

In our opinion, the Organization financial statements present fairly, in all material respects, the financial position of the Organization 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 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.

Emphasis of Matter

As discussed in Notes A and H to the financial statements, the Organization adopted Financial Accounting Standards Board (FASB) issued Accounting Standards Codification (ASC) Topic 842, *Leases*. Our opinion is not modified with respect to this matter.

Responsibilities of Management of 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.

INDEPENDENT AUDITORS' REPORT (Continued)

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.

Auditor's Responsibilities for the Audits 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 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 audits.
- 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 finding, and certain internal control-related matters that we identified during the audit.

Bland + Associates, P.C.

Omaha, Nebraska
May 30, 2023

**BIG BROTHERS BIG SISTERS OF THE MIDLANDS
STATEMENTS OF FINANCIAL POSITION**

ASSETS	December 31,	
	2022	2021
CURRENT ASSETS		
Cash and Cash Equivalents	\$ 4,089,188	\$ 1,489,965
Unconditional Promises to Give	459,635	440,450
Employee Retention Credit Receivable	104,872	104,872
Prepaid Expenses	29,649	27,362
Total Current Assets	4,683,344	2,062,649
PROPERTY AND EQUIPMENT		
Office Equipment	10,584	44,997
Computers and Software	-	16,198
Leasehold Improvements	144,804	-
	155,388	61,195
Less Accumulated Depreciation	(32,673)	(58,986)
Total Property and Equipment	122,715	2,209
OTHER ASSETS		
Unconditional Promises to Give, Less Current Portion	35,000	255,000
Beneficial Interest in Assets Held by Omaha Community Foundation	13,405	15,988
Operating Lease Right-of-Use Asset	57,176	-
Finance Lease Right-of-Use Asset, Less Accumulated Amortization of \$5,999 and \$0, Respectively	33,993	-
Total Other Assets	139,574	270,988
	\$ 4,945,633	\$ 2,335,846
LIABILITIES AND NET ASSETS		
	2022	2021
CURRENT LIABILITIES		
Accounts Payable	\$ 5,574	\$ 24,814
Accrued Vacation	109,425	88,625
Accrued Wages	66,562	50,836
Current Portion of Operating Lease Liability	29,370	-
Current Portion of Finance Lease Liability	7,861	-
Total Current Liabilities	218,792	164,275
LONG-TERM LIABILITIES		
Operating Lease Liability, Less Current Portion	31,413	-
Finance Lease Liability, Less Current Portion	26,305	-
Total Long-Term Liabilities	57,718	-
Total Liabilities	276,510	164,275
COMMITMENTS AND CONTINGENCIES		
	-	-
NET ASSETS		
Without Donor Restrictions:		
Undesignated	4,163,488	1,465,121
Total Without Donor Restrictions	4,163,488	1,465,121
With Donor Restrictions:		
Perpetual in Nature	11,000	11,000
Time Restricted for Future Periods	494,635	695,450
Total With Donor Restrictions	505,635	706,450
Total Net Assets	4,669,123	2,171,571
	\$ 4,945,633	\$ 2,335,846

The accompanying notes to financial statements
are an integral part of these statements

**BIG BROTHERS BIG SISTERS OF THE MIDLANDS
STATEMENTS OF ACTIVITIES AND CHANGES IN NET ASSETS**

	Years Ended December 31,					
	2022			2021		
	Without Donor Restrictions	With Donor Restrictions	Total	Without Donor Restrictions	With Donor Restrictions	Total
OPERATING REVENUES AND SUPPORT						
Contributions	\$ 3,937,397	\$ 28,800	\$ 3,966,197	\$ 806,437	\$ 140,450	\$ 946,887
Employee Retention Credit Grant Revenue	-	-	-	104,872	-	104,872
United Way of the Midlands	80,481	70,000	150,481	69,050	60,000	129,050
Grants	676,287	135,000	811,287	777,670	495,000	1,272,670
Special Events	213,376	-	213,376	192,167	-	192,167
In-Kind Contributions	37,794	-	37,794	39,342	-	39,342
Investment Revenue	11,708	-	11,708	2,660	-	2,660
Paycheck Protection Program Grant Revenue	-	-	-	287,868	-	287,868
Miscellaneous Income	2,554	-	2,554	1,957	-	1,957
Loss on Disposal of Property and Equipment	(92)	-	(92)	-	-	-
Net Assets Released from Restriction- Timing Restrictions	434,615	(434,615)	-	299,882	(299,882)	-
Total Operating Revenues and Support	5,394,120	(200,815)	5,193,305	2,581,905	395,568	2,977,473
OPERATING EXPENSES						
Program Services	2,128,824	-	2,128,824	1,779,990	-	1,779,990
Management and General	163,645	-	163,645	175,059	-	175,059
Fundraising	403,284	-	403,284	317,746	-	317,746
Total Operating Expenses	2,695,753	-	2,695,753	2,272,795	-	2,272,795
CHANGES IN NET ASSETS	2,698,367	(200,815)	2,497,552	309,110	395,568	704,678
NET ASSETS - BEGINNING OF YEAR	1,465,121	706,450	2,171,571	1,156,011	310,882	1,466,893
NET ASSETS - END OF YEAR	<u>\$ 4,163,488</u>	<u>\$ 505,635</u>	<u>\$ 4,669,123</u>	<u>\$ 1,465,121</u>	<u>\$ 706,450</u>	<u>\$ 2,171,571</u>

The accompanying notes to financial statements
are an integral part of these statements

BIG BROTHERS BIG SISTERS OF THE MIDLANDS
STATEMENT OF FUNCTIONAL EXPENSES
For the Year Ended December 31, 2022

	Program Services	Management and General	Fundraising	Total
Salaries	\$ 1,324,911	\$ 113,391	\$ 220,010	\$ 1,658,312
Benefits	196,552	15,462	28,760	240,774
Taxes and Withholdings	100,829	7,404	14,807	123,040
Total Salaries and Related Expenses	<u>1,622,292</u>	<u>136,257</u>	<u>263,577</u>	<u>2,022,126</u>
Professional Fees	97,405	8,771	17,196	123,372
Supplies	80,025	4,374	13,617	98,016
Occupancy	62,038	4,831	8,781	75,650
Fund Development	-	-	68,114	68,114
Insurance	39,802	2,912	5,825	48,539
Recruitment	40,845	-	-	40,845
In-Kind Donations	37,794	-	-	37,794
Program Services	32,047	-	-	32,047
Depreciation and Amortization	24,764	1,812	3,624	30,200
Membership Dues/Fees	28,360	200	335	28,895
Travel	19,762	698	752	21,212
Telecommunications	12,345	763	4,543	17,651
Bank Charges and Fees	-	97	13,689	13,786
Conference/Meetings	7,589	521	890	9,000
Other (Miscellaneous)	6,324	1,297	777	8,398
Background Checks	8,109	-	-	8,109
Equipment Rental and Maintenance	5,134	434	743	6,311
Postage, Delivery, Printing and Publication	4,189	294	821	5,304
Interest	-	384	-	384
TOTAL FUNCTIONAL EXPENSES	<u>\$ 2,128,824</u>	<u>\$ 163,645</u>	<u>\$ 403,284</u>	<u>\$ 2,695,753</u>

The accompanying notes to financial statements
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BIG BROTHERS BIG SISTERS OF THE MIDLANDS
STATEMENT OF FUNCTIONAL EXPENSES (Continued)
For the Year Ended December 31, 2021

	Program Services	Management and General	Fundraising	Total
Salaries	\$ 1,142,115	\$ 102,892	\$ 175,291	\$ 1,420,298
Benefits	161,152	13,247	23,405	197,804
Taxes and Withholdings	88,639	6,485	12,970	108,094
Total Salaries and Related Expenses	<u>1,391,906</u>	<u>122,624</u>	<u>211,666</u>	<u>1,726,196</u>
Professional Fees	68,690	15,439	11,917	96,046
Occupancy	60,603	22,805	8,326	91,734
Recruitment	57,758	31	343	58,132
Supplies	35,820	6,530	9,540	51,890
Fund Development	-	-	48,622	48,622
Insurance	36,306	2,656	5,313	44,275
In-Kind Donations	39,342	-	-	39,342
Membership Dues/Fees	27,445	1,060	670	29,175
Program Services	25,372	-	-	25,372
Equipment Rental and Maintenance	10,589	775	1,550	12,914
Telecommunications	6,804	718	4,216	11,738
Bank Charges and Fees	-	-	10,507	10,507
Conference/Meetings	3,778	360	4,374	8,512
Other (Miscellaneous)	6,791	1,232	7	8,030
Travel	3,828	73	16	3,917
Postage, Delivery, Printing and Publication	2,802	622	410	3,834
Depreciation	1,835	134	269	2,238
Background Checks	321	-	-	321
TOTAL FUNCTIONAL EXPENSES	<u>\$ 1,779,990</u>	<u>\$ 175,059</u>	<u>\$ 317,746</u>	<u>\$ 2,272,795</u>

The accompanying notes to financial statements
are an integral part of these statements

**BIG BROTHERS BIG SISTERS OF THE MIDLANDS
STATEMENTS OF CASH FLOWS**

	Years Ended December 31,	
	2022	2021
CASH FLOWS FROM OPERATING ACTIVITIES		
Changes in Net Assets	\$ 2,497,552	\$ 704,678
Adjustments to Reconcile Changes in Net Assets to Net Cash Provided By Operating Activities		
Depreciation and Amortization	30,200	2,238
Unrealized Loss (Gain) on Beneficial Interest on Assets Held by Omaha Community Foundation	2,583	(1,282)
Loss on Disposal of Property and Equipment	92	-
(Increase) Decrease in Assets:		
Unconditional Promises to Give	200,815	(395,568)
Employee Retention Credit Receivable	-	(104,872)
Prepaid Expenses	(2,287)	(2,121)
Increase (Decrease) in Liabilities:		
Accounts Payable	(19,240)	21,340
Accrued Vacation	20,800	(9,539)
Accrued Wages	15,726	2,187
Operating Lease Liability	3,607	-
Net Cash Provided By Operating Activities	<u>2,749,848</u>	<u>217,061</u>
CASH FLOWS FROM INVESTING ACTIVITIES		
Purchase of Property and Equipment	(144,799)	-
Net Cash Used In Investing Activities	<u>(144,799)</u>	<u>-</u>
CASH FLOWS FROM FINANCING ACTIVITIES		
Principal Payments on Finance Lease Liabilities	(5,826)	-
Net Cash Used In Financing Activities	<u>(5,826)</u>	<u>-</u>
Net Increase in Cash and Cash Equivalents	2,599,223	217,061
CASH AND CASH EQUIVALENTS - BEGINNING OF YEAR	<u>1,489,965</u>	<u>1,272,904</u>
CASH AND CASH EQUIVALENTS - END OF YEAR	<u>\$ 4,089,188</u>	<u>\$ 1,489,965</u>
SUPPLEMENTAL DISCLOSURE OF NONCASH ACTIVITIES		
Operating Lease Right-of-Use Asset Obtained in Exchange for Operating Lease Liability	<u>\$ 83,838</u>	<u>\$ -</u>
Finance Lease Right-of-Use Asset Obtained in Exchange for Finance Lease Liability	<u>\$ 39,992</u>	<u>\$ -</u>

The accompanying notes to financial statements
are an integral part of these statements

BIG BROTHERS BIG SISTERS OF THE MIDLANDS
NOTES TO THE FINANCIAL STATEMENTS
Years Ended December 31, 2022 and 2021

NOTE A – SUMMARY OF SIGNIFICANT ACCOUNTING POLICIES

This summary of significant accounting policies of Big Brothers Big Sisters of the Midlands (the Organization) is presented to assist in understanding the Organization's financial statements. The financial statements and notes are representations of the Organization's management who are responsible for the integrity and objectivity of the financial statements. These accounting policies conform to accounting principles generally accepted in the United States of America (U.S. GAAP) and have been consistently applied in the preparation of the financial statements.

Reporting Entity

The Organization is a 501(c)(3) nonprofit organization for the purpose of creating and supporting one-to-one mentoring relationships that ignite the power and promise of youth. The Organization's support comes primarily from individual and foundation donor contributions and grants which can vary in concentration at any time depending on the year.

Basis of Presentation

The Organization maintains its accounts on the accrual basis of accounting.

Net assets, 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 as follows:

Net assets without donor restriction – Net assets available for use in general operations and not subject to donor (or certain grantor) restrictions.

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.

The Organization reports contributions restricted by donors as increases in net assets without donor restrictions if the restriction expires (that is, when a stipulated time restriction ends, or purpose restriction is accomplished) in the reporting period in which the revenue is recognized. All other donor-restricted contributions are reported as increases in net assets with donor restrictions, depending on the nature of the restrictions. When a restriction expires, net assets with donor restrictions are reclassified to net assets without donor restrictions and reported in the statements of activities and changes in net assets as net assets released from restriction.

BIG BROTHERS BIG SISTERS OF THE MIDLANDS
NOTES TO THE FINANCIAL STATEMENTS (Continued)
Years Ended December 31, 2022 and 2021

NOTE A – SUMMARY OF SIGNIFICANT ACCOUNTING POLICIES (Continued)

Use of Estimates

The preparation of the financial statements in conformity with accounting principles generally accepted in the United States of America requires management to make a number of estimates and assumptions that affect certain reported amounts of assets and liabilities, the disclosure of contingent assets and liabilities, and the reported revenues and expenses. Accordingly, actual results could differ from those estimates.

Measure of Operations

In the statements of activities and changes in net assets, the Organization includes in its definition of operations all revenues and expenses that are an integral part of its programs and supporting activities. Investment income, including net realized and unrealized gains and losses, are recognized as operating support, revenues, gains, and losses.

Cash and Cash Equivalents

For the purposes of the statements of cash flows, the Organization considers all highly liquid investments with an initial maturity of three months or less to be cash equivalents. Cash and cash equivalents designated for long-term purposes or received with donor-imposed restrictions limiting their use to long-term purposes are not considered cash or cash equivalents for purposes of the statements of cash flows.

Unconditional Promises to Give

Unconditional promises to give are recognized as revenues or gains in the period received and as assets, decreases of liabilities, or expenses depending on the form of the benefits received. Unconditional promises to give expected to be collected in future years are recorded at the present value of their estimated future cash flows. Management reports promises to give net of allowance for uncollectible promises on its financial statements. The Organization considers promises to give to be 100% collectible; therefore, no allowance for uncollectible amounts has been established.

Property and Equipment

Property and equipment are recorded at cost. Expenditures for additions and betterments are capitalized; expenditures for maintenance and repairs of less than \$1,000 are charged to expense as incurred. The cost of assets disposed, and the related accumulated depreciation are eliminated from the accounts in the year of disposal. Gains or losses from property disposals are recognized in the year of disposal.

BIG BROTHERS BIG SISTERS OF THE MIDLANDS
NOTES TO THE FINANCIAL STATEMENTS (Continued)
Years Ended December 31, 2022 and 2021

NOTE A – SUMMARY OF SIGNIFICANT ACCOUNTING POLICIES (Continued)

Property and Equipment (Continued)

Depreciation is computed using the straight-line method over the following useful lives:

	<u>Years</u>
Office Equipment	5-15
Computers and Software	3-5
Leasehold Improvements	3

Beneficial Interest in Assets Held by Omaha Community Foundation

The Organization established an endowment fund that is perpetual in nature under a community foundation. The Organization granted variance power to the community foundation, which allows the community foundation to have ultimate authority and control over the fund and the income derived therefrom. The fund is held and invested by the community foundation for the Organization's benefit and is reported at fair value within the statements of financial position, with distributions and changes in fair value recognized in the statements of activities and changes in net assets.

Compensated Absences

Employees of the Organization are entitled to certain amounts of paid personal time off. In the event of termination, an employee is reimbursed for accumulated unused paid time off. The Organization's policy is to recognize the cost of the compensated absences when actually earned by the employees and is included in the accompanying financial statements.

Revenue and Revenue Recognition

The Organization recognizes revenue when a customer obtains controls of promised goods or services, in an amount that reflects the consideration which the Organization expects to receive in exchange for those goods or services. To determine revenue recognition for arrangements that the Organization determines are within the scope of Topic 606, the Organization performs the following five steps: (i) identify the contract with a customer, (ii) identify the performance obligations in the contract, (iii) determine the transaction price; (iv) allocate the transaction price to the performance obligations in the contract; and (v) recognize revenue when (or as) the Organization satisfies the performance obligation. The Organization only applies the five-step model to contracts when it is probable that it will collect the consideration it is entitled to in exchange for the goods and services it transfers to the customer.

BIG BROTHERS BIG SISTERS OF THE MIDLANDS
NOTES TO THE FINANCIAL STATEMENTS (Continued)
Years Ended December 31, 2022 and 2021

NOTE A – SUMMARY OF SIGNIFICANT ACCOUNTING POLICIES (Continued)

Revenue Recognition (Continued)

At contract inception, once the contract is determined to be within the scope of Topic 606, the Organization assesses the goods or services promised within each contract and determines those that are performance obligations. The Organization then assesses whether each promised good or service is distinct and recognizes as revenue the amount of the transaction price that is allocated to the respective performance obligation when (or as) the performance obligation is satisfied.

The Organization records special events revenue equal to the fair value of direct benefits to donors, and contribution income for the excess received at a point in time when the event takes place.

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 – that is, 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. All support and revenues are considered unrestricted unless stipulated by the donor or grantor.

Investment income and gains restricted by donors are reported as increases in net assets without donor restrictions if the restrictions are met (either a stipulated time period ends or a purpose restriction is accomplished) in the reporting period in which the income and gains are recognized.

In-Kind Contributions and Donated Services

Contributions of gifts in-kind that can be used by the Organization are recorded at fair value in the period received. Contributions of donated services that create or enhance nonfinancial assets or that require specialized skills, are provided by an individual possessing those skills, and would typically need to be purchased if not provided by donation, are recorded at their fair values in the period received. During the years ended December 31, 2022 and 2021, in-kind materials and services totaled \$37,794 and \$39,342, respectively. The amounts reflected in the accompanying financial statements as in-kind support are offset by like amounts included in expenses. Unless otherwise noted, contributed nonfinancial assets did not have donor-imposed restrictions.

Contributions of nonfinancial assets included in the statements of activities and changes in net assets are comprised of the following as of December 31,:

	2022	2021
Marketing	\$ 28,150	\$17,500
Event Donations/Other	9,644	21,842
	\$ 37,794	\$39,342

BIG BROTHERS BIG SISTERS OF THE MIDLANDS
NOTES TO THE FINANCIAL STATEMENTS (Continued)
Years Ended December 31, 2022 and 2021

NOTE A – SUMMARY OF SIGNIFICANT ACCOUNTING POLICIES (Continued)

In-Kind Contributions and Donated Services (Continued)

The contributed marketing was used for general and administrative activities. In valuing the marketing amounts contributed, the Organization estimated the fair value at prices of identical or similar marketing products purchased in the region and based on the fair value as provided by the marketing firm.

Contributed event donations were used for various events, including the Basketball Bash. The Organization estimated the fair value at prices of identical products purchased in the region.

Functional Allocation of Expenses

The costs of providing the various programs and activities have been summarized on a functional basis in the statements of functional expenses. Accordingly, certain costs have been allocated among the programs and supporting services benefited. Costs allocated among program and supporting services are based on management's estimate of services benefited.

Program Services

Program services include community-based mentoring, Mentor U, Latino mentoring, foster care, mentoring children of prisoners and juvenile justice.

Advertising

The Organization uses advertising to promote its programs, recruit volunteer mentors, and raise awareness about community-based mentoring. Advertising costs are expensed as incurred. Advertising expense for the years ended December 31, 2022 and 2021 was \$68,995 and \$75,632, respectively.

Income Taxes

The Organization has received exemption from income taxes under Section 501(c)(3) of the Internal Revenue Code and is not classified as a private foundation. As such, no provision for income taxes is reflected in the financial statements.

The Organization files Form 990, *Return of Organization Exempt from Income Tax*, in the U.S. Federal and state jurisdictions. As of December 31, 2022, the Organization has no uncertain tax positions that qualify for either recognition or disclosure in the financial statements. Tax years subsequent to 2018 remain subject to examination by major tax jurisdictions.

The Organization has concluded that there are no significant uncertain tax positions requiring disclosure, and there are no material amounts of unrecognized tax benefits.

BIG BROTHERS BIG SISTERS OF THE MIDLANDS
NOTES TO THE FINANCIAL STATEMENTS (Continued)
Years Ended December 31, 2022 and 2021

NOTE A – SUMMARY OF SIGNIFICANT ACCOUNTING POLICIES (Continued)

Subsequent Events

Management has evaluated subsequent events through May 30, 2023, which is the date the financial statements were available to be issued.

Recently Adopted Accounting Pronouncements

Leases

In February 2016, the Financial Accounting Standards Board (FASB) issued Accounting Standards Codification (ASC) Topic 842, *Leases*, to increase transparency and comparability among organizations related to their leasing arrangements. The update requires lessees to recognize most leases on their statement of financial position as a right-of-use (ROU) asset representing the right to use an underlying asset and a lease liability representing the obligation to make lease payments over the lease term, measured on a discounted basis. Topic 842 also requires additional disclosure of key quantitative and qualitative information for leasing arrangements. Similar to the previous lease guidance, the update retains a distinction between finance leases (similar to capital leases in Topic 840, *Leases*) and operating leases, with classification affecting the pattern of expense recognition in the statements of activities and changes in net assets. The Organization adopted Topic 842 on January 1, 2022, using the optional transition method to the modified retrospective approach, which eliminates the requirement to restate the prior-period financial statements. Under this transition provision, the Organization has applied Topic 842 to reporting periods beginning on January 1, 2022, while prior periods continue to be reported and disclosed in accordance with the Organization's historical accounting treatment under ASC Topic 840, *Leases*.

The Organization elected the "package of practical expedients" under the transition guidance within Topic 842, in which the Organization does not reassess (1) the historical lease classification, (2) whether any existing contracts at transition are or contain leases, or (3) the initial direct costs for any existing leases. The Organization has not elected to adopt the "hindsight" practical expedient, and therefore will measure the ROU asset and lease liability using the remaining portion of the lease term upon adoption of ASC 842 on January 1, 2022.

The Organization made an accounting policy election available under Topic 842 not to recognize ROU assets and lease liabilities for leases with a term of 12 months or less. For all other leases, ROU assets and lease liabilities are measured based on the present value of future lease payments over the lease term at the commencement date of the lease (or January 1, 2022, for existing leases upon the adoption of Topic 842). The ROU assets also include any initial direct costs incurred and lease payments made at or before the commencement date and are reduced by any lease incentives.

BIG BROTHERS BIG SISTERS OF THE MIDLANDS
NOTES TO THE FINANCIAL STATEMENTS (Continued)
Years Ended December 31, 2022 and 2021

NOTE A – SUMMARY OF SIGNIFICANT ACCOUNTING POLICIES (Continued)

Recently Adopted Accounting Pronouncements (Continued)

Leases (Continued)

To determine the present value of lease payments, the Organization made an accounting policy election available to non-public companies to utilize a risk-free borrowing rate, which is aligned with the lease term at the lease commencement date (or remaining term for leases existing upon the adoption of Topic 842).

The Organization has made an accounting policy election to account for lease and non-lease components in its contracts as a single lease component for its real estate asset classes. The non-lease components typically represent additional services transferred to the Organization, such as common area maintenance for real estate, which are variable in nature and recorded as variable lease expense in the period incurred.

Adoption of Topic 842 resulted in the recording of additional ROU assets and lease liabilities related to the Organization's operating leases of approximately \$83,838 at January 1, 2022. The adoption of the new lease standard did not materially impact net earnings or cash flows and did not result in a cumulative-effect adjustment to the opening balance of net assets.

Contributed Non-Financial Assets

In September 2020, the FASB issued Accounting Standards Update (ASU) No. 2020-07, Not-for-Profit Entities (Topic 958): Presentation and Disclosures by Not-for-Profit Entities for Contributed Nonfinancial Assets. The new guidance improves transparency in the reporting of contributed nonfinancial assets, also known as gifts-in-kind, for not-for-profit organizations. The ASU requires a not-for-profit organization to present contributed nonfinancial assets as a separate line item in the statement of activities, apart from contributions of cash or other financial assets. The standard also increases the disclosure requirements around contributed nonfinancial assets, including disaggregating by category the types of contributed nonfinancial assets a not-for-profit entity has received. The amendments in this ASU will be applied on a retrospective basis and are effective for annual reporting periods beginning after June 15, 2021. Accordingly, the Organization adopted the new standard for the year ending December 31, 2022. The standard did not have a material impact on the financial statements, outside of enhanced disclosures.

NOTE B – CONCENTRATION OF CREDIT RISK

Financial instruments that potentially subject the Organization to credit risk consist of cash, beneficial interest in assets, and unconditional promises to give. The Organization maintains cash balances in financial institutions in which balances sometimes exceed the federally insured limits.

BIG BROTHERS BIG SISTERS OF THE MIDLANDS
NOTES TO THE FINANCIAL STATEMENTS (Continued)
Years Ended December 31, 2022 and 2021

NOTE C – LIQUIDITY AND AVAILABILITY

As part of the Organization’s liquidity management, it has a policy to structure its financial assets to be available as its general expenditures, liabilities, and other obligations come due. To manage any unanticipated liquidity needs, the Organization holds a three-month operating reserve, but also has the ability to use currently held credit cards. If there is further need, the Organization has the option to obtain a line of credit with their current financial institution.

Financial assets available for general expenditure, that is, without donor or other restrictions limiting their use, within one year of the statements of financial position, comprise the following:

Cash and Cash Equivalents	\$	4,089,188
Current Portion of Unconditional Promises to Give		<u>459,635</u>
		4,548,823
Less those unavailable for general expenditure within one year, due to contractual or donor-imposed restrictions:		
Current Portion of Unconditional Promises to Give restricted by donor with both time and purpose restrictions		<u>(355,835)</u>
	\$	<u>4,192,988</u>

NOTE D – UNCONDITIONAL PROMISES TO GIVE

The maturities of unconditional promises to give are as follows at December 31,:

	2022	2021
Receivable in Less than One Year	\$ 459,635	\$ 440,450
Receivable in One to Five Years	<u>35,000</u>	<u>255,000</u>
	<u>\$ 494,635</u>	<u>\$ 695,450</u>

In addition, the Organization has conditional promises to give in the amount of \$160,000 and \$60,000 that are not recognized as assets in the statements of financial position for December 31, 2022 and 2021, respectively. These promises represent grant awards which are conditioned upon the Organization obtaining matching funding.

NOTE E – NET ASSETS

Net assets with donor restrictions are available for the following purposes or periods as of December 31,:

	2022	2021
Promises to give which are unavailable for expenditure until due	\$ 494,635	\$ 695,450
Perpetual Endowment	<u>11,000</u>	<u>11,000</u>
Net Assets with Donor Restrictions	<u>\$ 505,635</u>	<u>\$ 706,450</u>

BIG BROTHERS BIG SISTERS OF THE MIDLANDS
NOTES TO THE FINANCIAL STATEMENTS (Continued)
Years Ended December 31, 2022 and 2021

NOTE E – NET ASSETS (Continued)

Included in the \$494,635 and \$695,450 of time restricted net assets is \$390,835 and \$530,000, respectively, that is also restricted for specific programs as noted below as of December 31, 2022 and 2021. Once the funds are received, they will be moved to their respective program restriction.

	2022	2021
Community Based Mentoring Program	\$ 180,835	\$ 275,000
MentorU	190,000	255,000
Youth and Empowerment Scholarship	20,000	-
	\$ 390,835	\$ 530,000

NOTE F – FAIR VALUE OF FINANCIAL INSTRUMENTS

FASB ASC 820, *Fair Value Measurements*, establishes a framework for measuring fair value. That framework provides a fair value hierarchy that prioritizes the inputs to valuation techniques used to measure fair value. The hierarchy gives the highest priority to unadjusted quoted prices in active markets for identical assets or liabilities (level 1 measurements) and the lowest priority to unobservable inputs (level 3 measurements). The three levels of the fair value hierarchy are described below.

- Level 1 - Inputs to the valuation methodology are unadjusted quoted prices for identical assets or liabilities in active markets that the Organization has the ability to access.
- Level 2 - Inputs to the valuation methodology include:
 - Quoted prices for similar assets or liabilities in active markets;
 - Quoted prices for identical or similar assets or liabilities in inactive markets;
 - Inputs other than quoted prices that are observable for the asset or liability;
 - Inputs that are derived principally from or corroborated by observable market data by correlation or other means.

If the asset or liability has a specified (contractual) term, the Level 2 input must be observable for substantially the full term of the asset or liability.

- Level 3 - Inputs to the valuation methodology are unobservable and significant to the fair value measurement.

BIG BROTHERS BIG SISTERS OF THE MIDLANDS
NOTES TO THE FINANCIAL STATEMENTS (Continued)
Years Ended December 31, 2022 and 2021

NOTE F – FAIR VALUE OF FINANCIAL INSTRUMENTS (Continued)

The asset's or liability's fair value measurement level within the fair value hierarchy is based on the lowest level of any input that is significant to the fair value measurement. Valuation techniques used need to maximize the use of observable inputs and minimize the use of unobservable inputs.

Following is a description of the valuation methodologies used for assets measured at fair value. There have been no changes in the methodologies used at December 31, 2022.

Beneficial Interest in Assets Held by Omaha Community Foundation: Valued at the Organization's share of the Foundation's investment pool as of the measurement date.

The methods described above may produce a fair value calculation that may not be indicative of net realizable value or reflective of future fair values. Furthermore, while the Organization believes its valuation methods are appropriate and consistent with other market participants, the use of different methodologies or assumptions to determine the fair value of certain financial instruments could result in a different fair value measurement at the reporting date.

The following table sets forth by level, within the fair value hierarchy, the Organization's assets at fair value as of December 31, 2022.

	Assets at Fair Value as of December 31, 2022			
	<u>Level 1</u>	<u>Level 2</u>	<u>Level 3</u>	<u>Total</u>
Investments:				
Beneficial Interest in Assets Held by Omaha Community Foundation	<u>\$ -</u>	<u>\$ -</u>	<u>\$ 13,405</u>	<u>\$ 13,405</u>

The following table sets forth by level, within the fair value hierarchy, the Organization's assets at fair value as of December 31, 2021.

	Assets at Fair Value as of December 31, 2021			
	<u>Level 1</u>	<u>Level 2</u>	<u>Level 3</u>	<u>Total</u>
Investments:				
Beneficial Interest in Assets Held by Omaha Community Foundation	<u>\$ -</u>	<u>\$ -</u>	<u>\$ 15,988</u>	<u>\$ 15,988</u>

BIG BROTHERS BIG SISTERS OF THE MIDLANDS
NOTES TO THE FINANCIAL STATEMENTS (Continued)
Years Ended December 31, 2022 and 2021

NOTE F – FAIR VALUE OF FINANCIAL INSTRUMENTS (Continued)

The following table sets forth a summary of changes in the fair value of the Organization’s level 3 assets for the years ended December 31,:

	<u>2022</u>	<u>2021</u>
Balance, beginning of year	\$ 15,988	\$ 14,706
Investment (loss) return, net	<u>(2,583)</u>	<u>1,282</u>
Balance, end of year	<u>\$ 13,405</u>	<u>\$ 15,988</u>

NOTE G – ENDOWMENTS

The Organization transferred funds to a community foundation and specified itself as the beneficiary of the endowment funds for support of its programs and operations. The Organization granted variance power to the community foundation, which allows the community foundation to have ultimate authority and control over the fund and the income derived therefrom. As required by U.S. GAAP, net assets and the changes therein associated with endowment funds, including fund designations by the Board of Directors to function as endowments, are classified and reported based on the existence of donor-imposed restrictions.

Management interprets the Nebraska Uniform Prudent Management of Institutional Funds Act (NUPMIFA) as requiring the preservation of the whole dollar value of the original gift as of the gift date of donor-restricted endowment funds absent explicit donor stipulations to the contrary. As a result of this interpretation, the Organization classifies as net assets with donor restrictions (a) the original value of gifts donated to the permanent endowment (b) the original value of subsequent gifts to the permanent endowment, and (c) accumulations to the permanent endowment made in accordance with the direction of the applicable donor gift instrument at the time the accumulation is added to the fund. Absent any donor-imposed restrictions, interest, dividends, and net appreciation of donor-restricted endowment funds are classified as net assets with donor restrictions until those amounts are appropriated for expenditure by the Organization in a manner consistent with the standard of prudence prescribed by NUPMIFA. In accordance with NUPMIFA, the Organization considers the following factors in making a determination to appropriate or accumulate donor-restricted endowment funds:

- The duration and preservation of the fund.
- The purposes of the Organization and the donor-restricted endowment fund.
- General economic conditions.
- The possible effect of inflation and deflation.
- The expected total return from income and the appreciation of investments.
- Other resources of the Organization.
- The investment policies of the Organization.

BIG BROTHERS BIG SISTERS OF THE MIDLANDS
NOTES TO THE FINANCIAL STATEMENTS (Continued)
Years Ended December 31, 2022 and 2021

NOTE G – ENDOWMENTS (Continued)

Changes in Endowment Net Assets for the years ended December 31 are as follows:

	With Donor Restrictions
Endowment Net Assets, January 1, 2021	\$ 11,000
Investment Return and Other Changes	4,988
Appropriated for Expenditure	(4,988)
Endowment Net Assets, December 31, 2021	11,000
Investment Return and Other Changes	2,405
Appropriated for Expenditure	(2,405)
Endowment Net Assets, December 31, 2022	\$ 11,000

Return Objectives and Risk Parameters

The Organization has investment policies for endowment assets that attempt to provide a predictable stream of funding to programs supported by its endowment while complying with all donor-imposed restrictions. The fund is subject to the community foundation’s investment policy.

Strategies Employed for Achieving Objectives

To satisfy its long-term rate-of-return objective of preserving endowment funds, the Organization relies on a total return strategy in which investment returns are achieved primarily through both capital appreciation (realized and unrealized) and current yield (interest and dividends).

Spending Policies

The Fund is subject to the community foundation’s spending policies. Upon request of the Organization, the community foundation shall direct grants from the income of the fund in an amount not to exceed the community foundation board-determined percentage of the fund net assets annually. Distributions in excess of the income of the fund may be made to the Organization in any year as determined by the community foundation Board of Directors.

NOTE H – LEASES

The Organization leased office equipment under operating leases that expired in 2022. In 2022, the Organization entered into a new lease for some of its office equipment which expires in July 2027. Monthly payments are \$119 per month.

BIG BROTHERS BIG SISTERS OF THE MIDLANDS
NOTES TO THE FINANCIAL STATEMENTS (Continued)
Years Ended December 31, 2022 and 2021

NOTE H – LEASES (Continued)

The Organization obtained a lease for office space in October 2007. In 2016, the Organization gained additional space and an amendment was made to the lease agreement. The amendment increased the rent to \$7,860 per month effective May 2016. The initial base rent was adjusted annually to reflect the actual Consumer Price Index increase but the adjustment could not exceed 3% of the previous year's base rent. In 2020, the lease was amended once again to bring base payments to \$6,000 per month. The lease expired in October 31, 2021 but two months of rent were forgiven during the year.

In December 2021, the Organization obtained a new lease for office space which is set to expire in November 2024. The lease calls for an initial base rent amount which increases throughout the lease term, ranging from \$1,380 to \$2,415. In addition to the base rent amount, the Organization is required to pay their pro-rata share of operating expenses. The lease has an extension option for one year but the Organization is not reasonably certain this option will be exercised.

The Organization's operating leases generally do not contain any material restrictive covenants or residual value guarantees.

Total rent expense for the above operating leases was \$75,383 for the year ending December 31, 2021.

In 2022, the Organization began leasing office equipment under an agreement that is classified as a finance lease. The lease is set to expire in 2027 and has an interest rate of 1.37%. The cost of equipment under the finance lease amounted to \$39,992 at December 31, 2022 and is included in the statements of financial position as a Finance Lease Right-of-Use Asset. Accumulated amortization on the leased equipment amounted to \$5,999 at December 31, 2022. Amortization of assets under the finance lease is included in depreciation and amortization expense. The Organization's finance leases generally do not contain any material restrictive covenants or residual value guarantees.

Operating lease cost is recognized on a straight-line basis over the lease term. Finance lease cost is recognized as a combination of the amortization expense for the ROU assets and interest expense for the outstanding lease liabilities, and results in a front-loaded expense pattern over the lease term. The components of lease expense, which is included in occupancy expense in the statements of functional expenses, are as follows for the year ended December 31, 2022:

Finance lease cost – amortization of right-of-use assets	\$ 5,999
Finance lease cost – interest on lease liabilities	384
Operating lease cost	27,837
Variable lease cost	21,276
Total lease cost	<u>\$ 55,496</u>

BIG BROTHERS BIG SISTERS OF THE MIDLANDS
NOTES TO THE FINANCIAL STATEMENTS (Continued)
Years Ended December 31, 2022 and 2021

NOTE H – LEASES (Continued)

Supplemental information related to leases is as follows for the year ended December 31, 2022:

Cash paid for amounts included in measurement of lease liabilities:	
Operating cash outflows – payments on operating leases	\$ 23,780
Operating cash outflows – payments on finance leases (interest)	\$ 384
Financing cash outflows – payments on finance leases (principal)	\$ 5,826
Right-of-use assets obtained in exchange for new lease obligations	
Operating leases	\$ 83,838
Finance leases	\$ 39,992
Weighted-average remaining lease term- operating	2.20
Weighted-average remaining lease term- finance	4.25
Weighted-average discount rate- operating	1.08%
Weighted-average discount rate- finance	1.37%

Future undiscounted cash flows and a reconciliation to the lease liabilities recognized on the statements of financial position are as follows as of December 31, 2022:

Years Ending December 31,	Operating Leases	Finance Leases
2023	\$ 29,855	\$ 8,280
2024	27,959	8,280
2025	1,428	8,280
2026	1,428	8,280
2027	835	2,070
Total Lease Payments	61,505	35,190
Less Imputed Interest	722	1,024
Total Present Value of Lease Liabilities	<u>\$ 60,783</u>	<u>\$ 34,166</u>

NOTE I – RETIREMENT PLAN

The Organization maintains a Simple IRA pension plan for the benefit of the employees. The Organization makes a contribution to the plan each year equal to 100% of the salary reduction amount for that participant, up to a maximum of 3% of compensation. Contributions totaled \$31,721 and \$31,303 for the years ended December 31, 2022 and 2021, respectively.

BIG BROTHERS BIG SISTERS OF THE MIDLANDS
NOTES TO THE FINANCIAL STATEMENTS (Continued)
Years Ended December 31, 2022 and 2021

NOTE J – TRANSACTIONS WITH BIG BROTHERS BIG SISTERS OF AMERICA

The Organization receives grant allocations from Big Brothers Big Sisters of America (BBBSA) each year. The Organization received \$134,190 and \$87,923 in grant allocations for the years ended December 31, 2022 and 2021, respectively. The Organization also pays BBBSA affiliation dues each year. For the years ended December 31, 2022 and 2021, these dues totaled \$25,665 and \$25,930, respectively.

NOTE K – PAYCHECK PROTECTION PROGRAM (PPP) GRANT REVENUE

On March 11, 2020, the World Health Organization (“WHO”) recognized COVID-19 as a global pandemic, prompting many national, regional, and local governments to implement preventative or protective measures, such as travel and business restrictions, temporary store closures, and wide-sweeping quarantines and stay-at-home orders. As a result, COVID-19 and the related restrictive measures have had a significant adverse impact upon many sectors of the economy, including the industries in which the Organization operates. The COVID-19 pandemic remains a rapidly evolving situation. The extent of the impact of COVID-19 on the Organization and financial results will depend on future developments, including the duration and spread of the outbreak within the markets in which they operate and the related impact on consumer confidence and spending, all of which are highly uncertain.

On December 27, 2020, President Trump signed into law the Consolidated Appropriations Act, 2021. The Act includes updated guidance for first-draw Paycheck Protection Program (PPP) loans taken out in 2020 and allows for first-draw PPP loan borrowers to apply for a second-draw PPP Loan. Similar to the first-draw PPP Loan, the second-draw PPP Loan is implemented by the Small Business Association (SBA) with support from the Department of the Treasury. The second-draw PPP Loan provides funds to pay payroll costs, including benefits. Funds can also be used to pay mortgage interest, rent, utilities, worker protection costs related to COVID-19, uninsured property damage costs caused by looting or vandalism during 2020, and certain supplier costs and expenses for operations. On February 24, 2021 the Organization received funding for approximately \$287,868. The Organization accounted for this amount as a conditional contribution and the full amount was recorded as a refundable advance until the conditions were met. The conditions were met in 2021 and the loan was officially forgiven in August 2021. The Organization recorded the amount as “Paycheck Protection Program Grant Revenue” in the statements of activities and changes in net assets.

NOTE L – EMPLOYEE RETENTION CREDIT RECEIVABLE AND GRANT REVENUE

The Employee Retention Credit (ERC) was established by the Coronavirus Aid, Relief, and Economic Security (CARES) Act in March 2020. It was intended to help businesses retain their workforces and avoid layoffs during the coronavirus pandemic. It provides a per employee credit to eligible businesses based on a percentage of qualified wages and health insurance benefits paid to employees. It works as a refundable payroll tax credit claimed quarterly, and it can provide reductions to payroll taxes or cash refunds.

BIG BROTHERS BIG SISTERS OF THE MIDLANDS
NOTES TO THE FINANCIAL STATEMENTS (Continued)
Years Ended December 31, 2022 and 2021

NOTE L – EMPLOYEE RETENTION CREDIT RECEIVABLE AND GRANT REVENUE
(Continued)

The CARES Act did not allow businesses that received PPP loans to also claim the ERC, but the Consolidated Appropriations Act, which was enacted at the end of 2020, retroactively removed the limitation so entities that had applied for or received PPP loans could still get the ERC.

Similar to the PPP Loans discussed above, the Organization decided to account for ERC using the conditional contribution model. In 2021 and 2022, the Organization began the process of filing for ERC credits for 2020 (in the amount of \$117,013) and Quarters 1 and 2 of 2021 (in the amounts of \$104,872 and \$24,137, respectively). As of December 31, 2021, there is \$104,872 in Employee Retention Credit Receivable which represents refunds due on the 2021 Form 941 Employer Quarterly Federal Tax Return for the quarter ended March 31, 2021. This amount had not yet been received as of December 31, 2022. The amended filings for 2020 and Quarter 2 of 2021 have not yet been completed and therefore, revenue has not been recognized. The Organization anticipates the full amount of ERC for 2020 and Quarter 2 of 2021 to be recognized in 2023 once the amended filings are complete and approved by the IRS.