THE CONFLICT CENTER

FINANCIAL STATEMENTS

FOR THE YEAR ENDED JUNE 30, 2024

TOGETHER WITH INDEPENDENT AUDITORS' REPORT

THE CONFLICT CENTER

FINANCIAL STATEMENTS
FOR THE YEAR ENDED JUNE 30, 2024

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November 13, 2024

Independent Auditors' Report

Board of Directors
The Conflict Center
Denver, Colorado

Opinion

We have audited the accompanying financial statements of **The Conflict Center** (a Colorado nonprofit corporation), which comprise the statement of financial position as of June 30, 2024, 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 The Conflict Center as of June 30, 2024, 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 The Conflict Center 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 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 The Conflict Center's ability to continue as a going concern within one year after the date that the financial statements are available to be issued.

Auditors' Responsibilities for the Audit of the Financial Statements

Our objectives are to obtain reasonable assurance about whether the financial statements as a whole are free from material misstatement, whether due to fraud or error, and to issue an auditor's report that includes our opinion. Reasonable assurance is a high level of assurance but is not absolute assurance and therefore is not a guarantee that an audit conducted in accordance with generally accepted auditing standards will always detect a material misstatement when it exists. 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 judgement made by a reasonable user based on the financial statements.

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

- Exercise professional judgement and maintain professional skepticism throughout the audit.

- Identify and assess the risks of material misstatement of the financial statements, whether due to fraud or error, and design and perform audit procedures responsive to those risks. Such procedures include examining, on a test basis, evidence regarding the amounts and disclosures in the financial statements.

- Obtain an understanding of internal control relevant to the audit in order to design audit procedures that are appropriate in the circumstances, but not for the purpose of expressing an opinion on the effectiveness of The Conflict Center'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 aggregative, that raise substantial doubt about The Conflict Center'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.

Report on Summarized Comparative Information

We have previously audited The Conflict Center's 2023 financial statements and we expressed an unmodified audit opinion on those audited financial statements in our report dated November 8, 2023. In our opinion, the summarized comparative information presented herein as of and for the year ended June 30, 2023, 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

THE CONFLICT CENTER

STATEMENT OF FINANCIAL POSITION
JUNE 30, 2024
(WITH COMPARATIVE TOTALS FOR 2023)

	2024	2023
Assets		
Cash and cash equivalents	$ 169,209	$ 219,602
Cash held for others (Note 3)	29,767	19,895
Contracts and other receivables	67,247	27,224
Grant receivable	-	10,000
Prepaid expenses	7,596	7,774
Finance lease right of use asset (Note 4)	5,365	6,978
Property and equipment, net (Note 5)	559,182	607,569
Investments (Note 6)	735,953	618,972
Beneficial interest in assets held by others (Note 7)	199,903	193,531
Total assets	$ 1,774,222	$ 1,711,545
Liabilities and net assets		
Accounts payable	$ 7,274	$ 27,422
Payroll and tax liabilities	40,914	46,698
Fiscal agent liabilities (Note 3)	29,767	19,895
Tenant security deposits and other	10,857	20,731
Lease liability (Note 4)	5,571	6,978
Total liabilities	94,383	121,724
Net assets		
Without donor restrictions		
Undesignated	435,989	403,093
Board designated reserve (Note 8)	424,127	350,128
Net investment in fixed assets	559,182	607,569
	1,419,298	1,360,790
With donor restrictions		
Donor purpose restrictions (Note 9)	60,638	35,500
Endowment (Note 7)	199,903	193,531
	260,541	229,031
Total net assets	1,679,839	1,589,821
Total liabilities and net assets	$ 1,774,222	$ 1,711,545

The accompanying notes are an integral part of these financial statements

THE CONFLICT CENTER

STATEMENT OF ACTIVITIES
FOR THE YEAR ENDED JUNE 30, 2024
(WITH COMPARATIVE TOTALS FOR 2023)

	2024				2023
		With Donor Restrictions			
	Without Donor Restrictions	Donor Specific Purpose	Endowment	Total	Total
Revenue and other support					
Foundation awards	$ 105,000	$ 113,000	$ -	$ 218,000	$ 183,500
Fees for services - government	212,379	-	-	212,379	241,787
Contributions	139,511	48,832	-	188,343	104,065
Fees for services - general public	149,536	-	-	149,536	161,646
Rent and expense reimbursements	143,430	-	-	143,430	135,934
Investment income(loss), net	117,511	-	15,815	133,326	85,139
Religious and business organization grants	80,000	-	-	80,000	40,000
Fundraising events	33,799	11,000	-	44,799	16,900
Less fundraising events direct expenses	(13,909)	-	-	(13,909)	(7,427)
Other income	1,092	-	-	1,092	4,969
Net assets released from restrictions (Note 10)	157,137	(147,694)	(9,443)	-	-
Total revenue and other support	1,125,486	25,138	6,372	1,156,996	966,513
Expense					
Program	755,926	-	-	755,926	738,592
Supporting services					
Management and general	115,907	-	-	115,907	103,254
Fund-raising	111,006	-	-	111,006	148,665
Rental expenses	84,139	-	-	84,139	84,499
Total expense	1,066,978	-	-	1,066,978	1,075,010
Change in net assets	58,508	25,138	6,372	90,018	(108,497)
Net assets, beginning of year	1,360,790	35,500	193,531	1,589,821	1,698,318
Net assets, end of year	$ 1,419,298	$ 60,638	$ 199,903	$ 1,679,839	$ 1,589,821

The accompanying notes are an integral part of these financial statements

THE CONFLICT CENTER

STATEMENT OF FUNCTIONAL EXPENSES
FOR THE YEAR ENDED JUNE 30, 2024
(WITH COMPARATIVE TOTALS FOR 2023)

	2024					2023
		Supporting Services				
	Program	Management and General	Fund-raising	Rental Expenses	Total	Total
Salaries	$ 371,442	$ 57,994	$ 84,906	$ -	$ 514,342	$ 496,341
Payroll taxes and benefits	65,060	9,449	17,366	-	91,875	78,761
Contract labor (Note 11)	162,754	2,294	50	-	165,098	221,457
Facility costs	20,757	1,813	368	17,753	40,691	40,002
Property taxes	-	-	-	33,173	33,173	32,171
Promotion	15,324	3,572	2,686	6	21,588	27,395
Dues and subscriptions	11,611	6,388	935	939	19,873	11,612
Special projects	17,789	-	-	-	17,789	10,389
Utilities	9,751	175	175	7,307	17,408	22,936
Fundraising events expenses	-	-	13,909	-	13,909	7,427
Supplies	9,905	786	370	549	11,610	11,223
Telecommunications	6,935	1,059	1,268	1,186	10,448	10,738
Insurance	6,920	1,104	-	2,423	10,447	10,195
Audit fees	-	10,250	-	-	10,250	9,375
Staff and volunteer development	5,555	2,149	15	-	7,719	5,685
Accounting fees	-	7,700	-	-	7,700	8,932
Printing and production	3,793	1,563	828	-	6,184	2,358
Travel	3,922	1,993	146	-	6,061	2,919
Bank and transaction fees	2,536	871	644	-	4,051	3,107
Board	-	2,978	-	-	2,978	2,757
Equipment	2,000	802	3	115	2,920	3,165
Fundraising	450	219	672	-	1,341	913
Interest expense	394	99	-	-	493	276
Other	7,394	1,354	75	223	9,046	7,798
	724,292	114,612	124,416	63,674	1,026,994	1,027,932
Depreciation	31,634	1,295	499	20,465	53,893	54,505
Total expenses	755,926	115,907	124,915	84,139	1,080,887	1,082,437
Expenses netted against revenue:						
Fundraising events expense	-	-	(13,909)	-	(13,909)	(7,427)
Net expenses	$ 755,926	$ 115,907	$ 111,006	$ 84,139	$1,066,978	$ 1,075,010

The accompanying notes are an integral part of these financial statements

THE CONFLICT CENTER

STATEMENT OF CASH FLOWS
FOR THE YEAR ENDED JUNE 30, 2024
(WITH COMPARATIVE TOTALS FOR 2023)

	2024	2023
Cash flows from operating activities		
Change in net assets	$ 90,018	$ (108,497)
Adjustments to reconcile change in net assets		
to net cash provided by (used in) operating activities:		
Depreciation and amortization	53,893	54,505
(Gains)losses and earnings on investments and endowment, net	(113,243)	(67,486)
(Gain) on sale of equipment	(350)	-
(Gain) on trade-in of right of use asset	-	(65)
Changes in operating assets and liabilities		
Decrease(increase) in contracts and other receivables	(40,023)	26,405
Decrease(increase) in grant receivable	10,000	15,000
Decrease(increase) in prepaid expenses	178	(507)
(Decrease)increase in accounts payable	(20,148)	15,320
(Decrease)increase in payroll and tax liabilities	(5,784)	12,901
(Decrease)increase in fiscal agent liabilities	9,872	1,876
(Decrease)increase in tenant security deposits and other	(9,874)	12,657
Net cash provided by (used in) operating activities	(25,461)	(37,891)
Cash flows from investing activities		
Purchase of equipment	(3,893)	-
Sale of equipment	350	-
(Purchases) of investments, including reinvestment of dividends and interest	(19,553)	(102,319)
Sale of investments	-	19,200
Net cash provided by (used in) investing activities	(23,096)	(83,119)
Cash flows from financing activities		
Distribution from endowment	9,443	9,792
Payments on lease liability	(1,407)	(2,244)
Net cash provided by (used in) financing activities	8,036	7,548
Net increase (decrease) in cash, cash equivalents and cash held for others	(40,521)	(113,462)
Cash, cash equivalents and cash held for others beginning of year	239,497	352,959
Cash, cash equivalents and cash held for others end of year	$ 198,976	$ 239,497
Supplemental disclosure of information:		
Cash paid during the period for interest	$ 493	$ 276

The accompanying notes are an integral part of these financial statements

THE CONFLICT CENTER

NOTES TO FINANCIAL STATEMENTS
JUNE 30, 2024

NOTE 1 - NATURE OF ACTIVITIES

The Conflict Center (the Organization) is a nonprofit corporation incorporated under the laws of the State of Colorado. The Organization's mission is to "equip people with practical skills to navigate, transform and embrace everyday conflict." Since 1987, The Conflict Center accomplishes this mission through education and training programs in the Denver-metro area and throughout Colorado.

Through skill-building workshops focused on conflict transformation, both youth and adults are empowered to see and use conflict as an opportunity to build relationships and solve problems. The Conflict Center provides practical skills and tools to address everyday conflict through all its programming, including its foundational classes, Addressing Conflict and Anger Effectively (adults) and Rethinking Conflict (youth ages 11-18), as well as professional development workshops for organizations. Through school partnerships, The Conflict Center partners with schools to foster a community of inclusion, where students feel safe to be themselves and nurtured to build positive relationships through programs such as Restorative Practices, Building Healthy Relationships: A Social Norming Model, Hot Spot Mapping and Reading for Peace. In line with our mission, the Organization is committed to implementing Restorative Practices in schools, holding students accountable within the school community rather than through exclusionary, punitive discipline. The Conflict Center furthers its commitment to a restorative community through a partnership with the Denver District Attorney's office to run Restorative Denver, a community-based restorative justice model as an alternative to the traditional criminal justice system. The Conflict Center is committed to providing affordable and accessible programs, available both in-person and virtually.

The Organization is supported primarily through fees for services, foundation awards, rent and expense reimbursements, and contributions.

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 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 board of directors.

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

2. Basis of Presentation (Continued)

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 that 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 statement 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 program. These restrictions expire when the assets are placed in service.

3. Cash and Cash Equivalents and Cash Held for Others

The Organization considers all unrestricted highly liquid investments with an initial maturity of three months or less to be cash and cash equivalents. Cash held for others represents funds in which the Organization is acting as a fiscal agent. The following table provides a reconciliation of cash, cash equivalents, and cash held for others reported within the statement of financial position to the total of the amount in the statement of cash flows:

Description	Amount
Cash and cash equivalents	$ 169,209
Cash held for others	29,767
Total	$ 198,976

4. 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.

5. Capitalization and Depreciation

The Organization follows the practice of capitalizing all expenditures for furniture and equipment in excess of $1,000. The fair value of donated assets is similarly capitalized. Depreciation of furniture and equipment is provided over the estimated useful lives of the respective assets on a straight-line basis.

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

6. Fair Value Measurements

Fair value is defined as the price that would be received to sell an asset in the principal or most advantageous market for the asset in an orderly transaction between market participants on the measurement date. Fair value should be based on the assumptions market participants would use when pricing an asset. US GAAP establishes a fair value hierarchy that prioritizes investments based on those assumptions. The fair value hierarchy gives the highest priority to quoted prices in active markets (observable inputs) and the lowest priority to an entity's assumptions (unobservable inputs).

The Organization groups assets at fair value in three levels, based on the markets in which the assets and liabilities are traded and the reliability of the assumptions used to determine fair value. These levels are:

Level 1 – Unadjusted quoted market prices for identical assets or liabilities in active markets as of the measurement date.

Level 2 – Other observable inputs, either directly or indirectly, including:
- Quoted prices for similar assets/liabilities in active markets;
- Quoted prices for identical or similar assets in non-active markets;
- Input other than quoted prices that are observable for the asset/liability; and,
- Inputs that are derived principally from or corroborated by other observable market data.

Level 3 – Unobservable inputs that cannot be corroborated by observable market data.

7. Revenue and Revenue Recognition

The Organization recognizes revenue from cost-reimbursable state and local governmental grants and contracts, which are conditioned upon certain performance requirements and/or the incurrence of allowable qualifying expenses. Amounts received are recognized as revenue when expenditures have been incurred in compliance with specific contract and grant provisions. The Organization has elected to recognize revenue under conditional grants and contracts as revenue in net assets without donor restrictions.

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. Fees for community-based services are recognized during the period of service.

8. 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.

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

9. 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.

10. Functional Reporting of Expenses

For the year ended June 30, 2024, the costs of providing the various programs and other activities have been summarized on a functional basis in the statement of activities. Accordingly, certain categories of expenses attributable to program services or a supporting function are allocated on a reasonable basis that is consistently applied. The significant expenses that are allocated are salaries and payroll taxes and benefits which are allocated based on time and effort. Other expenses are allocated based upon the program or supporting service benefited.

11. 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, 2023, from which the summarized information was derived.

12. Subsequent Events

Management has evaluated subsequent events through November 13, 2024, the date the financial statements were available to be issued.

NOTE 3 - FISCAL AGENT

The Organization serves as fiscal agent for Conflict Resolution Month which organizes and manages Conflict Resolution Month activities in Colorado. At year-end, the Organization held $27,208 for Conflict Resolution Month.

The Organization entered into a contract with the City of Denver to provide a community-based restorative justice model. Some of the cases involved with the program may require restitution. The Organization holds the restitution until payment is made to the victims. At year-end, the Organization held $2,559 in restitution payments.

NOTE 4 - RIGHT OF USE ASSET AND LEASE LIABILITY

The Organization has a lease for a copier machine. The components of lease cost are reflected below:

	Amount
Amortization of right-of-use asset	$ 1,613
Interest on lease liability	225
Total lease cost	$ 1,838

Maturities of the lease liability as of June 30, 2024, were as follows:

Fiscal Year	Amount
2025	$ 1,632
2026	1,632
2027	1,632
2028	1,632
Total lease payments	6,528
Less present value adjustment	(957)
Present value of lease liability	$ 5,571

The lease has a remaining term of four years and the payments were discounted using a 8% discount rate. Supplemental cash flow information follows:

	Amount
Cash paid for amounts included in the measurement of lease liabilities	
Operating cash outflows	$ 225
Financing cash outflows	1,407

NOTE 5 - PROPERTY AND EQUIPMENT

Property and equipment consists of the following:

Description	Amount
Building and improvements	$ 1,451,874
Furniture and equipment	89,524
Land	9,000
Total	1,550,398
Less: accumulated depreciation	(991,216)
Net property and equipment	$ 559,182

NOTE 6 - INVESTMENTS

Investments held by the Organization are valued using Level 1 inputs and consist of the following at June 30, 2024:

Description	Amount
Equity index fund	$ 526,046
Bond index fund	119,072
Cash Reserve	90,835
Total	$ 735,953

Investment income and account activity is summarized as follows:

Description	Amount
Balance, beginning of year	$ 618,972
Contributions	-
Interest and dividend income	14,285
Unrealized gains and losses, net	102,696
Total investment return	116,981
Withdrawals	-
Balance, end of year	$ 735,953

Additionally, the Organization earned interest income of $530 on operating cash accounts and an investment return of $15,815 on an endowment fund as described in Note 7.

NOTE 7 - BENEFICIAL INTEREST IN ASSETS HELD BY OTHERS

The Organization has established an endowment fund through Community First Foundation (the Foundation) to provide ongoing support for the Organization. Under the terms of the endowment, the Organization may take an annual distribution of up to 4.5% of the average of the net fair market value of the assets of the endowment fund on the last business day of each of the three calendar years preceding the year for which the distribution is being made. The Organization's right to a distribution for any calendar year shall not be cumulative. If the Organization receives less than the previously described annual distribution on a calendar basis, then the Organization shall not be entitled to request a distribution of such undistributed amount in any subsequent year.

The assets in the endowment fund are managed by the Foundation and invested in accordance with the Foundation's asset allocation. The investment returns are based upon the Foundation's returns for commingled investments in the Foundation's Long Term Portfolio. The Long Term Portfolio's objective is to preserve capital and income while maintaining purchasing power and maximizing excess investment returns over inflation. Over the ten years through June 30, 2024, the Foundation's investments in the Long-Term Portfolio have an average annual return of 5.26%. The assets held in the endowment are classified in Level 3 of the fair value measurements hierarchy as the value of the interest is independently determined by the Foundation.

NOTE 7 - BENEFICIAL INTEREST IN ASSETS HELD BY OTHERS (continued)

Changes in the endowment fund balances as reported by the Foundation during year are as follows:

Description	Amount
Endowment assets, beginning of year	$ 193,531
Contributions	-
Interest and dividend income	5,268
Realized gains and (losses), net	820
Unrealized gains and (losses), net	11,721
Management fees	(1,994)
Total investment return	15,815
Distributions	(9,443)
Balance, end of year	$ 199,903

NOTE 8 - BOARD DESIGNATED RESERVE

The Organization received a bequest in a prior year from the estate of a long-time supporter and friend of the Organization. The board established a reserve from the bequest. Under the terms of the operating reserve policy, the balance should not go below $150,000 and distribution requests require the approval of a majority board of director vote. Distributions are to be used for purposes of generating additional revenue for the Organization and cannot be used to pay debt or other ongoing operational expenses.

NOTE 9 - NET ASSETS WITH DONOR PURPOSE RESTRICTIONS

Net assets with donor purpose restrictions are available for the following program purposes:

Description	Amount
Restorative Denver	$ 37,500
Conflict resolution podcast	18,638
Skills auction	4,500
Total	$ 60,638

NOTE 10 - NET ASSETS RELEASED FROM DONOR PURPOSE RESTRICTIONS

Net assets were released from donor purpose restrictions by incurring expenses satisfying the following restricted program purposes:

Description	Amount
Restorative practices	$ 67,500
Restorative Denver	29,993
School based programming	26,353
Conflict resolution podcast	11,363
Peace Day	6,500
Youth leadership	3,000
Youth and adult program	1,643
Norming program	1,342
Total	$ 147,694

NOTE 11 - CONTRACT LABOR

Contract labor is primarily comprised of payments to instructors for the Organization's educational and training programs.

NOTE 12 - TENANT LEASES

The Organization leases space to tenants at its facility. The future minimum lease payments to be received under the tenant lease agreements are as follows:

Year	Amount
2025	$ 128,598
2026	36,266
Total	$ 164,864

NOTE 13 - IN-KIND CONTRIBUTIONS

During the year, the Organization received more than 7,164 volunteer service hours not requiring professional-level skills, consisting primarily of Restorative Denver volunteers, administrative support, event coordinators, and Reading for Peace volunteers. These donated services were not recognized in the financial statements because they did not meet the criteria for recognition.

NOTE 14 - RETIREMENT PLAN

The Organization has a 401(k) retirement plan (Plan). The Plan covers all eligible employees once they reach sixty days of service. The Plan has an automatic deferral election of five percent of compensation for eligible employees. Employees may elect out of the automatic deferral election or change the deferred contribution rates to the Plan. For participating employees who work over 20 hours per week, the Organization matches up to the first three percent of compensation contributed by each employee. Pension expense for the year was $15,105.

NOTE 15 - AVAILABILITY AND LIQUIDITY

The following represents financial assets available for general operating expenditures within one year at June 30, 2024:

Financial assets at year-end:	Amount
Cash and cash equivalents	$ 169,209
Contracts and other receivables	67,247
Investments	735,953
Total financial assets	972,409
Less amounts not available to be used within one year:	
Board designated reserve	(424,127)
Donor purpose restrictions	(60,638)
Financial assets available to meet general operating expenditures within one year	$ 487,644

The Organization considers contributions restricted for programs which are ongoing, major, and central to its annual operations to be available to meet cash needs for general expenditures. The Organization manages its liquidity and reserves following three guiding principles: operating within a prudent range of financial soundness and stability, maintaining adequate liquid assets to fund near-term operating needs, and maintaining sufficient reserves to provide reasonable assurance that long-term obligations and plans will be discharged.

Because of the board of director's designation, the board designated reserve is not available for general operating expenditures within the next year, however, the board of directors could make them available, if necessary. The anticipated upcoming general operating expenses are approximately $900,000 to $925,000.