United Way of Greater Cleveland and The Cleveland Community Fund

Consolidated Financial Statements
Years Ended June 30, 2024 and 2023

Schedule of Expenditures of Federal Awards and Reports Required by *Government Auditing Standards* and Uniform Guidance
Year Ended June 30, 2024

The report accompanying these financial statements was issued by BDO USA, P.C., a Virginia professional corporation, and the U.S. member of BDO International Limited, a UK company limited by guarantee.

BDO

United Way of Greater Cleveland and The Cleveland Community Fund

Consolidated Financial Statements
Years Ended June 30, 2024 and 2023

Schedule of Expenditures of Federal Awards and Reports Required by *Government Auditing Standards* and Uniform Guidance
Year Ended June 30, 2024

United Way of Greater Cleveland and The Cleveland Community Fund

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Independent Auditor's Report

The Board of Directors
United Way of Greater Cleveland and
The Cleveland Community Fund
Cleveland, Ohio

Report on the Audit of the Consolidated Financial Statements

Opinion

We have audited the consolidated financial statements of United Way of Greater Cleveland and The Cleveland Community Fund (collectively, the Organization), which comprise the consolidated statements of financial position as of June 30, 2024 and 2023, and the related consolidated statements of activities and changes in net assets; allocations, contributions, and functional expenses; and cash flows for the years then ended, and the related notes to the consolidated financial statements.

In our opinion, the accompanying consolidated financial statements present fairly, in all material respects, the consolidated financial position of the Organization as of June 30, 2024 and 2023 and the changes in their net assets and their 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) and the standards applicable to financial audits contained in *Government Auditing Standards* issued by the Comptroller General of the United States. Our responsibilities under those standards are further described in the Auditor's Responsibilities for the Audit of the Consolidated 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 Consolidated Financial Statements

Management is responsible for the preparation and fair presentation of the consolidated 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 consolidated financial statements that are free from material misstatement, whether due to fraud or error.

In preparing the consolidated 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 consolidated financial statements are available to be issued.

Auditor's Responsibilities for the Audit of the Consolidated Financial Statements

Our objectives are to obtain reasonable assurance about whether the consolidated 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 and *Government 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 consolidated financial statements.

In performing an audit in accordance with GAAS and *Government Auditing Standards,* we:

- Exercise professional judgment and maintain professional skepticism throughout the audit.
- Identify and assess the risks of material misstatement of the consolidated 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 consolidated 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 consolidated 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.

Supplementary Information

Our audit was conducted for the purpose of forming an opinion on the consolidated financial statements as a whole. The accompanying consolidated schedule of expenditures of federal awards, as required by Title 2 U.S. *Code of Federal Regulations* (CFR) Part 200, *Uniform Administrative Requirements, Cost Principles, and Audit Requirements for Federal Awards,* is presented for purposes of additional analysis and is not a required part of the consolidated financial statements. Such information is the responsibility of management and was derived from and relates directly to the underlying accounting and other records used to prepare the consolidated financial statements. Such information has been subjected to the auditing procedures applied in the audit of the consolidated financial statements and certain additional procedures, including comparing and reconciling such information directly to the underlying accounting and other records used to prepare the consolidated financial statements or to the consolidated financial statements themselves, and other additional procedures in accordance with GAAS. In our opinion, the information is fairly stated, in all material respects, in relation to the consolidated financial statements as a whole.

Other Reporting Required by *Government Auditing Standards*

In accordance with *Government Auditing Standards*, we have also issued our report dated January 28, 2025 on our consideration of the Organization's internal control over financial reporting and on our tests of its compliance with certain provisions of laws, regulations, contracts, and grant agreements and other matters. The purpose of that report is solely to describe the scope of our testing of internal control over financial reporting and compliance and the results of that testing, and not to provide an opinion on the effectiveness of the Organization's internal control over financial reporting or on compliance. That report is an integral part of an audit performed in accordance with *Government Auditing Standards* in considering the Organization's internal control over financial reporting and compliance.

BDO USA, P.C.

January 28, 2025

Consolidated Financial Statements

United Way of Greater Cleveland and The Cleveland Community Fund

Consolidated Statements of Financial Position

June 30,		2024		2023
Assets				
Cash and cash equivalents	$	**3,855,939**	$	1,866,455
Custodial funds		**5,584,485**		6,520,300
Campaign receivables, net		**4,949,582**		10,119,150
Accounts receivable:				
Agencies		**1,280,415**		1,115,415
Other		**1,240,385**		855,469
Major gifts receivable, net		**2,172,140**		2,372,137
Marketable securities		**2,913,468**		9,293,649
Interest rate swap		**579,030**		599,797
Prepaid expenses and other assets		**489,096**		134,737
Land, building, and equipment, net		**11,944,006**		12,419,799
Quasi-endowed investments		**10,458,336**		5,726,300
Beneficial interest in assets held by community foundation		**8,642,146**		5,606,470
Total Assets	$	**54,109,028**	$	56,629,678
Liabilities and Net Assets				
Liabilities				
Due to donor-designated agencies	$	**2,223,209**	$	5,275,890
Accounts payable:				
Agencies		**3,393,395**		3,485,177
Managed resources		**7,257,376**		8,452,997
Other		**2,485,666**		2,601,245
Deferred revenue and other accrued liabilities		**1,325,907**		1,222,244
Debt, net		**7,007,443**		7,203,340
Pension liability		**1,474,951**		2,009,047
Total Liabilities		**25,167,947**		30,249,940
Net Assets				
Without donor restrictions		**14,369,002**		17,646,029
With donor restrictions		**14,572,079**		8,733,709
Total Net Assets		**28,941,081**		26,379,738
Total Liabilities and Net Assets	$	**54,109,028**	$	56,629,678

See accompanying notes to consolidated financial statements.

United Way of Greater Cleveland and The Cleveland Community Fund

Consolidated Statement of Activities and Changes in Net Assets

Year ended June 30, 2024

	Without Donor Restrictions	With Donor Restrictions	Total
Support, Revenues, and Gains			
Contributions:			
Contributions received	$ 16,763,272	$ 5,455,100	$ 22,218,372
Less: donor designations	(4,515,374)	-	(4,515,374)
Provision for uncollectible pledges	(441,441)	-	(441,441)
Contributions released from restriction	333,783	(333,783)	-
Total Contributions	12,140,240	5,121,317	17,261,557
Revenues and Gains			
Program fees and grants	3,131,122	(35,523)	3,095,599
Investment return, net	1,864,912	752,576	2,617,488
Rental income and miscellaneous	182,370	-	182,370
Total Revenues and Gains	5,178,404	717,053	5,895,457
Total Support, Revenues, and Gains	17,318,644	5,838,370	23,157,014
Allocations and Functional Expenses			
Funds allocated to agencies	4,998,805	-	4,998,805
Functional Expenses			
Program services	6,933,164	-	6,933,164
Fundraising	4,260,093	-	4,260,093
Management and general	4,493,161	-	4,493,161
Total Functional Expenses	15,686,418	-	15,686,418
Total Allocations and Functional Expenses	20,685,223	-	20,685,223
Change in net assets before other items	(3,366,579)	5,838,370	2,471,791
Interest expense	(552,984)	-	(552,984)
Other components of net periodic pension cost	4,825	-	4,825
Change in interest rate swap	(20,767)	-	(20,767)
Pension-related changes other than net periodic pension cost	658,478	-	658,478
Change in Net Assets	(3,277,027)	5,838,370	2,561,343
Net Assets, beginning of year	17,646,029	8,733,709	26,379,738
Net Assets, end of year	$ 14,369,002	$ 14,572,079	$ 28,941,081

See accompanying notes to consolidated financial statements.

United Way of Greater Cleveland and The Cleveland Community Fund

Consolidated Statement of Activities and Changes in Net Assets

Year ended June 30, 2023

		Without Donor Restrictions		With Donor Restrictions		Total
Support, Revenues, and Gains						
Contributions:						
Contributions received	$	19,399,534	$	6,732,288	$	26,131,822
Less: donor designations		(6,337,105)		-		(6,337,105)
Provision for uncollectible pledges		(383,040)		-		(383,040)
Contributions released from restriction		796,715		(796,715)		-
Total Contributions		13,476,104		5,935,573		19,411,677
Revenues and Gains						
Program fees and grants		2,596,245		-		2,596,245
Investment return, net		1,212,387		214,200		1,426,587
Rental income and miscellaneous		517,199		-		517,199
Total Revenues and Gains		4,325,831		214,200		4,540,031
Total Support, Revenues, and Gains		17,801,935		6,149,773		23,951,708
Allocations and Functional Expenses						
Funds allocated to agencies		5,402,905		-		5,402,905
Functional Expenses						
Program services		6,601,174		-		6,601,174
Fundraising		4,302,591		-		4,302,591
Management and general		3,403,820		-		3,403,820
Total Functional Expenses		14,307,585		-		14,307,585
Total Allocations and Functional Expenses		19,710,490		-		19,710,490
Change in net assets before other items		(1,908,555)		6,149,773		4,241,218
Interest expense		(336,330)		-		(336,330)
Other components of net periodic pension cost		(229,722)		-		(229,722)
Change in interest rate swap		344,884		-		344,884
Pension-related changes other than net periodic pension cost		1,126,160		-		1,126,160
Change in Net Assets		(1,003,563)		6,149,773		5,146,210
Net Assets, beginning of year		18,649,592		2,583,936		21,233,528
Net Assets, end of year	$	17,646,029	$	8,733,709	$	26,379,738

See accompanying notes to consolidated financial statements.

United Way of Greater Cleveland and The Cleveland Community Fund

Consolidated Statement of Allocations, Contributions, and Functional Expenses

Year ended June 30, 2024

	Allocations	Program Services	Fundraising	Management and General	Total
Funds allocated to agencies	$ 4,998,805	$ -	$ -	$ -	$ 4,998,805
Salaries	-	3,061,582	1,825,126	2,076,625	6,963,333
Employee fringe benefits	-	609,013	342,521	645,377	1,596,911
Payroll taxes	-	182,084	157,053	133,075	472,212
Total Personnel Expenses	-	3,852,679	2,324,700	2,855,077	9,032,456
Fees and contract services	-	2,056,687	976,942	621,560	3,655,189
Occupancy	-	304,618	167,545	233,215	705,378
Technology	-	261,259	292,157	226,086	779,502
Telecommunications	-	66,617	42,873	59,014	168,504
Printed, promotional, and visual	-	65,562	88,955	17,819	172,336
Insurance	-	38,009	28,459	40,341	106,809
Conferences, conventions, and meetings	-	25,145	45,797	54,365	125,307
Travel and reimbursable expenses	-	31,869	26,233	32,852	90,954
Postage and shipping	-	4,528	22,883	(7,403)	20,008
Supplies	-	9,375	5,463	8,615	23,453
Dues and subscriptions	-	19,089	17,885	22,056	59,030
Bank charges	-	1,523	64,941	5,282	71,746
Miscellaneous	-	29,303	13,085	15,153	57,541
Total Expenses, before depreciation and amortization	4,998,805	6,766,263	4,117,918	4,184,032	20,067,018
Depreciation and amortization	-	166,901	142,175	309,129	618,205
Total	$ 4,998,805	$ 6,933,164	$ 4,260,093	$ 4,493,161	$ 20,685,223

See accompanying notes to consolidated financial statements.

United Way of Greater Cleveland and The Cleveland Community Fund

Consolidated Statement of Allocations, Contributions, and Functional Expenses

Year ended June 30, 2023

	Allocations	Program Services	Fundraising	Management and General	Total
Funds allocated to agencies	$ 5,402,905	$ -	$ -	$ -	$ 5,402,905
Salaries	-	3,366,487	2,592,727	1,059,691	7,018,905
Employee fringe benefits	-	757,890	489,915	389,325	1,637,130
Payroll taxes	-	229,876	181,329	105,967	517,172
Total Personnel Expenses	-	4,354,253	3,263,971	1,554,983	9,173,207
Fees and contract services	-	1,148,799	167,869	540,880	1,857,548
Occupancy	-	365,220	253,557	140,883	759,660
Technology	-	62,374	8,329	599,999	670,702
Telecommunications	-	5,142	1,013	167,789	173,944
Printed, promotional, and visual	-	136,059	172,054	41,597	349,710
Insurance	-	80,100	56,300	24,323	160,723
Conferences, conventions, and meetings	-	52,752	72,397	27,723	152,872
Travel and reimbursable expenses	-	11,937	3,079	12,199	27,215
Postage and shipping	-	16,732	13,690	12,047	42,469
Supplies	-	19,426	4,919	18,884	43,229
Dues and subscriptions	-	5,558	12,715	21,164	39,437
Bank charges	-	-	2,297	68,516	70,813
Miscellaneous	-	30,495	17,313	15,311	63,119
Total Expenses, before depreciation and amortization	5,402,905	6,288,847	4,049,503	3,246,298	18,987,553
Depreciation and amortization	-	312,327	253,088	157,522	722,937
Total	$ 5,402,905	$ 6,601,174	$ 4,302,591	$ 3,403,820	$ 19,710,490

See accompanying notes to consolidated financial statements.

United Way of Greater Cleveland and The Cleveland Community Fund

Consolidated Statements of Cash Flows

Year ended June 30,	2024	2023
Cash Flows from Operating Activities		
Change in net assets	$ **2,561,343**	$ 5,146,210
Adjustments to reconcile change in net assets to net cash (used in) provided by operating activities:		
Proceeds from endowment gift	**(5,235,470)**	(5,355,000)
Pension-related changes other than net periodic pension cost	**(658,478)**	(1,126,160)
Depreciation	**618,205**	722,937
Amortization of bond issuance costs included in interest expense	**18,556**	18,566
Provision for uncollectible campaign receivables	**441,441**	(169,671)
Change in discount on major gifts receivable	**156,664**	290,699
Change in interest rate swap	**20,767**	(344,884)
Net realized and unrealized gains on investment transactions	**(1,234,364)**	(476,152)
Change in value of beneficial interest in assets held at community foundation	**(715,306)**	(251,470)
(Increase) decrease in operating assets:		
Campaign receivables	**4,728,127**	1,847,322
Major gifts receivable	**43,333**	(966,667)
Agencies and other receivables	**(549,916)**	(514,433)
Prepaid expenses and other assets	**(354,359)**	56,452
Increase (decrease) in operating liabilities:		
Due to designated agencies	**(3,052,681)**	(525,627)
Accounts payable - agencies	**(91,782)**	84,222
Accounts payable - other	**(115,579)**	1,062,146
Accounts payable - managed resources	**(1,195,621)**	6,002,436
Other liabilities	**228,045**	448,930
Net Cash (Used in) Provided by Operating Activities	**(4,387,075)**	5,949,856
Cash Flows from Investing Activities		
Purchases of building and equipment	**(142,412)**	(377,074)
Purchases of investments	**(3,770,803)**	(15,302,766)
Proceeds from sale of investments	**5,268,757**	3,083,995
Net Cash Provided by (Used in) Investing Activities	**1,355,542**	(12,595,845)
Cash Flows from Financing Activities		
Proceeds from endowment gift	**5,235,470**	5,355,000
Payments on notes payable	**(214,453)**	(206,113)
Net Cash Provided by Financing Activities	**5,021,017**	5,148,887
Net Increase (Decrease) in Cash and Cash Equivalents	**1,989,484**	(1,497,102)
Cash and Cash Equivalents, beginning of year	**1,866,455**	3,363,557
Cash and Cash Equivalents, end of year	$ **3,855,939**	$ 1,866,455
Supplemental Disclosures of Cash Flow Information		
Cash paid for interest	$ **552,984**	$ 336,330

See accompanying notes to consolidated financial statements.

1. Summary of Significant Accounting Policies

Nature of Activities

United Way of Greater Cleveland (UWGC) is a not-for-profit corporation located in Cleveland, Ohio. UWGC serves as an essential community connector, generating and coordinating resources across individual donors, corporations, service providers, and government and civic leaders to improve lives and create community impact at scale.

UWGC brings people and organizations together to help the Greater Cleveland community move toward greater economic equity and mobility. It solicits donations from a variety of donors through a range of methods. All these donations, whether they be from workplace campaigns, corporations, foundations, community leaders, or individuals, combine to make it possible to implement impactful change for the community. Every year, companies across Greater Cleveland unite their employees to give to UWGC by participating in UWGC's annual workplace campaign. Business owners, community leaders, corporations, and foundations demonstrate their dedication to bettering the community in which they are headquartered through generous donations. UWGC collaborates with them to align their community impact goals with those funded by UWGC.

UWGC makes an impact in the community by tapping into its collective ability to provide immediate relief for basic human needs and working across sectors, systems, and neighborhoods to prevent and eliminate the root causes of these needs and disparities in the first place.

Through UWGC's Community Hub for Basic Needs (Community Hub), the immediate, here-and-now needs of the community, such as hunger and homelessness, are addressed. The Community Hub brings organizations together with community partners and volunteers to share best practices, build relationships, and align resources to better identify and subsequently meet the needs of people in their community living in crisis. The Community Hub also provides strategic grantmaking to invest directly in effective solutions that help make positive change happen across Greater Cleveland. Through a rigorous application process, UWGC selects organizations aligned with one of its community strategies—economic mobility, health pathways, and housing stability—so that the most meaningful impact for those in need can be made in working together on targeted initiatives.

Through UWGC's Impact Institute, funded through major gifts, the barriers to economic equity and mobility are addressed. These large-scale initiatives offer solutions to systemic problems, with the hopes of eliminating them in the future. As an example, UWGC was a founding partner of Lead Safe Cleveland Coalition, a cross-sector coalition with a fully funded strategy to ensure that children are safe from lead poisoning in their own homes.

UWGC also provides direct services to the community through United Way 211, a free and confidential service for anyone needing help, where trained navigators connect callers to community resources.

For the years ended June 30, 2024 and 2023, the consolidated financial statements include the accounts of UWGC (including its wholly owned subsidiary, United Way Properties, LLC), United Way of Geauga County, and The Cleveland Community Fund (collectively, the Organization), an organization affiliated through common management. Interorganizational transactions and accounts have been eliminated upon consolidation.

During the year ended June 30, 2019, United Way Properties, LLC (the LLC) was created to assist UWGC in owning, leasing, operating, and managing real and personal property necessary or appropriate for the charitable activities of UWGC.

Basis of Presentation

The Organization follows authoritative guidance issued by the Financial Accounting Standards Board (FASB), which established the FASB Accounting Standards Codification (ASC) as the single source of authoritative accounting principles generally accepted in the United States of America. The accompanying consolidated financial statements have been prepared in accordance with accounting principles generally accepted in the United States of America (U.S. GAAP).

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

Net Assets Without Donor Restrictions – These are net assets that are not subject to donor-imposed restrictions/stipulations and are therefore available for use at the discretion of the Board of Directors (the Board) and/or management for general operating purposes. These include net assets designated by the Board to be set aside for specific purposes over which the Board retains control and may, at its discretion, subsequently be used for other purposes.

Net assets without donor restrictions also includes quasi-endowments, which are amounts committed by the Board to serve as matching donations to the unrestricted endowment as described in Notes 3 and 8.

Net Assets with Donor Restrictions – Net assets with donor restrictions are subject to donor-imposed restrictions/stipulations that may or will be met, either by actions of the Organization and/or the passage of time. Some net assets with donor restrictions include a stipulation that assets be maintained by the Organization in perpetuity while permitting the Organization to expend the income generated by the assets in accordance with the provisions of additional donor-imposed stipulations or a Board-approved spending policy.

Use of Estimates

The preparation of the consolidated financial statements in conformity with U.S. GAAP requires management to make estimates and assumptions that affect the reported amounts of assets and liabilities and disclosure of contingent assets and liabilities at the date of the consolidated financial statements and the reported amounts of revenues and expenses during the reporting period. Actual results could differ from those estimates.

The allowance for uncollectible campaign receivables has been reviewed by management, which reviews factors such as prior collection history, current economic factors, and knowledge of donors who have pledged in evaluating the adequacy of the allowance. It is at least reasonably possible that the estimate for the allowance for uncollectible campaign receivables will change in the near-term.

The valuation of the pension liability has been calculated by an outside actuary. Factors and assumptions used by this actuary to calculate the liability are based upon estimates provided by management, and it is at least reasonably possible that the assumptions and estimates used may change in the near-term.

Reclassifications

Certain amounts within the prior period's consolidated statement of cash flows have been reclassified and revised to conform to the current period presentation. The custodial fund asset was previously classified as restricted cash, and therefore was presented in cash, cash equivalents, and restricted cash, beginning of year on the consolidated statements of cash flows. As this holding was comprised of mutual funds, purchases made were reclassified to purchases of investments within investing activities. The reclassifications, which are considered to be immaterial to the previously issued consolidated financial statements, had no impact on other amounts reported within the consolidated statements of financial position; activities and changes in net assets; and allocations, contributions, and functional expenses.

Revenue Recognition

Contributed Revenue

The Organization recognizes contributions and donor's unconditional promises to give in the period the promise is made. Contribution receivables are stated at the amount management expects to collect from outstanding balances. Donors' promises to give, which are conditional, are not recognized until the condition on which they depend are substantially met or barriers to recognition have been achieved. Conditional gifts, which have been funded in advance of the condition being met, are recorded as advances from third parties.

The Organization reports gifts of cash and other assets as restricted support if they are received with donor stipulations that limit the use of the assets, or if they are designated as support in future periods. When a donor restriction expires, that is, when a stipulated time restriction ends or purpose restriction is accomplished, net assets with donor restrictions are reclassified to net assets without door restrictions and reported in the consolidated statements of activities and changes in net assets as net assets released from restriction. Restricted contributions whose restrictions are met in the same reporting period are reported as net assets without donor restrictions.

Program Fees and Grant Revenue

A portion of the Organization's program and grant revenue is derived from cost-reimbursable federal and local grants, which are conditional upon certain performance requirements and/or the insurance of allowable qualifying expenses. These grants are received as a recipient or sub-recipient under federal grants and contracts. Amounts are recognized as revenue when the Organization has incurred expenditure in compliance with specific contract or grant provisions. The Organization, at times, receives revenues in advance from certain contracts. Such amounts are recorded as deferred revenue and are recognized as the services or goods are transferred to customers. Deferred revenue was $103,011 and $114,830 for the years ended June 30, 2024 and 2023, respectively, and is included in deferred revenue and other accrued liabilities on the consolidated statements of financial position.

In addition, program fees and grants are amounts earned by UWGC for direct services, such as 211 information, referral and navigation contracts, payroll and accounting services provided to not-for-profit agencies, processing fees assessed on donor designations, and amounts received from restricted grants. This revenue is recognized at the point in time at which the related services were provided. Revenue is recorded at the transaction price, which does not include any price concessions. Any outstanding billings for related services are recorded as accounts receivable on the consolidated statements of financial position.

Cash Equivalents

The Organization considers all financial instruments with original maturities of three months or less (excluding those held in brokerage accounts designated for long-term investment) to be cash equivalents.

Custodial Funds and Managed Resources

Custodial funds are amounts held by UWGC that legally belong to unrelated and related entities. Accordingly, certain of these amounts are recorded as both an asset and liability (managed resources) of the Organization. Additional managed resources include funding received in advance of the Organization’s completion of the related performance obligations to third parties, for which such cash is not required to be held separately.

Receivables and Credit Policies

Accounts receivables are primarily related to amounts due from not-for-profit agencies for payroll and accounting services provided by the Organization and amounts due from government grants. Accounts receivables are stated at the amount billed to the agency or the amount owed from the governmental entity.

Management individually reviews all accounts receivable balances and based on an assessment of current creditworthiness and forward-looking information, estimates the portion, if any, of the balance that will not be collected. As of June 30, 2024 and 2023, management estimated that no allowance for credit losses accounts was required.

Campaign Receivable and Major Gifts Receivable

Contributions received are recorded as support without donor restrictions or with donor restrictions, depending upon the existence and/or nature of the donor’s restriction. Unconditional promises to give are recorded at their fair market value in the period in which the Organization was notified of the promise. Conditional promises to give—that is, those with measurable performance or other barrier and right of return—are not recognized until the condition on which they depend have been met. Promises to give are not collateralized. Allowances are provided for uncollectible pledges based upon prior experience, current economic factors, and knowledge of donors and their characteristics. The Organization maintained an allowance for uncollectible pledges of $460,865 and $452,379 as of June 30, 2024 and 2023, respectively. Additions to the allowance were $441,441 and $383,040 during the years ended June 30, 2024 and 2023, respectively. The Organization had $432,955 and $552,709 of write-offs to the allowance for uncollectible pledges for the years ended June 30, 2024 and 2023, respectively.

Promises to give that are to be received over a period greater than one year, also known as major gifts receivable, are discounted to their fair market value assuming their respective payment terms and an appropriate discount rate as of the date the pledge is received. The discount is amortized in contribution revenue over the term of the respective pledge agreement (see Note 2).

Investments

Investments in marketable securities and all investments in debt securities are reported at their estimated fair values in the consolidated statements of financial position. Realized and unrealized gains and losses, interest, dividends, and investment fees arising during the period are included in investment return, net, in the accompanying consolidated statements of activities and changes in net assets (see Note 4).

Land, Building, and Equipment

Building and equipment are depreciated utilizing the straight-line method over their estimated useful lives ranging from three to 40 years. The Organization capitalizes purchases of land, building, and equipment that exceed $5,000. Land, building, and equipment are stated at cost.

Beneficial Interest in Assets Held by Community Foundation

During the year ended June 30, 2023, the Organization established the United Way of Greater Cleveland Jack, Joseph, and Morton Mandel Fund for Urban Engagement (the Endowment) at a community foundation. The Endowment was invested in an Organizational Fund of the community foundation, whereby the community foundation manages the underlying investment strategy of the Endowment and the distributions of such, and all distributions from the Endowment are for the exclusive benefit of the Organization.

Contributions to the beneficial interest in assets held by community foundation are reported as contributions with donor restrictions, as the assets held are endowed and managed under a spending policy. Changes in the value of the assets held by community foundation are reported as such, with donor restrictions, in the consolidated statements of activities and changes in net assets (see Notes 4 and 8).

Donated Materials and Services

Donated items and equipment are not reflected as contributions in the accompanying consolidated financial statements because they are not material. No amounts have been reported in the consolidated financial statements for donated non-skilled services, as no objective basis is available to measure the value of such services; however, a substantial number of volunteers have donated significant amounts of their time to the Organization’s program services and to its fundraising campaigns.

Due to Donor Designated Agencies

Contributions received that have been designated by donors for specific recipient agencies are reported as both receivables and amounts due to designated agencies in the consolidated statements of financial position and as both revenue and a reduction of contributions in the consolidated statements of activities and changes in net assets in the period in which the related contribution is recognized.

Accounts Payable – Agencies

Proceeds from fundraising campaigns that are not restricted are allocated to agencies upon approval by the Board. Such allocations to agencies are reported as accounts payable – agencies in the accompanying consolidated statements of financial position.

Included in the amounts reported as allocations to agencies in the accompanying consolidated statements of activities and changes in net assets are payments of dues to certain voluntary trade organizations. This amount totaled $172,000 and $235,352 for the years ended June 30, 2024 and 2023, respectively, for United Way Worldwide.

Managed Resources

UWGC actively collaborates with other non-profit organizations and public entities in developing solutions to root-cause issues of poverty. Frequently, UWGC acts as a fiscal agent for these projects, and accordingly, the related funds are not included in revenue or expense in the accompanying consolidated statements of activities and changes in net assets. As financial assets are received from the funding sources, liabilities are recorded as managed resources payable to recognize the assets held by UWGC for the benefit of others.

The following schedule illustrates the gross cash received by UWGC that is to be directly invested back into the community for programs that support its mission and for which UWGC played a leadership role in securing, as well as what has been disbursed for community benefit and what remains in managed resources payable in the accompanying consolidated statements of financial position.

	June 30, 2023 Managed Resources Payable	Commitments	Disbursements	**June 30, 2024 Managed Resources Payable**
Community Hub for Basic Needs				
Cleveland's Vision for Education & Youth Success	$ 23,838	$ -	$ 23,838	**$ -**
Cuyahoga County Emergency Food Program	76,809	1,206,817	973,865	**309,761**
Total Community Hub for Basic Needs	100,647	1,206,817	997,703	**309,761**
Impact Institute				
Collaborative Investments + Health (CAPGI)	116,865	513,999	630,864	**-**
Siemer Family Stability Initiative	1,259,058	738,521	986,738	**1,010,841**
Right to Counsel	383,737	889,918	1,227,431	**46,224**
Family Space	398,455	53,609	2,277	**449,787**
Lead Safe Cleveland Coalition	6,194,234	362,915	1,116,386	**5,440,763**
Total Impact Institute	8,352,349	2,558,962	3,963,696	**6,947,615**
Total Managed Resources Payable	$ 8,452,996	$ 3,765,779	$ 4,961,399	**$ 7,257,376**

In addition to the amounts above, UWGC has assisted in securing multi-year gifts of $53,500,000, receivable for the benefit of the Lead Safe Coalition through 2028. Such gifts have not been recorded in the consolidated financial statements as UWGC will serve as the fiscal agent of such funds upon receipt.

Deferred Grants and Program Income

Deferred revenue consists of amounts received by UWGC for which a condition associated with a grant has not yet been substantially met or for which funds have been received in advance of services being provided.

Derivative Instruments

UWGC utilizes an interest rate swap contract (which is considered a derivative instrument) to manage its exposure to interest rate risk on its variable rate debt. The differential interest required to be paid or that will be received under this agreement is accrued consistent with the terms of the agreement and is recognized in interest expense as accrued. Terms of the swap agreement require the differential interest to be paid or received monthly. The Organization documents its risk management strategy and hedge effectiveness at the inception of and during the term of each hedge.

UWGC accounts for derivatives and hedging activities in accordance with FASB ASC 815, *Accounting for Derivative Instruments and Certain Hedging Activities*, as amended, which requires that all derivate instruments are recognized on the consolidated statements of financial position at their fair value. The criteria for designating a derivative as a hedge include the instrument's effectiveness in risk reduction and a one-to-one matching of the derivative instrument to its underlying transaction. The Organization's interest rate swap is recorded at fair value and is included in assets at both June 30, 2024 and 2023. Gains and losses from changes in the fair value of the derivatives are recorded in the consolidated statements of activities and changes in net assets. Fair value has been measured based on estimates of the amount needed to settle the agreement as calculated by the counterparty to the swap agreement. Such calculations are based on changes in market condition and/or assumptions underlying valuation models. The cash flows from the interest rate swap contract are classified as an operating activity on the consolidated statements of cash flows.

Employer's Accounting for Defined Benefit Pension and Other Postretirement Plans

UWGC recognizes the funded status of its defined benefit plan as assets or liabilities on its consolidated statements of financial position. Changes in the funded status are recognized through the consolidated statement of activities and changes in net assets in the year in which the changes occur. Plan assets and benefit obligations are measured as of June 30, 2024 and 2023 (see Note 5).

Functional Allocation of Expenses

The costs of providing various programs and related supporting services have been summarized on a functional basis in the consolidated statements of activities and changes in net assets and of allocations, contributions, and functional expenses. Expenses directly attributable to a specific functional area are reported as expenses of those functional areas. Costs that benefit multiple functional areas have been allocated across programs and other supporting services based on their proportion of employees as a percentage of total employees.

Income Taxes

UWGC, United Way of Geauga County, United Way of Medina County, and The Cleveland Community Fund are tax-exempt under Section 501(c)(3) of the Internal Revenue Code of 1986 (IRC). In addition, none of these entities has been classified as an organization that is a “private foundation” within the meaning of Section 509(a) of the IRC.

Uncertain income tax positions are evaluated at least annually by management. The Organization classifies interest and penalties related to income tax matters as income tax expense in the accompanying consolidated financial statements. As of June 30, 2024 and 2023, the Organization has identified no uncertain income tax positions and has incurred no amounts for income tax penalties and interest for the years then ended.

Concentrations of Credit Risk

Financial instruments which potentially subject the Organization to concentrations of credit risk consist of cash and temporary investments, investment securities, and pledges receivable.

The Organization has significant investments in equity and debt securities and is, therefore, subject to concentrations of credit risk. Investments are managed by investment advisors who are overseen by a committee. Though the market value of investments is subject to fluctuations on a year-to-year basis, the committee believes that the investment policy is prudent for the long-term welfare of the Organization.

Concentrations of credit risk with respect to campaign receivables are limited due to the large number of contributors comprising the Organization’s contributor base and their dispersion across different industries throughout Northeast Ohio.

At various times during the years ended June 30, 2024 and 2023, the Organization’s cash in bank balances may have exceeded the federally insured limits.

Accounting Pronouncements Adopted

Leases

In February 2016, the FASB issued Accounting Standards Update (ASU) 2016-02, *Leases,* which superseded most of the previous lease accounting and presentation guidance. The new standard was effective for the Organization for the year ended June 30, 2023.

On July 1, 2022, the Organization adopted the cumulative accounting standard updates initially issued by the FASB in February 2016 that amend the accounting for leases and are codified as ASC Topic 842 (ASC 842). These changes to the lease model require operating leases with a duration of greater than one year to be recorded on the balance sheet through recognition of a liability for the discounted present value of future fixed lease payments and a corresponding right-of-use (ROU) asset.

The Organization elected the package of practical expedients available in ASC 842 upon adoption whereby an entity need not reassess expired contracts for lease identification or classification as a finance or operating lease, or for the reassessment of initial direct costs. Certain parts of the

Organization's lease agreements have lease and non-lease components, which the Organization accounts for separately when the actual lease and non-lease components are determinable.

The Organization determines if an arrangement is a lease at inception. Operating lease liabilities are recognized based on the present value of the future minimum lease payments over the lease term at commencement, net of any future incentives. Minimum lease payments include fixed payments for non-lease components within a lease agreement but exclude variable lease payments not dependent on an index or rate, such as costs that are subject to fluctuation period to period. Management has not included the option to renew in its lease arrangements, as such options are not reasonably certain to be extended. Periods beyond the noncancellable term of the lease are included in the measurement of the lease liability only when it is reasonably certain that the Organization will exercise the associated extension option or waive the termination option.

Effective July 1, 2023, the Organization adopted ASU 2016-13, *Measurement of Credit Losses on Financial Instruments*, which changed how entities measure credit losses. The most significant change in this standard was a shift from the incurred loss model to the expected loss model. Under the standard, disclosures are required to provide users of the consolidated financial statements with useful information in analyzing an entity's exposure to credit risk and the measurement of credit losses. Financial assets held by the Organization that are subject to the guidance were accounts receivable. The impact of the adoption was not considered material to the consolidated financial statements or disclosures.

Subsequent Events

In preparing these consolidated financial statements, the Organization has evaluated events and transactions for potential recognition or disclosure through January 28, 2025, the date the consolidated financial statements were available to be issued. On December 4, 2024, the Organization entered into a Revolving Line of Credit Note (Revolving Line) with PNC Bank. The Revolving Line allows the Organization to borrow up to $1,500,000. The Organization has drawn down $1,250,000 as of January 28, 2025. The Revolving Line does not contain any financial covenants.

2. Major Gifts Receivable, Net

The major gifts receivable are discounted to their estimated fair value assuming their respective terms and discount rate are determined at the time of the pledge, which range from 3.25% to 5.5%.

The major gifts receivable are scheduled to be collected as follows:

June 30,	**2024**	2023
Payable in less than one year	**$ 651,334**	$ 689,583
Payable in one to five years	**1,263,500**	1,410,084
Payable in more than five years	**841,250**	699,750
	2,756,084	2,799,417
Less: discounts to fair value	**(583,944)**	(427,280)
Net Major Gifts Receivable, Net	**$ 2,172,140**	$ 2,372,137

In addition to the amounts reported in the accompanying consolidated financial statements as receivables, the Organization also received a $10,000,000 endowment matching pledge from a foundation during the year ended June 30, 2023. Under the terms of the agreement, qualifying pledges include written pledges and testamentary bequests of sufficient quality such that a bank or lender would use the instruments as collateral under borrowing arrangements. During the years ended June 30, 2024 and 2023, $4,645,000 and $5,355,000, respectively, was matched with quality pledges, and therefore recognized as restricted revenue and funded by the foundation. $2,645,000 and $0 of the funds received are recorded in cash and cash equivalents as of June 30, 2024 and 2023, respectively.

Under the terms of the related endowment agreement, the Organization also agreed to set aside up to $10,000,000 of its reserve cash funds to match the above gift to form a quasi-endowment. As pledges for the matching donations are received by the Organization, the Organization is to contribute an equal amount of reserve cash funds immediately to the quasi-endowment and can replenish its reserve cash funds as payments on the quality pledges are ultimately received (see Notes 3 and 8).

3. Marketable Securities and Quasi-Endowment

Marketable securities and the quasi-endowment are reported at fair value and consisted of the following:

June 30,	**2024**	2023
Cash and cash equivalents	**$ 647,704**	$ 654,910
Equities	**5,990,437**	5,770,700
Common collective funds	**1,896,292**	3,317,454
Fixed income	**997,695**	1,282,886
Limited partnerships	**1,409,581**	1,675,256
Held at community foundation	**2,430,095**	2,318,743
Total Marketable Securities and Quasi-Endowment	**$ 13,371,804**	$ 15,019,949

4. Fair Value Measurements

U.S. GAAP establishes a hierarchy for inputs used in measuring fair value that maximizes the use of observable inputs and minimizes the use of unobservable inputs by requiring that the most observable input be used when available. Observable inputs are those that market participants would use in measuring investments at fair value based on market data obtained from sources independent of the Organization. Unobservable inputs reflect the Organization’s assumptions about the inputs market participants would use in measuring investments at fair value based on the best information available in the circumstances. Investments are measured and disclosed in one of the three levels based on the reliability of inputs:

Level 1 – This level consists of valuations based on quoted market prices in active markets for identical investments as of the reporting date.

Level 2 - This level consists of valuations based on other than quoted market prices in active markets, dealer, or broker markets. Fair values are primarily obtained from third-party pricing services for similar investments as of the reporting date.

Level 3 - This level consists of valuations derived from other methodologies, including pricing models, discounted cash flow models, and similar techniques, and not based on market, dealer, or broker-traded transactions. The determination of fair value requires significant management judgment or estimation.

Level 3 valuations incorporate certain assumptions and projections that are not observable in the market in determining the fair value for investments and assets held by others as of the reporting date. In certain cases, the inputs used to measure fair value may fall into different levels of the fair value hierarchy. In such cases, for disclosure purposes, the level in the fair value hierarchy within which the fair value measurement in its entirety falls is determined based on the lowest level input that is significant to the fair value measurement.

Investments at Net Asset Value

Investments reported at net asset value (NAV) include alternative investments that are not generally liquid and certain investments that require a notice period for withdrawal. These investments are valued at using the NAVs reported by the investment managers, and the majority of such investments are validated through consideration of the audited financial statements. The NAV is used as a practical expedient to estimate fair value. This practical expedient would not be used if it was determined to be probable that the funds will sell the underlying investments for an amount different from the reported NAV.

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 is a description of the valuation techniques used for investments measured at fair value, and there have been no changes in the valuation methodology used by the Organization at June 30, 2024 or 2023.

Cash and Cash Equivalents

Cash equivalents and investments in money market and mutual funds are classified within Level 1 of the fair value hierarchy because they are valued using quoted market prices, broker or dealer quotations, or alternative pricing sources with reasonable levels of price transparency.

Fixed Income, Bond Funds, and Marketable Equity Securities

Fixed income, bond funds, and marketable equity securities are valued at the closing price reported on the active market on which the individual securities are traded.

Investment Held at Community Foundation

The fair value of the investment held at community foundation (the Pool) is based on the number of units held at year end as compared to the total pool at the community foundation. The related investments are valued at amounts reported by the community foundation, as validated through consideration of the audited statements of the community foundation. Accordingly, the Organization does not use separate quantitative information to value such investments and has used the community foundation's fair value methodology. The stated objective of the Pool is to provide non-profit organizations access to money managers that traditionally require very high initial investment and enable the individual funds of the Pool to achieve broader diversification and access to multiple managers with specific skill sets. The Pool is comprised of large cap, small cap, international, fixed income, and absolute return equity investments. Although these investments include marketable securities and fixed income securities, they are pooled investments and have been classified within Level 2 as they are not traded in an active market and are subject to liquidity restrictions.

Beneficial Interest in Assets Held by Community Foundation

The Organization is the beneficiary of an Organizational Fund established at a community foundation, which is valued at Level 3. Under the terms of the arrangement, the Organization has the sole right to receive distributions under a spending policy in perpetuity. The fair value of the Organizational Fund is estimated based on the fair value of the underlying assets in the fund, as communicated by the community foundation.

Interest Rate Swap

The Organization determines the fair value of the interest rate swap using quotes provided by the respective bank counterparties that are based on models whose inputs are observable, and therefore, has classified the swap as Level 2.

Financial assets consisted of the following:

June 30, 2024

	Level 1	Level 2	Level 3	Total
Mutual funds:				
Fixed income:				
Real asset	$ -	$ -	$ 363,386	$ 363,386
Bond fund	6,161,921	-	-	6,161,921
Equities:				
International	1,521,780	-	-	1,521,780
Large-cap index	1,919,453	-	-	1,919,453
Mid-cap index	2,115,098	-	-	2,115,098
Small-cap index	434,106	-	-	434,106
Cash and cash equivalents	704,577	-	-	704,577
Held at community foundation	-	2,430,095	-	2,430,095
	12,856,935	2,430,095	363,386	15,650,416
Less: custodial funds	(5,584,485)	-	-	(5,584,485)
Investments measured at NAV*				3,305,873
Total Investments	$ 7,272,450	$ 2,430,095	$ 363,386	13,371,804
Other Assets				
Beneficial interest in assets held at community foundation	$ -	$ -	$ 8,642,146	8,642,146
Interest rate swap	-	579,030	-	579,030
Total Assets				$ 22,592,980

June 30, 2023

	Level 1	Level 2	Level 3	Total
Mutual funds:				
Fixed income:				
Real asset	$ -	$ -	$ 410,725	$ 410,725
Bond fund	6,862,554	-	-	6,862,554
Equities:				
International	1,593,361	-	-	1,593,361
Large-cap index	2,307,336	-	-	2,307,336
Mid-cap index	1,416,795	-	-	1,416,795
Small-cap index	453,208	-	-	453,208
Cash and cash equivalents	1,184,825	-	-	1,184,825
Held at community foundation	-	2,318,743	-	2,318,743
	13,818,079	2,318,743	410,725	16,547,547
Less: custodial funds	(6,520,300)	-	-	(6,520,300)
Investments measured at NAV*				4,992,703
Total Investments	$ 7,297,779	$ 2,318,742	$ 410,725	15,019,949
Other Assets				
Beneficial interest in assets held at community foundation	$ -	$ -	$ 5,606,470	5,606,470
Interest rate swap	-	599,797	-	599,797
Total Assets				$ 21,226,216

* In accordance with the *Fair Value Measurement* topic of the FASB ASC, certain investments that were measured at NAV per share (or its equivalent) have not been classified in the fair value hierarchy. The fair value amounts presented in these tables are intended to permit reconciliation of the fair value hierarchy to the line items presented in the consolidated statements of financial position.

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The following table summarizes investments for which fair value is measured using NAV per share as a practical expedient:

June 30,

Investment	Fair Value 2024	Fair Value 2023	Redemption Frequency (if currently eligible)	Redemption Notice Period
Limited partnerships:				
GLAS funds limited partnerships	**$ 571,165**	$ 800,426	Daily	N/A
Blue Owl Capital Corp III partnerships	**161,074**	201,385	Daily	N/A
Golub capital partners international 11 limited partnerships	**677,342**	673,446	Daily	N/A
Total Limited Partnerships	**1,409,581**	1,675,257		
Common/collective funds:				
Charitable mid-cap fund	**686,688**	663,750	Daily	N/A
Charitable income fund	**1,209,604**	1,230,642	Daily	N/A
Charitable intermediate fund	**-**	1,423,056	Daily	N/A
Total Common/Collective Funds	**1,896,292**	3,317,448		
Total Investments, at NAV	**$ 3,305,873**	$ 4,992,705		

There were no purchases of Level 3 assets during the years ended June 30, 2024 or 2023.

5. Retirement Plans

UWGC has a defined benefit pension plan covering substantially all employees who were hired prior to December 31, 2009. Benefits are generally based on years of service and final average salary. It is the policy of UWGC to fund, at a minimum, the actuarially determined required minimum funding level. The measurement date of the plan is June 30. Participation in the plan was frozen effective December 31, 2009.

The following presents the funded status and amounts included in pension liability in the consolidated statements of financial position:

June 30,	**2024**	2023
Fair value of plan assets	**$ 8,251,844**	$ 8,298,355
Benefit obligation at June 30	**(9,726,795)**	(10,307,402)
Funded status	**(1,474,951)**	(2,009,047)
Accrued benefit cost recognized in the consolidated statements of financial position	**$ 1,474,951**	$ 2,009,047

Reclassifications to net periodic benefit cost of amounts previously recognized as changes in net assets without donor restrictions but not included in net periodic benefit cost when they arose were as follows:

Year ended June 30,	**2024**	2023
Net loss	**$ -**	$ 192,593

Included in employee fringe benefits on the consolidated statements of allocations, contributions, and functional expenses is $129,207 and $127,701 in pension service cost for the years ended June 30, 2024 and 2023, respectively.

The following are included in other components of net periodic pension costs on the accompanying consolidated statements of activities and changes in net assets:

June 30,	**2024**	2023
Interest cost	**$ 478,457**	$ 455,638
Expected return on plan assets	**(483,282)**	(418,509)
Recognized net actuarial loss	**-**	192,593
	$ (4,825)	$ 229,722

Amounts recognized in changes in net assets but not yet included in net periodic benefit cost are as follows:

Year ended June 30,	**2024**	2023
Net income	**$ 658,478**	$ 1,126,160

The accumulated net loss at June 30, 2024 is $190,430, and the estimated net loss for the defined benefit pension plan that will be amortized into periodic benefit cost over the next fiscal year (ending June 30, 2025) is approximately $0.

The accumulated benefit obligation of the pension plan is $9,726,795 and $10,307,402 at June 30, 2024 and 2023, respectively.

Weighted-average actuarial assumptions used to determine net periodic benefit cost are as follows:

Year ended June 30,	**2024**	2023
Discount rate	**4.86%**	4.25%
Expected return on plan assets	**6.25%**	5.50%
Rate of compensation increase	**N/A**	N/A

Weighted-average actuarial assumptions used to determine benefit obligations are as follows:

June 30,		**2024**		2023
Discount rate		**5.24%**		4.86%
Rate of compensation increase		**N/A**		N/A
Benefit cost recognized in consolidated statements of activities and changes in net assets	**$**	**124,382**	$	357,423
Benefits paid (including settlements)		**773,191**		847,047

The mortality table used by the Organization for the years ended June 30, 2024 and 2023 was the Pri-2012 White Collar Dataset Amount Weighted Mortality by participant status, projected with Scale MP-2021.

The following table shows the amounts UWGC contributed to its pension plan during the year ended June 30, 2024 and the expected contributions for the fiscal year ending June 30, 2025:

Year ending June 30,		Employer Contributions
2024	$	-
2025 (expected)		174,000

The expected contribution to the plan represents an actuarial estimate of future assumed payments based on historic retirement, payment patterns, and statutory requirements. Actual amounts paid could differ from this estimate.

Employees of the plan who have achieved age 55 and are 30 years vested in the plan are eligible for early retirement at a reduced benefit. Certain employees are also eligible for a lump-sum distribution of their retirement benefits. The following table shows the benefits expected to be paid in each of the next five fiscal years ending June 30 and the aggregate to be paid for the subsequent five years assuming normal retirement age. Actual future benefit payments could differ from the estimate based on the election of the employees.

Year ending June 30,		Estimated Future Benefit Payments
2025	$	836,244
2026		760,670
2027		760,507
2028		779,295
2029		813,779
2030-2034		3,715,449

The investment objective of the pension plan is to assure the timely payment of promised benefits at a minimum cost consistent with prudent standards of investment, the adequacy of the plan's funding, and the age of the work force. The pension plan utilizes a diversified investment portfolio and seeks to earn returns consistent with a reasonable level of risk. The long-term expected return on plan assets is based upon the plan's investment allocation and anticipated returns for specific investment classes.

As long-term asset allocation is recognized as the primary determinant of performance, UWGC generally utilizes the following asset allocation targets to achieve its plan investment objectives: 63% equity securities and 37% fixed-income instruments (which can include debt securities, real estate investments, alternative investments, and government securities). Allocations are reviewed periodically and adjusted as necessary.

The market values of pension plan assets are compared periodically to the value of plan benefit obligations.

The future value of assets, as calculated based on the expected long-term rate of return, are also compared to expected future plan benefit distributions and contributions to determine the sufficiency of expected plan funding levels. Investment asset allocations are revised as appropriate.

The fair value of the pension plan investment assets, and their level within the fair value hierarchy described in Note 4, were as follows (see Note 4 for a description of how the fair value of assets are determined):

June 30, 2024

	Level 1	Level 2	Level 3	Total
Mutual funds:				
Fixed income:				
Total bond fund	$ 2,685,671	$ -	$ -	$ 2,685,671
Equities:				
International	1,153,832	-	-	1,153,832
Large-cap index	2,951,022	-	-	2,951,022
Mid-cap index	502,841	-	-	502,841
Small-cap index	346,704	-	-	346,704
Real assets	-	-	354,739	354,739
	$ 7,640,070	$ -	$ 354,739	$ 7,994,809

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At June 30, 2024, the Organization also had $253,898 of cash and cash equivalents and $3,135 accrued interest within its pension plan assets.

June 30, 2023

	Level 1	Level 2	Level 3	Total
Mutual funds:				
Fixed income:				
Total bond fund	$ 2,704,880	$ -	$ -	$ 2,704,880
Equities:				
International	1,109,793	-	-	1,109,793
Large-cap index	2,986,529	-	-	2,986,529
Mid-cap index	506,777	-	-	506,777
Small-cap index	373,920	-	-	373,920
Real assets	-	-	479,795	479,795
	$ 7,681,899	$ -	$ 479,795	$ 8,161,694

At June 30, 2023, the Organization also had $135,874 of cash and cash equivalents and $787 of accrued interest within its pension plan assets.

UWGC also sponsors a 403(b) defined contribution plan that covers all full-time employees. Beginning January 1, 2011, the 403(b) defined contribution plan provides for employer contributions to employees based on a formula involving multiple variables. Employer contributions relating to the 403(b) defined contribution plan were $0 and $271,460 for the years ended June 30, 2024 and 2023, respectively.

During the year ended June 30, 2023, additional information was provided by the investment advisors, thus the investment in real assets was revised to Level 3 from Level 1. There was no change to the amounts reported. There were no purchases of Level 3 assets during the years ended June 30, 2024 or 2023.

6. Land, Building, and Equipment, Net

Land, building, and equipment consist of the following:

June 30,	**2024**	2023
Land	**$ 512,500**	$ 512,500
Building and improvements	**17,708,451**	17,621,462
Office furniture, equipment, and management information systems	**6,394,246**	6,338,823
	24,615,197	24,472,785
Less: accumulated depreciation	**(12,671,191)**	(12,052,986)
Land, Building, and Equipment, Net	**$ 11,944,006**	$ 12,419,799

During the years ended June 30, 2024 and 2023, depreciation expense was $618,205 and $722,937, respectively.

7. Debt

In June 2019, UWGC entered into a construction loan agreement (the loan) for up to $8,000,000 with a bank for the renovation of UWGC's main office building in Cleveland. The outstanding principal shall initially bear interest at the LIBOR rate plus 1.85%. Interest only on the outstanding balance was due from July 1, 2019 through January 1, 2020. Beginning February 1, 2020, UWGC shall commence making monthly principal payments based on a 25-year amortization schedule until maturity on July 1, 2029, at which point any remaining principal outstanding is due. The loan is secured by the main office building, which is owned by UWGC and leased to the LLC and subsequently sub-leased back to UWGC. The loan is further secured by an assignment of rents under the sub-lease and is guaranteed by The Cleveland Community Fund.

The Organization paid acquisition fees of $185,564 during 2019 in relation to issuance of this construction loan. The acquisition fees are amortized over the term of the agreement using the straight-line method, which approximates the interest method, and are recorded as component of interest expense. The unamortized debt issuance costs as of June 30, 2024 and 2023 were $92,783 and $111,339, respectively.

The expected debt maturities for the year ended June 30, 2024 are as follows:

Year ending June 30,	Principal	Amortized Cost	Net
2025	$ 223,585	$ (18,556)	$ 205,029
2026	233,531	(18,556)	214,975
2027	243,475	(18,556)	224,919
2028	253,472	(18,556)	234,916
2029	263,508	(18,559)	244,949
Thereafter	5,882,655	-	5,882,655
Total	$ 7,100,226	$ (92,783)	$ 7,007,443

Interest expense was $552,984 and $336,330 for the years ended June 30, 2024 and 2023, respectively.

Effective January 2020, the UWGC entered into an interest rate swap agreement to effectively fix the interest rate at 4.12% on the outstanding debt agreement. Based on the swap agreement, the UWGC makes or receives payments calculated at a variable rate equal to the one-month SOFR rate plus 185 basis points from the counter-party to the swap.

At June 30, 2024 and 2023, the one-month SOFR rates were 5.44% and 7.02%. The notional amount of the agreement is $7,118,435 and $7,332,212 for the years ended June 30, 2024 and 2023, respectively, and it matures on July 1, 2029. The fair value of the interest rate swap on June 30, 2024 and 2023 was $579,030 and $599,797, respectively.

8. Endowment Funds and Net Assets

Endowment Funds

Until December of 2022, the Organization collectively invested its funds and one sole donor restricted endowment fund, which had previously been included within the Organization's investment balances. During the year ended June 30, 2023, the Organization was the recipient of a matching grant of up to $10 million to build a donor-restricted endowment (the Quasi-Endowment). Under the terms of the matching grant, the Organization has agreed to set aside up to $10 million of its reserve cash funds to immediately fund matching donations to the Quasi-Endowment. As matching donations in the form of quality pledges are received by the Organization, the Organization shall contribute an equal amount of reserve cash funds immediately to the Quasi-Endowment and replenish its reserve cash funds as payments on the quality pledges are made to the Organization. A quality pledge means a written pledge or testamentary bequest of sufficient quality that a third-party bank or other lender will use as collateral under some type of borrowing arrangement. As of June 30, 2024, all $10 million of the matching grant was funded by the granting foundation with an equal amount of unrestricted funds of the Organization funded into the Quasi-Endowment.

As required by generally accepted accounting principles, net assets associated with endowment funds, including funds designated by the Board to function as endowments, are classified and reported based on the existence or absence of donor-imposed restrictions.

The Board of the Organization has interpreted the State of Ohio enacted version of the Uniform Prudent Management of Institutional Fund Act (UPMIFA) as requiring the preservation of the fair value of the original gift as of the gift date of the 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, (b) the original value of subsequent gifts, and (c) accumulations to such fund made in accordance with the direction of the applicable donor gift instrument at the time the accumulation is added to the fund.

In accordance with UPMIFA, the Organization considers the following factors in making a determination to appropriate or accumulate donor-restricted endowment funds:

- The duration and preservation of the funds.
- The purposes of the Organization and the donor-restricted endowment funds.
- 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.

Endowment net asset composition by type of fund is as follows:

June 30, 2024

		Without Donor Restriction		With Donor Restriction		Total
Endowment funds	$	10,458,336	$	11,807,246	$	22,265,582

June 30, 2023

		Without Donor Restriction		With Donor Restriction		Total
Endowment funds	$	5,726,300	$	5,819,200	$	11,545,500

Changes in endowment net assets are as follows:

		Without Donor Restrictions		With Donor Restrictions		Total
Endowment Net Assets, July 1, 2022	$	-	$	250,000	$	250,000
Contributions		-		5,355,000		5,355,000
Internally designated funds		5,355,000		-		5,355,000
Interest and dividends		371,300		214,200		585,500
Appropriation of endowment assets for expenditure		-		-		-
Endowment Net Assets, June 30, 2023		5,726,300		5,819,200		11,545,500
Contributions		-		4,645,000		4,645,000
Internally designated funds		4,645,000		-		4,645,000
Release of internally designated funds due to matching contributions received		(590,470)		590,470		-
Interest and dividends		677,506		752,576		1,430,082
Appropriation of endowment assets for expenditure		-		-		-
Endowment Net Assets, June 30, 2024	$	10,458,336	$	11,807,246	$	22,265,582

Return Objectives and Risk Parameters

The Organization has adopted investment and spending policies for its investments that attempt to provide a predictable stream of funding while seeking to maintain the purchasing power of the assets. Assets include those assets of donor-restricted funds that the Organization must hold in perpetuity or for a donor-specified period as well as board-designated funds. Under this policy, as approved by the Board, investments of all Organization assets are directed by the investment manager and monitored by the Investment Committee of the Organization. The standard for the Investment Committee with regard to the assets shall be the preservation of corpus while prudently maximizing real growth. The Organization conducts a quarterly monitoring of the portfolio. Investment performance is measured against the returns of an appropriate composite index, weighted according to the asset allocation mix of the portfolio.

Strategies Employed for Achieving Objectives

To satisfy its long-term rate-of-return objectives, the Organization relies on a total return strategy in which investment returns are achieved through both capital appreciation (realized and unrealized) and current yield (interest and dividends). The Organization targets a diversified asset allocation that places a greater emphasis on equity-based investments to achieve its long-term return objectives within prudent risk constraints.

Spending Policy

Recommendations for the use of assets free of donor restriction shall be the responsibility of the Board. Recommendations of the Board shall be executed by the management of the Organization. Except in special circumstances, and except for recommending specific uses of generally donor restricted funds, the Board shall limit recommendations in the aggregate to an amount which shall not exceed 4% of a three-year rolling average of the assets.

The endowed assets with donor restriction are presented as beneficial interest in assets held by community foundation in the accompanying consolidated statements of financial position. Distributions of these funds may be made in accordance with a 4% spending policy, multiplied by the average market value of the fund for the 12 consecutive calendar quarters ending the previous June 30. Distributions are made in accordance with the policies of the community foundation managing the assets in accordance with its policies, then in effect, and on other such terms and conditions as in the judgment of the community foundation's board of directors shall be appropriate from time to time.

Net Assets with Donor Restrictions

Net assets with donor restrictions are restricted for the following:

June 30,	**2024**	2023
Restricted as to time	**$ 1,944,636**	$ 1,204,636
Restricted for impact, strategy, and innovations	**577,769**	1,466,996
Restricted for other program services	**242,428**	242,877
Perpetual in nature	**11,807,246**	5,819,200
Total	**$ 14,572,079**	$ 8,733,709

Net assets were released from donor restrictions by incurring expenses satisfying the restricted purpose or by occurrence of the passage of time or other events specified by donors. The net assets released from restrictions are as follows:

June 30,	**2024**	2023
Expiration of time restrictions	**$ 333,333**	$ 300,000
Satisfaction of purpose restrictions: impact, strategy, and innovations	**35,523**	496,715
Other program services	**450**	-
Total	**$ 369,306**	$ 796,715

Net Assets Without Donor Restrictions

Net assets without donor restrictions consist of the following:

June 30,		**2024**		2023
Amounts invested in land, buildings, and equipment	**$**	**4,936,563**	$	5,216,459
Board designated and undesignated operating (deficits) reserves		**(1,035,997)**		6,703,270
Board designated quasi-endowment		**10,468,436**		5,726,300
Net Assets Without Donor Restrictions	**$**	**14,369,002**	$	17,646,029

9. Commitments and Contingencies

During the normal course of operations, the Organization is subject to occasional legal proceedings and claims. In the opinion of management, the eventual outcome of the current proceedings and claims will not materially affect its financial condition or operations.

10. Liquidity and Availability of Resources

The Organization maintains a policy of structuring its financial assets to be available as its general expenditures, liabilities, and other obligations come due. In addition, the Organization maintains board-designated funds (net assets without donor restrictions) that the Organization intends to hold for purposes as outlined in Board-Designated Net Assets Without Donor Restrictions, Investment and Spending Policies, which could be made available for current operations, if necessary.

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A reconciliation of the Organization's financial assets available within one year of June 30 for general expenditures are as follows:

June 30,	**2024**	2023
Cash and cash equivalents	**$ 3,855,939**	$ 1,866,455
Campaign receivables, net	**4,949,582**	10,119,150
Accounts receivables, agencies	**1,280,415**	1,115,415
Accounts receivables, other	**1,240,385**	855,469
Major gifts receivable, net	**2,172,140**	2,372,137
Marketable securities	**2,903,368**	9,293,649
Quasi-endowed investments	**10,468,436**	5,726,300
Beneficial interest in assets held by community foundation	**8,642,146**	5,606,470
	35,412,411	36,955,045
Less: amounts unavailable for general expenditures within one year due to restrictions by donors as to time and use	**(14,572,079)**	(8,733,709)
Less: amounts under board designation:		
Board designated – operating reserves	**-**	(6,703,270)
Board designated - quasi-endowment	**(10,468,436)**	(5,726,300)
Total Board Designations	**(10,468,436)**	(12,429,570)
Total Financial Assets Unavailable	**(25,040,515)**	(21,163,279)
Total Financial Assets Available to Management for General Expenditures Within One Year	**$ 10,371,896**	$ 15,791,766

Management defines funds restricted for time that are not available for general expenditures within one year as those amounts expected to be collected in excess of 12 months from June 30, 2024.