



### **Summary of Agency Function**

The mission of Building One Community – The Center for Immigrant Opportunity (B1C) is to advance the successful integration of immigrants and their families. As an organization, we aspire to create one welcoming community in which all immigrants are thriving and contributing members. To this end, B1C offers local immigrants research-based programs and services proven to accelerate their integration and success.

The B1C approach, informed by 13+ years of service to the immigrant community, advances immigrant integration through four areas of focus: Educate, Employ, Empower, and Engage, which are also known as the 4 E's. The first E, Educate, comprises English Language Learning (ELL) classes, 1:1 tutoring, and citizenship preparation. Educate is often an entry point for immigrant participants, who are then referred to other programs by B1C staff based on their needs.

The second E is Employ, which offers participants opportunities to improve their job-specific, soft, and entrepreneurial skills through B1C's Skills Development Program (SDP). The SDP is complemented by a Workers Center, which provides day workers a physical space in which they can receive training, attend Workers Council meetings, wait for jobs in a cold/warm place depending on the season, and use our Hiring Site services to be matched with local employers and jobs. Under the umbrella of Employ, we also offer an Unpaid Wages Clinic, which helps immigrant workers recover wages that were unjustly withheld from them.

The third E, Empower, encompasses three programs: Immigration Legal Services (ILS), Family Services (FS), and the Academic Enrichment (AE) Program. ILS provides low-income immigrants with low-to-no-cost legal representation through its two arms, Family & Humanitarian and Removal Defense. FS supports families who are struggling to meet basic needs by connecting them to in-house and partner-provided services and resources through Case Management, offering free info sessions, and an annual Health Day event through which participants can receive dental and vision services for free. Additionally, this area includes the AE Program, which supports the children of low-income immigrants through after-school and summertime enrichment activities designed to boost their academic and social-emotional skills. Employing a dual generation approach, the AE Program also engages their parents through informational presentations, literacy workshops with our partner Springboard Collaborative, and Special Education (SPED) advocacy services, that transform parents into advocates for their children.

The final E, Engage, creates the opportunity for the larger community to play a role in immigrant integration by involving them as volunteers, such as English teachers and tutors, and increasing their knowledge of the immigrant experience through unique educational events including talks with immigration experts, art exhibitions illustrating immigrants' roles in the community, film screenings, and more. Since our founding in 2011, we have proudly empowered 19,000+ immigrants who speak 52 different languages and originate from 129 countries

### **Significant Changes in 2025-2026**

With gratitude and sadness, we announce a leadership transition at B1C. Our Executive Director, Elena Perez, has made the difficult decision to step down for personal reasons and will be returning to Europe to care for her father and family. She will remain in her role until the end of May. We are incredibly thankful for her dedication and impact; she will be greatly missed.

While her departure saddens us, we take comfort in knowing that B1C is stronger than ever, thanks to Elena's leadership. Her vision, dedication, and commitment to growth have positioned B1C for continued success, even in challenging times. Under her guidance, we have achieved significant milestones that will sustain and propel our mission forward.

To ensure a smooth change in leadership, Deputy Director Ivonne Zucco will be our transition leader serving as Interim Executive Director. With seven years of dedicated service at B1C, Ivonne brings invaluable knowledge ensuring stability and continuity during this period. She has led key B1C initiatives, including space renovations, opening of our Shippan center, strategic planning, and has been part of statewide efforts to enhance support for immigrant communities. Ivonne will collaborate closely with the Board and leadership team to direct the organization forward while a successor is found.

### **New and Expand Programs in 2025**

Building One Community (B1C) is proud to expand several key programs in 2025. Building off the success of the 2024 Academic Enrichment (AE) Summer Program with the Springboard Collective, in January, B1C expanded our partnership with Springboard to include Homework & Enrichment (HE) Club. Springboard Collaborative, which lends its powerful dual-generational learning approach and assessment tools to the H&E Club to accelerate students' acquisition of reading skills.

In January 2025, B1C's ELL program relaunched its partnership with CT State Norwalk, formerly known as Norwalk Community College, after a temporary pause. The revamped partnership will provide continuing English language education for students who complete all three levels of ELL instruction provided by B1C and would like to keep honing their English skills. By taking advantage of this partnership, B1C participants will have their CT State Norwalk costs covered including tuition, learning materials, and even transportation to campus. B1C has incorporated mentorship and will assign each student a volunteer mentor to support them in their learning journey.

Additionally, on the personnel side here at B1C, we are focused on increasing capacity for several key programs, most notably our Immigration Legal Services (ILS). In January, Renee Redman joined our ILS team as the Director of ILS. The additional support in the ILS team will help to support our team to take on more cases and build capacity in 2025 and beyond. We are also looking to hire an additional attorney to continue building capacity for our ILS Team, as well as an additional Case Manager for our Family Services Team.

B1C is thrilled to announce the purchase of the 417 Shippan Avenue building, establishing a lasting home for our immigrant community center. This milestone ensures our long-term presence in Stamford and enhances our ability to deepen our impact on the east side of the city and beyond. With this permanent space, we can better support and serve our community for years. This would not have been possible without securing funding from generous donors who deeply believe in our mission!

### **Curtailed Programs in 2025**

Building One Community (B1C) has no projected curtailed programs for the 2025-2026 fiscal year.

### **Key Challenges in 2025**

The largest challenge that Building One Community (B1C) is expecting to face in the 2025-2026 fiscal year is the projected legislative changes at the federal level. B1C is committed to remaining resilient as the new administration in Washington enacts harsh, anti-immigrant policies. B1C will anticipate the changing needs of the immigrant community – documented, undocumented, and those with temporary protections. B1C will act quickly and decisively to meet those needs as they arise. This will require us to be flexible and dynamic in our responses to new policies.

Additionally, throughout all of this unrest, we are committed to being a trusted resource for the immigrant population and key stakeholders, providing the community with reliable, timely, and actionable information. Over the past 13+ years, B1C has developed a strong community of trust within Fairfield County, and we remain committed to continuing to uphold that trust, now more than ever.

To address these challenges, in 2025, B1C will double down on community readiness and education, including “Know Your Rights” sessions, open Q&A sessions, as well as the preparation of family emergency plans, and Community Conversations across Fairfield County. In just the first six weeks of the new year, we have held four information sessions in person and online with 235 attendees. We anticipate holding sessions throughout the year. Our community needs to be empowered and informed, not fear-stricken.

B1C is committed to increasing Public Engagement in our shared community, as well as Narrative Change around our participants. In 2025, B1C has rolled out Community Training on Immigration Policies for Clergy, Non-Profits, Educators and Employers. So far, the response has been very positive, and we anticipate holding more sessions throughout the year.

B1C is focused on Quality and Reach of Service for Participants. This is an ongoing goal of ours over the years, and one that underscores all of our work on a day-to-day basis. This means improving the quality of everything we do, ranging from the support participants receive at our front desk to the programs and services we offer them, including data quality, which is essential to overall quality as it helps us identify areas in which we can further strengthen our impact. Beyond this, we aim to reach wider by creating greater awareness of our programs and services, further reducing barriers to access them, and building trust with diverse groups of immigrants.

While B1C is not heavily reliant on federal funding, we do receive some federal funds that support our year-round Academic Enrichment Programs. We are still able to make drawdowns at this point, but we are proactively planning in the case of another unannounced funding freeze. In 2025, B1C is committed to diversify our funding sources, in order to ensure that our participants aren't negatively impacted.

### **2024 Highlights**

2024 was a year of tremendous growth for Building One Community (B1C), and we are excited to see what 2025 has in store for our community. In 2024, B1C served 5,100 unique participants, an 11% increase from 2023. Across all participants, B1C saw 46,200 touchpoints for an average of 11 touchpoints per participant.

In B1C's English Language Learning program, we saw 1,400 unique ELL, Citizenship and Vocational English learners for 18,700 attendances across all class types. There was an average of 13 attendances per participant. 92% of learners attending schedule-based classes advanced to a higher level, out of 340 learners. We saw 25 new citizens as well!

For our Workforce Development Program, (WDP), we had 810 unique participants with 7,000 touchpoints across all participants. We saw an average of 9 touchpoints per participants. Over \$324,000 in wages generated through Hiring Site across 91 unique participants. They worked for a total of 2,600 days. B1C matched participants with 98 unique employers across Fairfield County.

For our Family & Individual Services, (FIS), B1C served 2,300 unique participants for a total of 13,000 touchpoints. This averaged 6 touchpoints per participant. 98% of participants were very satisfied with the FIS Program, and 96% of participants stated that their quality of life improved thanks to the support of FIS. Of the 376 unique cases worked on, 277 unique cases were closed.

Our Homework & Enrichment Club (HE) saw a total of 91 unique participants. In Spring Semester of Homework Club (Jan to early June), 72% of students completed the program. In Fall Semester of Homework Club, 88% of students completed the program. Our Summer Program saw a total of 41 unique participants. During Summer Program 2024, 72% of students completed the program. 87% of students met their Books Read target.

**BUILDING ONE COMMUNITY, CORP.**

**Financial Statements  
for the years ended  
December 31, 2023  
and  
December 31, 2022**

## **Independent Auditor's Report**

To the Board of Directors of  
Building One Community, Corp.

### ***Opinion***

We have audited the accompanying financial statements of Building One Community, Corp. (the "Organization"), which comprise the statements of financial position as of December 31, 2023 and December 31, 2022, and the related statements of activities, functional expenses and cash flows for the years then ended, and the related notes to the financial statements.

In our opinion, the financial statements referred to above present fairly, in all material respects, the financial position of the Organization as of December 31, 2023 and December 31, 2022, and the results of its activities 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. 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 audit. We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our audit opinion.

### ***Responsibilities of Management for the Financial Statements***

Management is responsible for the preparation and fair presentation of the financial statements in accordance with accounting principles generally accepted in the United States of America, and for the design, implementation, and maintenance of internal control relevant to the preparation and fair presentation of financial statements that are free from material misstatement, whether due to fraud or error. In preparing the financial statements, management is required to evaluate whether there are conditions or events, considered in the aggregate, that raise substantial doubt about the Organization'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 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 are considered material if there is a substantial likelihood that, individually or in the aggregate, they would influence the judgment made by a reasonable user based on the financial statements. In performing an audit in accordance with generally accepted auditing standards, we:

- Exercise professional judgment and maintain professional skepticism throughout the audit.
- Identify and assess the risks of material misstatement of the financial statements, whether due to fraud or error, and design and perform audit procedures responsive to those risks. Such procedures include examining, on a test basis, evidence regarding the amounts and disclosures in the financial statements.
- Obtain an understanding of internal control relevant to the audit in order to design audit procedures that are appropriate in the circumstances, but not for the purpose of expressing an opinion on the effectiveness of the Organization's internal control. Accordingly, no such opinion is expressed.
- Evaluate the appropriateness of accounting policies used and the reasonableness of significant accounting estimates made by management, as well as evaluate the overall presentation of the financial statements.
- Conclude whether, in our judgment, there are conditions or events, considered in the aggregate, that raise substantial doubt about the Organization's ability to continue as a going concern for a reasonable period of time.

We are required to communicate with those charged with governance regarding, among other matters, the planned scope and timing of the audit, significant audit findings, and certain internal control related matters that we identified during the audit.

*Condon O'meara McBinty & Donnelly LLP*

**BUILDING ONE COMMUNITY, CORP.****Statement of Financial Position****Assets**

	<b>December 31</b>	
	<b>2023</b>	<b>2022</b>
Cash and cash equivalents	\$ 550,057	\$ 1,293,547
Investments, at fair value	2,311,184	1,667,978
Contributions and grants receivable	498,000	480,295
Leasehold improvements, net of accumulated depreciation of \$115,006 in 2023 and \$45,700 in 2022	203,760	59,830
ROU asset – operating leases, net	405,528	551,131
Security and other deposits	<u>38,343</u>	<u>25,944</u>
<b>Total assets</b>	<b><u>\$ 4,006,872</u></b>	<b><u>\$ 4,078,725</u></b>

**Liabilities and Net Assets**

Accounts payable	\$ 75,035	\$ 92,249
Operating lease liabilities, net	<u>461,237</u>	<u>602,697</u>
Total liabilities	<u>536,272</u>	<u>694,946</u>
<b>Net assets</b>		
Without donor restrictions		
Operating fund	1,505,781	1,469,413
Board designated operating reserve	<u>1,200,000</u>	<u>900,000</u>
Total net assets without donor restrictions	2,705,781	2,369,413
With donor restrictions	<u>764,819</u>	<u>1,014,366</u>
Total net assets	<u>3,470,600</u>	<u>3,383,779</u>
<b>Total liabilities and net assets</b>	<b><u>\$ 4,006,872</u></b>	<b><u>\$ 4,078,725</u></b>

See notes to financial statements.



**BUILDING ONE COMMUNITY, CORP.**

Statement of Activities

For the Year Ended December 31, 2023

(with summarized comparative information for the year ended December 31, 2022)

	Year Ended December 31	
	2023	2022
	Without Donor Restrictions	With Donor Restrictions
	Total	Total
<b>Public support and revenue</b>		
Contributions and grants	\$ 1,476,219	\$ 1,229,983
Events, net of direct expenses of \$61,579 in 2023 and \$49,098 in 2022	43,370	344,168
Partnerships and programs	126,559	-
Contributed non-financial assets	72,280	-
Net investment gain (loss)	108,499	-
Net assets released from restrictions – operations	1,695,276	(1,695,276)
Total public support and revenue	3,522,203	(121,125)
		3,401,078
<b>Expenses</b>		
Program services	2,708,880	-
Management and general	113,335	-
Fundraising	492,042	-
Total expenses	3,314,257	-
		2,708,880
		113,335
		492,042
		3,314,257
	207,946	(121,125)
Excess (deficiency) of revenue over expenses before other		86,821
<b>Other</b>		
Net assets released from restrictions – capital	128,422	(128,422)
		-
<b>Increase (decrease) in net assets</b>	336,368	(249,547)
		86,821
<b>Net assets, beginning of year</b>	2,369,413	1,014,366
		3,383,779
<b>Net assets, end of year</b>	\$ 2,705,781	\$ 764,819
		\$3,470,600
		855,900
		2,527,879
		\$3,383,779

See notes to financial statements.

**BUILDING ONE COMMUNITY, CORP.**  
**Statement of Activities**  
**For the Year Ended December 31, 2022**

	<u>Year Ended December 31</u>	
	<u>Without Donor</u>	<u>With Donor</u>
	<u>Restrictions</u>	<u>Restrictions</u>
	<u>Total</u>	<u>Total</u>
<b>Public support and revenue</b>		
Contributions and grants	\$ 1,075,684	\$ 2,004,261
Events, net of direct expenses of \$49,098 in 2022 and \$29,992 in 2021	323,246	50,000
Partnerships and programs	267,033	-
Contributed non-financial assets	107,081	-
Net investment (loss)	(15,209)	-
Net assets released from restrictions – operations	1,165,506	(1,165,506)
Total public support and revenue	<u>2,923,341</u>	<u>888,755</u>
<b>Expenses</b>		
Program services	2,417,402	-
Management and general	146,599	-
Fundraising	392,195	-
Total expenses	<u>2,956,196</u>	<u>-</u>
Excess (deficiency) of revenue over expenses before other additions	(32,855)	888,755
<b>Other</b>		
Net assets released from restrictions – capital	<u>75,828</u>	<u>(75,828)</u>
<b>Increase in net assets</b>	<b>42,973</b>	<b>812,927</b>
<b>Net assets, beginning of year</b>	<b><u>2,326,440</u></b>	<b><u>201,439</u></b>
<b>Net assets, end of year</b>	<b><u>\$ 2,369,413</u></b>	<b><u>\$ 1,014,366</u></b>

See notes to financial statements.

**BUILDING ONE COMMUNITY, CORP.**

Statement of Functional Expenses  
For the Year Ended December 31, 2023

(with summarized comparative information for the year ended December 31, 2022)

	<u>2023</u>				<u>2022</u>
	<u>Program Services</u>	<u>Management and General</u>	<u>Direct Cost of Special Event</u>	<u>Fundraising</u>	<u>Total</u>
Salaries and wages	\$1,714,689	\$ 18,180	\$ -	\$ 329,846	\$1,843,873
Payroll taxes	137,948	1,463	-	26,536	149,551
Employee benefits	108,813	1,154	-	20,932	115,950
Professional development	24,672	262	-	4,746	43,313
Professional fees	219,888	81,554	-	37,265	232,444
Program supplies	107,212	-	-	13,813	88,543
COVID assistance	-	-	-	-	20,000
Lease obligations	147,748	6,034	-	8,153	158,081
Custodial and maintenance	15,333	240	-	399	11,478
Utilities	37,706	557	-	2,401	59,105
Insurance	35,967	1,713	-	3,379	33,814
Office and technology	68,426	764	-	3,515	137,940
Advertising and promotion	23,944	374	-	625	22,688
Events	-	-	61,579	-	49,098
Development	-	-	-	38,700	22,702
Depreciation	66,534	1,040	-	1,732	16,714
Total expenses	2,708,880	113,335	61,579	492,042	3,005,294
Less: expenses deducted directly on the statement of activities	-	-	(61,579)	-	(49,098)
<b>Total expenses reported by function on the statement of activities</b>	<b>\$2,708,880</b>	<b>\$ 113,335</b>	<b>\$ -</b>	<b>\$ 492,042</b>	<b>\$ 2,956,196</b>

See notes to financial statements.

**BUILDING ONE COMMUNITY, CORP.**

**Statement of Functional Expenses  
For the Year Ended December 31, 2022**

	2022				
	Program Services	Management and General	Direct Cost of Special Event	Fundraising	Total
Salaries and wages	\$ 1,521,492	\$ 34,147	-	\$ 288,234	\$1,843,873
Payroll taxes	123,403	2,770	-	23,378	149,551
Employee benefits	95,678	2,147	-	18,125	115,950
Professional development	35,740	802	-	6,771	43,313
Professional fees	113,213	99,805	-	19,426	232,444
Program supplies	85,063	-	-	3,480	88,543
COVID assistance	20,000	-	-	-	20,000
Lease obligations	153,339	2,371	-	2,371	158,081
Custodial and maintenance	11,134	172	-	172	11,478
Utilities	57,855	625	-	625	59,105
Insurance	29,894	1,440	-	2,480	33,814
Office and technology	132,371	1,729	-	3,840	137,940
Advertising and promotion	22,008	340	-	340	22,688
Events	-	-	49,098	-	49,098
Development	-	-	-	22,702	22,702
Depreciation	16,212	251	-	251	16,714
Total expenses	<u>2,417,402</u>	<u>146,599</u>	<u>49,098</u>	<u>392,195</u>	<u>3,005,294</u>
Less: expenses deducted directly on the statement of activities	-	-	<u>(49,098)</u>	-	<u>(49,098)</u>
<b>Total expenses reported by function on the statement of activities</b>	<b><u>\$ 2,417,402</u></b>	<b><u>\$ 146,599</u></b>	<b><u>\$ -</u></b>	<b><u>\$ 392,195</u></b>	<b><u>\$ 2,956,196</u></b>

See notes to financial statements.

**BUILDING ONE COMMUNITY, CORP.**

**Statements of Cash Flows**

	<b>Year Ended December 31</b>	
	<b>2023</b>	<b>2022</b>
<b>Cash flows from operating activities</b>		
Increase in net assets	\$ 86,821	\$ 855,900
Adjustments to reconcile increase in net assets to net cash provided by operating activities		
Depreciation and amortization	69,306	16,714
Net realized and unrealized (gain) loss on investments	(22,152)	35,455
Donated securities	42,540	20,575
Proceeds from sale of donated securities	(42,540)	(20,575)
(Increase) in contributions and grants receivable	(17,705)	(459,270)
Decrease in right-of-use assets	145,603	89,233
(Increase) in security and other deposits	(12,399)	(17,094)
Increase (decrease) in accounts payable	(17,214)	45,308
(Decrease) in operating lease liabilities	(141,460)	(37,667)
Net cash provided by operating activities	90,800	528,579
<b>Cash flows from investing activities</b>		
Purchases of leasehold improvements	(213,236)	(75,828)
Net (purchases)/sales of investments	(621,054)	(961,119)
Net cash (used in) investing activities	(834,290)	(1,036,947)
<b>Net (decrease) in cash and cash equivalents</b>	<b>(743,490)</b>	<b>(508,368)</b>
<b>Cash and cash equivalents, beginning of year</b>	<b>1,293,547</b>	<b>1,801,915</b>
<b>Cash and cash equivalents, end of year</b>	<b>\$ 550,057</b>	<b>\$ 1,293,547</b>

See notes to financial statements.

**BUILDING ONE COMMUNITY, CORP.****Notes to Financial Statements  
December 31, 2023 and December 31, 2022****Note 1 – Nature of organization**

Building One Community (the “Organization”) is a non-profit organization located in Stamford, Connecticut. The Organization provides free services that educate, employ, empower and engage immigrants and the broader community. Their mission is to advance the successful integration of immigrants and their families. The Organization does this by providing English language instruction, job skills training, personal and family support services, and more.

**Note 2 – Summary of significant accounting policies**Net assets

The Organization maintains two classes of net assets as follows:

Without donor restrictions

Net assets without donor restrictions are not subject to donor-imposed restrictions and are available for operations and board-designated purposes.

The Board of Directors adopted a policy to establish and maintain a funded Board Designated Operating Reserve (the “Operating Reserve”) at a level relative to annual program funding and the costs of operating and maintaining the Organization. The goal of the Operating Reserve is to achieve and maintain between three and six months of operating expenses. At December 31, 2023 and December 31, 2022, the Operating Reserve totaled \$1,200,000 and \$900,000, respectively.

With donor restrictions

Net assets that are subject to donor-imposed restrictions that may or will be met either by actions of the Organization and/or the passage of time. As the restrictions are satisfied, net assets with temporary donor restrictions are reclassified to net assets without donor restrictions and reported in the accompanying statement of activities as net assets released from restrictions. During 2023 and 2022 the net assets released from restrictions were used to fund the programs described in note 1 to the financial statements.

Revenue recognition

Contributions and grants are recognized as revenue when pledged or cash is received. Contributions or grants restricted by the donor or relating to future events or periods are reflected as net assets with donor restrictions until the restriction is satisfied, the event occurs or time lapses.

Contributed non-financial assets

The Organization recognizes donated services, which require specialized skills and are provided by individuals possessing those skills that would typically need to be purchased if they had not been donated. The Organization also receives donated materials. The estimated fair value of these services and materials has been reported in the statement of activities.

**BUILDING ONE COMMUNITY, CORP.****Notes to Financial Statements (continued)  
December 31, 2023 and December 31, 2022****Note 2 – Summary of significant accounting policies (continued)**Cash equivalents

Cash equivalents consist of highly liquid investments with an initial maturity of three months or less.

Investments

Investments are recorded, at fair value, based on publicly quoted prices. Interest, dividends, realized and unrealized gains and losses are included in the statement of activities.

Allowance for doubtful accounts

As of December 31, 2023 and December 31, 2022, the Organization deems its receivables to be collectable and, accordingly, does not have an allowance for doubtful accounts for any potential uncollectable receivables. This is based on management's experience, the aged basis of the receivables, subsequent receipts and current economic conditions.

Property and equipment

Property and equipment are recorded at cost. The Organization capitalizes property and equipment in excess of a nominal amount and with a useful life greater than one year. Depreciation is computed using the straight-line method over the estimated useful lives of the assets.

Leases

Effective January 1, 2022, the Organization adopted FASB ASC 842, *Leases*. The new standard establishes a right of use ("ROU") model that requires a lessee to record an ROU asset, which represents the right to use a respective asset for the lease term, and a lease liability on the statement of financial position at the present value of future payments due under the lease. The Organization has elected to use a risk-free rate at the lease commencement dates to discount its office leases to their net present value. The implementation of the standard did not have an impact on the Organization's operating results and cash flows. The Organization has elected not to record leases with an initial term of 12 months or less on the statement of financial position.

Functional allocation of expenses

The costs of providing the various programs and other activities have been summarized on a functional basis. Accordingly, certain costs have been allocated among the program services and supporting activities benefited. Expenses attributable to more than one functional expense category are allocated based on an estimate of time and effort spent.

**BUILDING ONE COMMUNITY, CORP.**

**Notes to Financial Statements (continued)  
December 31, 2023 and December 31, 2022**

**Note 2 – Summary of significant accounting policies (continued)**

Concentrations of risk

The Organization’s financial instruments that are potentially exposed to concentrations of credit risk consist primarily of cash, cash equivalents, investments and receivables. The Organization places its cash and cash equivalents with what it believes to be quality financial institutions and to date, the Organization has not experienced any losses in these accounts. Investments are exposed to various risks such as interest rate, market volatility, liquidity and credit. Due to the level of uncertainty related to the foregoing risks, it is reasonably possible that changes in these risks could materially affect the fair value of the investments reported in the statement of financial position as of December 31, 2023. However, the Organization routinely assesses the financial strength of its cash, cash equivalents and investment portfolio. The Organization monitors the collection of its receivables and deems them collectable. As a consequence, the Organization believes no significant concentrations of credit risk exist with respect to its cash, cash equivalents, investments, and receivables.

Use of estimates

The preparation of financial statements in conformity with accounting principles generally accepted in the United States of America requires management to make estimates and assumptions that affect certain reported amounts and disclosures. Actual results could differ from these estimates.

Subsequent events

The Organization has evaluated events and transactions for potential recognition or disclosure through February 23, 2024, which is the date the financial statements were available to be issued.

**Note 3 – Liquidity and availability of financial assets**

As of December 31, 2023 and December 31, 2022, financial assets available within one year for general expenditures, such as operating expenses, were as follows:

	<u>2023</u>	<u>2022</u>
Cash and cash equivalents	\$ 550,057	\$ 1,293,547
Investments, at fair value	2,311,184	1,667,978
Receivables	<u>498,000</u>	<u>480,295</u>
Total	3,359,241	3,441,820
Less: assets with donor restrictions not available for general expenditures in the upcoming fiscal year	<u>(200,000)</u>	<u>(357,500)</u>
Total financial assets	<u>\$ 3,159,241</u>	<u>\$ 3,084,320</u>

The table above reflects assets of the Board Designated Operating Reserve of \$1,200,000 and \$900,000 at December 31, 2023 and December 31, 2022, respectively.



**BUILDING ONE COMMUNITY, CORP.****Notes to Financial Statements (continued)  
December 31, 2023 and December 31, 2022****Note 4 – Investments, at fair value**

At December 31, 2023 and December 31, 2022, the following is a summary of the investments at fair value:

	<u>2023</u>	<u>2022</u>
U.S. Treasuries	\$ 1,603,823	\$ 964,996
Exchange traded funds – fixed income	<u>707,361</u>	<u>702,982</u>
Total	<u>\$ 2,311,184</u>	<u>\$ 1,667,978</u>

Net investment return for the years ended December 31, 2023 and December 31, 2022 is as follows:

	<u>2023</u>	<u>2022</u>
Interest and dividends	\$ 86,347	\$ 20,246
Net realized and unrealized gain (loss)	<u>22,152</u>	<u>(35,455)</u>
Net investment gain (loss)	<u>\$ 108,499</u>	<u>\$ (15,209)</u>

**Fair value measurements**

For assets measured at fair value on a recurring basis as of December 31, 2023, accounting standards require quantitative disclosures about the fair value measurements separately for each major class of assets. The Organization's investments have all been classified in the highest level of hierarchy (Level 1) in which quoted prices are in active markets for identical assets.

**Note 5 – Net assets with donor restrictions**

At December 31, 2023 and December 31, 2022, the following is a summary of the Organization's net assets with donor restrictions:

	<u>2023</u>	<u>2022</u>
Community Engagement	\$ 858	\$ 1,299
Family and individual services	38,997	-
2023 Spring Breakfast	-	50,000
Immigration Legal Services	111,301	65,051
IT and Data Systems	16,170	32,920
Occupancy Expansion	36,500	114,172
POWER Program	85,000	31,000
Staff Development	18,493	18,256
Time restricted grants	<u>457,500</u>	<u>701,668</u>
Total	<u>\$ 764,819</u>	<u>\$ 1,014,366</u>

**BUILDING ONE COMMUNITY, CORP.****Notes to Financial Statements (continued)  
December 31, 2023 and December 31, 2022****Note 6 – Commitments**

During April 2022, the Organization entered into a five-year lease agreement for office space which expires during October 2027. The lease requires payments of \$9,273 in the first year of the lease term increasing to \$10,236 in the final year. At the end of the lease term, the Organization has an option to renew the lease for an additional five-years. In addition, the Organization is required to pay a proportionate share in property operating costs as defined in the agreement. In connection with the lease, the Organization paid a \$18,546 security deposit to the landlord. The Organization received a seven-month rent abatement at the commencement of the lease.

During June 2022, the Organization entered into a three-year lease agreement for additional office space expiring in May 2025. The lease requires monthly payments of \$2,793 in the first year of the agreement increasing to \$2,963 in the final year. In addition, the Organization is required to pay a proportionate share in property operating costs as defined in the agreement. In connection with the lease, the Organization paid a \$2,793 security deposit to the landlord.

Future minimum payments due under the lease agreements as of December 31, 2023 are as follows:

<u>Year</u>	<u>Amount</u>
2024	\$ 149,661
2025	132,214
2026	120,334
2027	<u>102,359</u>
Total	504,568
Less: present value discount	<u>(43,331)</u>
Operating lease liabilities, net	<u>\$ 461,237</u>

The following is a summary of operating lease information for the year ended December 31, 2023:

Lease expense in 2023	161,935
Weighted average remaining lease term	3.6 years
Weighted average of discount rate	2.6%

**Note 7 – Retirement plan**

The Organization has a 401(k) retirement plan for all eligible employees. Eligible employees may defer a portion of their compensation, not to exceed the limitations established by the Internal Revenue Code. In addition, the Organization may elect to make matching contributions of up to 1% of an employee's compensation. For the years ended December 31, 2023 and December 31, 2022, plan expense totaled \$9,321 and \$6,648, respectively.

**BUILDING ONE COMMUNITY, CORP.**

**Notes to Financial Statements (continued)  
December 31, 2023 and December 31, 2022**

**Note 8 – Tax status**

The Organization is exempt from federal income taxes under Section 501(c)(3) of the Internal Revenue Code (the “Code”). In addition, the Organization is a Section 509(a)(1) organization as defined in the Code and is, therefore, not a private foundation and qualifies for the maximum charitable deduction for donors.