

YMCA of Greater Omaha

**Financial Statements and
Independent Auditors' Report**

December 31, 2024 and 2023



YMCA of Greater Omaha

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INDEPENDENT AUDITORS' REPORT

Board of Directors
YMCA of Greater Omaha
Omaha, Nebraska

Opinion

We have audited the financial statements of YMCA of Greater Omaha (the Organization), which comprise the statements of financial position as of December 31, 2024 and 2023, the related statements of activities and changes in net assets, cash flows, and functional expenses for the years then ended, and the related notes to the financial statements.

In our opinion, the accompanying financial statements present fairly, in all material respects, the financial position of the Organization as of December 31, 2024 and 2023, and the results of its changes in net assets and its cash flows for the years then ended in accordance with accounting principles generally accepted in the United States of America.

Basis for Opinion

We conducted our audits in accordance with auditing standards generally accepted in the United States of America (GAAS). Our responsibilities under those standards are further described in the Auditors' Responsibilities for the Audit of the Financial Statements section of our report. We are required to be independent of the Organization and to meet our other ethical responsibilities, in accordance with the relevant ethical requirements relating to our audits. We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our audit opinion.

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 issued or available to be issued.

Auditors' Responsibilities for the Audit of the Financial Statements

Our objectives are to obtain reasonable assurance about whether the financial statements as a whole are free from material misstatement, whether due to fraud or error, and to issue an auditors' report that includes our opinion. Reasonable assurance is a high level of assurance but is not absolute assurance and therefore is not a guarantee that an audit conducted in accordance with GAAS will always detect a material misstatement when it exists. The risk of not detecting a material misstatement resulting from fraud is higher than for one resulting from error, as fraud may involve collusion, forgery, intentional omissions, misrepresentations, or the override of internal control. Misstatements are considered material if there is a substantial likelihood that, individually or in the aggregate, they would influence the judgment made by a reasonable user based on the financial statements.

In performing an audit in accordance with GAAS, we:

- Exercise professional judgment and maintain professional skepticism throughout the audit.
- Identify and assess the risks of material misstatement of the financial statements, whether due to fraud or error, and design and perform audit procedures responsive to 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 audits, significant audit findings, and certain internal control-related matters that we identified during the audits.

Lutz & Company, P.C.

June 13, 2025

YMCA of Greater Omaha

Statements of Financial Position

December 31, 2024 and 2023

ASSETS		
	2024	2023
CURRENT ASSETS		
Cash and Cash Equivalents	\$ 2,040,689	\$ 2,675,655
Current Portion of Contributions Receivable	378,808	683,463
Program Receivables, Less Allowance for Credit Losses of \$6,875 and \$4,835, Respectively	770,133	1,372,190
Marketable Securities	13,189,258	12,196,966
Prepaid Expenses	64,173	56,961
Total Current Assets	16,443,061	16,985,235
PROPERTY AND EQUIPMENT, NET	36,320,476	37,582,931
OTHER ASSETS		
Cash and Cash Equivalents - Restricted for Capital Projects	1,572,118	-
Contributions Receivable, Less Current Portion	14,711	127,183
Operating Lease Right-of-Use Assets	8,199,987	8,398,817
Other	6,342	12,433
Total Other Assets	9,793,158	8,538,433
TOTAL ASSETS	\$ 62,556,695	\$ 63,106,599
LIABILITIES AND NET ASSETS		
CURRENT LIABILITIES		
Current Portion of Long-Term Debt	\$ 468,487	\$ 453,410
Accounts Payable	731,155	490,158
Accrued Expenses	842,866	786,263
Deferred Revenue	755,283	804,170
Refundable Advances	1,348,327	-
Current Portion of Operating Lease Liabilities	42,015	45,200
Total Current Liabilities	4,188,133	2,579,201
LONG TERM LIABILITIES		
Long-Term Debt, Less Current Portion	9,012,271	9,480,737
Operating Lease Liabilities, Less Current Portion	80,037	105,545
Total Long-Term Liabilities	9,092,308	9,586,282
Total Liabilities	13,280,441	12,165,483
COMMITMENTS AND CONTINGENCIES		
NET ASSETS		
Without Donor Restrictions	47,296,554	48,542,812
With Donor Restrictions	1,979,700	2,398,304
Total Net Assets	49,276,254	50,941,116
TOTAL LIABILITIES AND NET ASSETS	\$ 62,556,695	\$ 63,106,599

See Notes to Financial Statements.

YMCA of Greater Omaha

Statement of Activities and Changes in Net Assets

Year Ended December 31, 2024

	Without Donor Restrictions	With Donor Restrictions	Total
REVENUES, GAINS AND OTHER SUPPORT			
Public Support			
Operating Contributions	\$ 554,529	\$ 220,020	\$ 774,549
Capital Campaign Contributions	-	7,603	7,603
Grant Revenues	-	1,249,304	1,249,304
Allocations from United Way of the Midlands	-	165,350	165,350
Total Public Support	554,529	1,642,277	2,196,806
Revenues			
Program Service Fees	8,372,769	-	8,372,769
Membership Dues	16,575,888	-	16,575,888
Investment Return	992,292	-	992,292
Miscellaneous	395,663	-	395,663
Total Revenues	26,328,922	-	26,328,922
Net Assets Released From Restrictions	2,060,881	(2,060,881)	-
Total Revenues, Gains and Other Support	28,944,332	(418,604)	28,525,728
EXPENSES			
Program Services	26,635,544	-	26,635,544
Management and General	2,769,097	-	2,769,097
Fund Raising	417,511	-	417,511
Payment to National Organization	368,438	-	368,438
Total Expenses	30,190,590	-	30,190,590
Change in Net Assets	(1,246,258)	(418,604)	(1,664,862)
Net Assets, Beginning of Year	48,542,812	2,398,304	50,941,116
NET ASSETS, END OF YEAR	\$ 47,296,554	\$ 1,979,700	\$ 49,276,254

See Notes to Financial Statements.

YMCA of Greater Omaha

Statement of Activities and Changes in Net Assets

Year Ended December 31, 2023

	Without Donor Restrictions	With Donor Restrictions	Total
REVENUES, GAINS AND OTHER SUPPORT			
Public Support			
Operating Contributions	\$ 857,322	\$ 172,305	\$ 1,029,627
Capital Campaign Contributions	-	16,934	16,934
Grant Revenues	-	1,255,030	1,255,030
Allocations from United Way of the Midlands	-	300,597	300,597
Total Public Support	857,322	1,744,866	2,602,188
Revenues			
Program Service Fees	7,795,764	-	7,795,764
Membership Dues	13,416,984	-	13,416,984
Investment Return	1,116,506	-	1,116,506
City Reimbursements	366,366	-	366,366
Miscellaneous	613,136	-	613,136
Total Revenues	23,308,756	-	23,308,756
Net Assets Released From Restrictions	2,042,512	(2,042,512)	-
Total Revenues, Gains and Other Support	26,208,590	(297,646)	25,910,944
EXPENSES			
Program Services	24,461,446	-	24,461,446
Management and General	2,572,736	-	2,572,736
Fund Raising	417,911	-	417,911
Payment to National Organization	253,014	-	253,014
Total Expenses	27,705,107	-	27,705,107
Change in Net Assets	(1,496,517)	(297,646)	(1,794,163)
Net Assets, Beginning of Year	50,039,329	2,695,950	52,735,279
NET ASSETS, END OF YEAR	\$ 48,542,812	\$ 2,398,304	\$ 50,941,116

See Notes to Financial Statements.

YMCA of Greater Omaha

Statements of Cash Flows

Years Ended December 31, 2024 and 2023

	<u>2024</u>	<u>2023</u>
CASH FLOWS FROM OPERATING ACTIVITIES		
Change in Net Assets	\$ (1,664,862)	\$ (1,794,163)
Adjustments to Reconcile Change in Net Assets to Net Cash Provided by Operating Activities		
Depreciation	2,505,346	2,567,574
Loss on Sale of Property and Equipment	7,690	-
Realized and Unrealized Gain on Marketable Securities	(727,769)	(895,543)
Lease Expense	170,137	168,907
Decrease (Increase) in Operating Assets:		
Contributions Receivable	417,127	608,067
Program Receivables	602,057	(619,726)
Employee Retention Credits Receivable	-	2,053,997
Prepaid Expenses	(7,212)	(40,637)
Other Assets	6,091	2,648
Increase (Decrease) in Operating Liabilities:		
Accounts Payable	240,997	(25,572)
Accrued Expenses	56,603	103,234
Deferred Revenue	(48,887)	63,712
Other Payable	-	(1,207,710)
Refundable Advances	1,348,327	-
Net Cash Provided by Operating Activities	2,905,645	984,788
CASH FLOWS FROM INVESTING ACTIVITIES		
Purchases of Marketable Securities	(3,270,762)	(3,937,213)
Proceeds from Sale of Marketable Securities	3,006,239	3,754,739
Proceeds from Sale of Property and Equipment	21,860	-
Purchase of Property and Equipment	(1,272,441)	(676,531)
Net Cash Used in Investing Activities	(1,515,104)	(859,005)
CASH FLOWS FROM FINANCING ACTIVITIES		
Repayments of Long-Term Debt	(453,389)	(440,431)
Net Increase (Decrease) in Cash and Cash Equivalents	937,152	(314,648)
Cash and Cash Equivalents and Restricted Cash, Beginning of Year	2,675,655	2,990,303
Cash and Cash Equivalents and Restricted Cash, End of Year	\$ 3,612,807	\$ 2,675,655
SUPPLEMENTAL DISCLOSURE OF CASH FLOW INFORMATION		
Interest Paid	\$ 303,911	\$ 415,063
NONCASH INVESTING AND FINANCING ACTIVITIES		
Operating Lease Right-of-Use Assets Obtained in Exchange for Operating Lease Liabilities	\$ 18,500	\$ 101,472

See Notes to Financial Statements.

YMCA of Greater Omaha

Statement of Functional Expenses

Year Ended December 31, 2024

	Program Services				Supporting Services			Grand Total
	Youth Development	Healthy Living	Social Responsibility	Total Program Services	Management and General	Fund Raising	Total Supporting Services	
Salaries	\$ 5,718,548	\$ 6,922,098	\$ 46,475	\$12,687,121	\$ 1,270,284	\$ 196,279	\$ 1,466,563	\$14,153,684
Employee Health and Retirement Benefits	806,470	751,709	6,078	1,564,257	219,085	31,127	250,212	1,814,469
Payroll Taxes	434,378	527,976	3,039	965,393	84,880	14,496	99,376	1,064,769
Total Salaries and Related Expenses	6,959,396	8,201,783	55,592	15,216,771	1,574,249	241,902	1,816,151	17,032,922
Professional Fees and Contract Services	903,529	384,070	2,532	1,290,131	379,752	90,000	469,752	1,759,883
Supplies	921,673	353,108	1,766	1,276,547	52,087	3,265	55,352	1,331,899
Telephone and Internet	79,168	174,122	414	253,704	29,383	91	29,474	283,178
Postage and Shipping	1,583	1,920	13	3,516	4,292	1,233	5,525	9,041
Occupancy Expenses								
Shared Facility	66,409	78,915	538	145,862	16,138	-	16,138	162,000
Other	1,877,805	2,009,745	12,177	3,899,727	267,027	-	267,027	4,166,754
Purchases, Maintenance and Rental of Equipment	122,625	161,864	160	284,649	104,065	-	104,065	388,714
Marketing	88,375	499,961	378	588,714	9,724	15,638	25,362	614,076
Travel and Transportation	28,717	25,146	139	54,002	27,999	4,248	32,247	86,249
Meetings and Conferences	31,807	56,163	633	88,603	9,618	5,916	15,534	104,137
Insurance	56,906	63,711	2,821	123,438	16,755	-	16,755	140,193
Miscellaneous	332,785	378,550	2,068	713,403	166,951	55,218	222,169	935,572
Total Other Expenses	4,511,382	4,187,275	23,639	8,722,296	1,083,791	175,609	1,259,400	9,981,696
Total Expenses Before Depreciation and Interest Expense	11,470,778	12,389,058	79,231	23,939,067	2,658,040	417,511	3,075,551	27,014,618
Depreciation	1,177,192	1,235,308	7,734	2,420,234	85,112	-	85,112	2,505,346
Interest	125,769	149,456	1,018	276,243	25,945	-	25,945	302,188
TOTAL FUNCTIONAL EXPENSES	\$12,773,739	\$13,773,822	\$ 87,983	\$26,635,544	\$ 2,769,097	\$ 417,511	\$ 3,186,608	\$29,822,152

See Notes to Financial Statements.

YMCA of Greater Omaha

Statement of Functional Expenses

Year Ended December 31, 2023

	Program Services				Supporting Services			Grand Total
	Youth Development	Healthy Living	Social Responsibility	Total Program Services	Management and General	Fund Raising	Total Supporting Services	
Salaries	\$ 5,212,574	\$ 5,905,374	\$ 47,512	\$11,165,460	\$ 1,011,918	\$ 190,753	\$ 1,202,671	\$12,368,131
Employee Health and Retirement Benefits	785,415	691,462	6,876	1,483,753	185,834	26,516	212,350	1,696,103
Payroll Taxes	385,003	437,101	3,083	825,187	71,708	13,957	85,665	910,852
Total Salaries and Related Expenses	6,382,992	7,033,937	57,471	13,474,400	1,269,460	231,226	1,500,686	14,975,086
Professional Fees and Contract Services	754,460	325,307	2,451	1,082,218	526,421	90,000	616,421	1,698,639
Supplies	925,873	285,076	4,335	1,215,284	40,623	4,233	44,856	1,260,140
Telephone and Internet	56,121	100,039	425	156,585	27,587	-	27,587	184,172
Postage and Shipping	13,330	63,819	9	77,158	4,441	1,411	5,852	83,010
Occupancy Expenses								
Shared Facility	72,602	80,925	637	154,164	15,835	-	15,835	169,999
Other	1,802,531	1,772,490	18,809	3,593,830	206,865	-	206,865	3,800,695
Purchases, Maintenance and Rental of Equipment	126,707	213,813	416	340,936	113,622	-	113,622	454,558
Marketing	88,844	486,898	341	576,083	5,423	30,255	35,678	611,761
Travel and Transportation	35,872	41,558	1,394	78,824	36,476	3,265	39,741	118,565
Meetings and Conferences	36,318	58,137	20,035	114,490	9,573	5,229	14,802	129,292
Insurance	59,587	54,107	2,826	116,520	16,388	-	16,388	132,908
Miscellaneous	320,078	304,373	3,672	628,123	170,104	52,292	222,396	850,519
Total Other Expenses	4,292,323	3,786,542	55,350	8,134,215	1,173,358	186,685	1,360,043	9,494,258
Total Expenses Before Depreciation and Interest Expense	10,675,315	10,820,479	112,821	21,608,615	2,442,818	417,911	2,860,729	24,469,344
Depreciation	1,264,736	1,244,040	14,037	2,522,813	44,761	-	44,761	2,567,574
Interest	155,419	173,234	1,365	330,018	85,157	-	85,157	415,175
TOTAL FUNCTIONAL EXPENSES	\$12,095,470	\$12,237,753	\$ 128,223	\$24,461,446	\$ 2,572,736	\$ 417,911	\$ 2,990,647	\$27,452,093

See Notes to Financial Statements.

YMCA of Greater Omaha

Notes to Financial Statements

December 31, 2024 and 2023

1. Summary of Significant Accounting Policies

A summary of the significant accounting policies consistently applied in the preparation of the accompanying financial statements is set forth below.

Nature of Activities

The YMCA of Greater Omaha (the "Organization") is a nonprofit association governed by a Board of Directors. The Organization is a human services association whose mission is to put Christian principles into practice through programs that build healthy spirit, mind and body for all.

The following is a description of the key areas of the Organization:

Youth Development – Aims to nurture the potential of every child and teen through programs such as childcare, education and leadership, swim, and camp.

Healthy Living – Aims to improve the community's health and well-being through programs that focus on family time, well-being and fitness, sports, and recreation.

Social Responsibility – Incorporates giving back and providing support to the Organization's neighbors with programs that include social services, volunteerism, and advocacy.

Financial Statement Presentation

The accompanying financial statements have been prepared on the accrual basis of accounting in accordance with accounting principles generally accepted in the United States of America. Net assets and 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 – Net assets that are not subject to donor-imposed stipulations.

Net Assets With Donor Restrictions – Net assets subject to donor-imposed stipulations that may or will be met either by actions of the Organization and/or by the passage of time. Net assets restricted by the actions of the Organization and/or the passage of time are temporary in nature. Other donor-imposed stipulations are permanent in nature and require that principal be maintained in perpetuity by the Organization.

YMCA of Greater Omaha

Notes to Financial Statements

December 31, 2024 and 2023

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 the reported amounts of assets and liabilities and disclosure of contingent assets and liabilities at the date of the financial statements and the reported amounts of revenues and expenses during the reporting period. Actual results could differ from those estimates.

Cash and Cash Equivalents and Restricted Cash and Cash Equivalents

For purposes of the statements of cash flows, the Organization considers all investments with an original maturity of three months or less to be cash and cash equivalents, except for money market funds held in the Organization's investment portfolio. Cash and cash equivalents designated for long-term purposes are included as restricted cash and cash equivalents in other assets on the statements of financial position.

The following table provides a reconciliation of cash and cash equivalents and restricted cash and cash equivalents within the statements of financial position to the corresponding amounts within the statements of cash flows.

	<u>2024</u>	<u>2023</u>
Cash and Cash Equivalents	\$ 2,040,689	\$ 2,675,655
Cash and Cash Equivalents - Restricted for Capital Projects	1,572,118	-
Total	<u>\$ 3,612,807</u>	<u>\$ 2,675,655</u>

Contributions Receivable

Contributions receivable consist primarily of pledges and grants. The receivables are unsecured and are based upon terms of the pledge or grant. Contributions receivable that are expected to be collected in future years are recorded at fair value determined using the discounted present value of the estimated future cash flows. The resulting discount is amortized using the level-yield method and is reported as contribution revenue. The interest rate used in computing the discount of the estimated future cash flows was 7.50% and 8.50% at December 31, 2024 and 2023, respectively. The Organization considers contributions receivable to be fully collectible; accordingly, no allowance is required. If amounts become uncollectible, they will be charged to operations when that determination is made.

Program Receivables

Program receivables are carried at original amount less an estimated allowance for credit losses based on a review of all outstanding amounts on a periodic basis. Management determines the allowance for credit losses by regularly evaluating individual receivables and considering financial condition, credit history, current economic conditions, and forecasts about future economic conditions. Program receivables are written off when deemed uncollectible. Recoveries of program receivables previously written off are recorded when received.

YMCA of Greater Omaha

Notes to Financial Statements

December 31, 2024 and 2023

Marketable Securities

Marketable securities are carried at fair value (see Note 4). Fair value is the price that would be received to sell an investment in an orderly transaction between market participants at the measurement date. Investment return (including realized and unrealized gains and losses on marketable securities, interest, and dividends) is included as an increase or decrease to net assets without donor restrictions unless the income or loss is restricted by donor or law. Interest and dividend income is recorded as earned. Realized gains and losses are determined by specifically identifying the investment sold.

Concentration of Credit and Market Risk

The Organization's financial instruments consisting of cash and cash equivalents, receivables and marketable securities potentially expose it to concentrations of credit and market risk.

The Organization maintains its cash and cash equivalents in bank accounts in which the balances sometimes exceed federally insured limits. Accounts at these institutions are insured by the Federal Deposit Insurance Corporation (FDIC) which covers interest bearing and non-interest bearing accounts up to \$250,000 per bank under the FDIC's general deposit insurance rules. At December 31, 2024 and 2023, there were cash balances in excess of FDIC limits at banks of approximately \$1,826,000 and \$859,000, respectively. At December 31, 2024 and 2023, there were cash balances held in accounts that were not insured by the FDIC of approximately \$1,355,000 and \$1,200,000, respectively. These funds are collateralized by securities that are the direct obligation of and fully guaranteed by the United States.

The Organization invests in a professionally managed portfolio that contains marketable investment securities. Such investments are exposed to various risks such as credit and market. Due to the level of risk associated with such investments, and the level of uncertainty related to changes in the value of such investments, it is at least reasonably possible that changes in risks in the near term could materially affect investment balances and the amounts reported in the financial statements.

Property and Equipment

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

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

	<u>Years</u>
Buildings and Building Improvements	5 - 40
Equipment	3 - 25
Land Improvements	5 - 25
Website and Software	5 - 10

YMCA of Greater Omaha

Notes to Financial Statements

December 31, 2024 and 2023

Long-Lived Asset Impairment

The Organization evaluates the recoverability of the carrying value of long-lived assets when events or circumstances indicate the carrying amount may not be recoverable. If a long-lived asset is tested for recoverability and the undiscounted estimated future cash flows expected to result from the use and eventual disposition of the asset are less than the carrying amount of the asset, the asset cost is adjusted to fair value and an impairment loss is recognized as the amount by which the carrying amount of a long-lived asset exceeds its fair value. Management does not believe any impairment existed as of December 31, 2024 and 2023.

Leases

The Organization follows Accounting Standards Update 2016-02, *Leases* (Topic 842) ("ASU 2016-02") which established a right-of-use (ROU) model that requires a lessee to recognize a ROU asset and lease liability on the accompanying statements of financial position for all leases. The Organization determines that a contract contains a lease when it provides the Organization with the right to direct the use of an implicitly or explicitly identified asset for a set period of time. Leases are classified as operating or finance leases at inception based on certain criteria.

The Organization has elected the short-term lease practical expedient to exclude leases with initial terms of 12 months or less from recognition on the accompanying statements of financial position. The Organization has elected the practical expedient to utilize the risk-free rate in determining the present value of lease payments unless the implicit rate is readily determinable. The Organization accounts for lease and nonlease components in its contracts as a single lease component for all classes of leases except real estate leases, whereby nonlease components are separately valued. The majority of the Organization's nonlease components (common area maintenance, insurance, and property taxes) are variable in nature and therefore are recorded to expense as incurred.

Revenue Recognition

The Organization follows Accounting Standards Update 2014-09, *Revenue from Contracts with Customers* (Topic 606) ("ASU 2014-09"). Accordingly, the Organization's policy for revenue recognition is defined below. Revenues by major type are disaggregated on the accompanying statements of activities and changes in net assets.

Public Support

Public support that does not meet the definition of an exchange transaction in accordance with ASU 2014-09 is accounted for under the guidance in ASC 958 "Not-for-Profit Entities." Public support is considered to be available for unrestricted use unless specifically restricted by the donor. Gifts having donor stipulations which are satisfied in the period the gift is received are reported as revenue and net assets without donor restrictions. Donated properties and materials are recorded as public support at their estimated fair value at the date of donation.

YMCA of Greater Omaha

Notes to Financial Statements

December 31, 2024 and 2023

Certain grants are received that are conditioned upon the incurrence of allowable qualifying expenses. The Organization recognizes revenue and a receivable once the expenses have been incurred in compliance with the specific grant provisions and typically submits for reimbursement from the grantor after the expenses have been incurred. The Organization has received cost-reimbursement grant commitments of approximately \$2,600,000 and \$810,000 that have not been recognized at December 31, 2024 and 2023, respectively, as qualifying expenditures have not yet been incurred.

The Organization has also received certain grants that are conditioned upon the incurrence of allowable qualifying expenditures for certain construction projects. At December 31, 2024, the Organization received cash advances of \$1,548,913 on these grants, of which \$1,348,327 is included in refundable advances as qualifying expenditures have not yet been incurred. The Organization expects to receive additional cash payments of approximately \$1,201,000 from these grants.

Program Service Fees

Program service fees earned in the Greater Omaha area primarily consist of childcare, summer day camp, aquatics, youth sports, and other youth programming. Customers can terminate their contracts at any time, but refunds of program service fees are not common.

Membership Dues

Membership dues earned in the Greater Omaha area primarily consist of month-to-month fees collected for the member's use of the Organization's facilities. Members can terminate their contract at any time, but refunds of membership dues are not common.

Revenue is recognized when obligations under the terms of the contract with the customer are satisfied, which is generally over time as the facilities are made available to the member or the various program services are provided to the customer. Contracts have a single performance obligation and are typically considered short-term in nature. Revenues are reported net of the impact of variable consideration including coupons, discounts and scholarships. The Organization does not incur any incremental costs to obtain contracts. Membership dues are paid to the Organization monthly via automatic payment from member bank accounts or credit cards. Program service fees are typically paid to the Organization via automatic payment from customer bank accounts or credit cards. Program service fees that are not paid automatically require payment within 30 days and are included as program receivables in the statements of financial position.

Certain programs require payment to be collected in advance of the program services being performed by the Organization. Additionally, certain members pre-pay several months of membership dues. Amounts collected in advance of the program services being performed and prepayments of membership dues are recorded as deferred revenue in the statements of financial position and represent contract liabilities. Amounts recorded as deferred revenue will be recognized as revenue when, or as, the program services are provided and the facilities are made available to members.

YMCA of Greater Omaha

Notes to Financial Statements

December 31, 2024 and 2023

Contract Balances

Contract assets reflect conditional rights to consideration in exchange for goods or services and are transferred to program receivables when the rights become unconditional. As of December 31 2024, 2023, and 2022 there were no contract assets as all program receivables of the Organization reflected unconditional rights to consideration. Program receivables, less allowance for credit losses, totaled \$770,133, \$1,372,190, and \$752,464 at December 31 2024, 2023, and 2022, respectively.

Contract liabilities represent advance consideration received from customers and are recognized as revenues over time as the related performance obligation is satisfied. As of December 31 2024, 2023, and 2022, the Organization's contract liabilities consisted of deferred revenue with balances of \$755,283, \$804,170, and \$740,458, respectively.

Functional Expense Allocation

The costs of providing the various programs and other activities of the Organization have been summarized on a functional basis in the statements of activities and changes in net assets and functional expenses. Costs are allocated to each functional expense category based on the specific departments benefitted by the expense. Certain categories of expenses are attributable to more than one program or supporting function. Therefore, these expenses require allocation on a reasonable basis that is consistently applied. The expenses that are allocated include depreciation, interest, occupancy and others, which are allocated to the different functional expense categories based on the percentage of total expense attributable to each individual category. Salaries and related expenses for certain individuals performing tasks in multiple functional expense categories are allocated based on estimates of time and effort.

Income Taxes

The Organization is exempt from federal income taxes as a non-profit corporation under Section 501(c)(3) of the Internal Revenue Code.

The financial statements will not reflect a provision for income taxes except for the tax on unrelated business income. At December 31, 2024 and 2023, the Organization had no tax liability for unrelated business income.

The Organization follows the provisions of FASB Codification Topic 740-10 related to uncertain income tax positions. Management believes that it has appropriate support for any tax positions taken, and as such, does not have any uncertain positions that are material to the financial statements.

The Organization is no longer subject to income tax examinations by federal, state, or local tax authorities for years before December 31, 2021.

YMCA of Greater Omaha

Notes to Financial Statements

December 31, 2024 and 2023

Subsequent Events

Subsequent events are events or transactions that occur after the statement of financial position date, but before the financial statements are available to be issued and may require potential recognition or disclosure in the financial statements. Management has considered such events or transactions through June 13, 2025. See Notes 8 and 11 for descriptions of subsequent events.

2. Liquidity and Cash Management

The Organization's financial assets available to meet general expenditures within one year of December 31, are as follows:

	<u>2024</u>	<u>2023</u>
Cash and Cash Equivalents	\$ 2,040,689	\$ 2,675,655
Current Portion of Contributions Receivable	378,808	683,463
Program Receivables	770,133	1,372,190
Total Financial Assets	3,189,630	4,731,308
Less Amounts Unavailable for General Expenditures Within One Year Due to:		
Net Assets Restricted for Capital Campaign	(390,000)	(390,000)
Restricted by Donor with Time or Purpose Restrictions	(906,113)	(1,324,717)
Financial Assets Available to Meet Cash Needs for General Expenditure Within One Year	<u>\$ 1,893,517</u>	<u>\$ 3,016,591</u>

The Organization intends to maintain its financial assets on hand to meet 60 days of normal operating expenses, which were, on average, approximately \$4,600,000 and \$4,200,000 in 2024 and 2023, respectively. The Organization manages its liquid resources by structuring its financial assets to be available as its general expenditures, liabilities, and other obligations become due. In addition, the Organization invests cash in excess of daily requirements in various interest-bearing accounts. In the event of unanticipated liabilities, the Organization could draw upon its \$750,000 available line of credit (see Note 6) or its board designated endowment funds without donor restrictions (see Note 10).

YMCA of Greater Omaha

Notes to Financial Statements

December 31, 2024 and 2023

3. Contributions Receivable

Contributions receivable at December 31 consists of the following:

	<u>2024</u>	<u>2023</u>
Contributions Receivable Due in:		
Less than One Year	\$ 378,808	\$ 683,463
Two Years	15,000	115,000
Three Years	2,000	15,000
Four Years	-	2,000
Total Contribution Receivable	395,808	815,463
Less Discount to Present Value	(2,289)	(4,817)
Present Value of Contributions Receivable	393,519	810,646
Less Current Portion	(378,808)	(683,463)
Contributions Receivable, Less Current Portion	<u>\$ 14,711</u>	<u>\$ 127,183</u>

4. Fair Value Measurements

FASB Codification Topic 820-10 on *Fair Value Measurements* (FASB 820-10) establishes a framework for measuring fair value and provides a fair value hierarchy that prioritizes the inputs to valuation techniques used to measure fair value. The hierarchy gives the highest priority to unadjusted quoted prices in active markets for identical assets or liabilities (Level 1 measurements) and the lowest priority to unobservable inputs (Level 3 measurements). The three levels of the fair value hierarchy are described below:

Level 1 Inputs to the valuation methodology are unadjusted quoted prices for identical assets or liabilities in active markets.

Level 2 Inputs to the valuation methodology include:

- Quoted prices for similar assets or liabilities in active markets;
- Quoted prices for identical or similar assets or liabilities in inactive markets;
- Inputs other than quoted prices that are observable for the asset or liability, and
- Inputs that are derived principally from or corroborated by observable market data by correlation or other means.

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

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

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

YMCA of Greater Omaha

Notes to Financial Statements

December 31, 2024 and 2023

The following is a description of the valuation methodologies used for assets measured at fair value. There have been no changes in the methodologies used at December 31, 2024 and 2023.

Money Market and Mutual Funds: Valued at the closing price reported on the active market on which the individual securities are traded.

The beneficial interest in assets held at the Omaha Community Foundation and the Community Foundation for Western Iowa ("the Community Foundations") have been valued at the fair value of the Organization's share of the Community Foundations' investment pool as of the measurement date. The Community Foundations value securities and other financial instruments on a fair value basis of accounting. The estimated fair values of certain investments of the Community Foundations are determined by the management of the Community Foundations and may not reflect amounts that could be realized upon immediate sale, nor amounts that ultimately may be realized. Accordingly, the estimated fair values may differ significantly from the values that would have been used had a ready market existed for these investments.

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

The following table presents by level, within the fair value hierarchy, the Organization's assets and liabilities at fair value as of December 31, 2024.

	<u>Level 1</u>	<u>Level 2</u>	<u>Level 3</u>	<u>Total</u>
Money Market Funds	\$ 1,075,579	\$ -	\$ -	\$ 1,075,579
Beneficial Interest in Assets Held by Community Foundation	-	59,922	-	59,922
Mutual Funds	12,053,757	-	-	12,053,757
Total at Fair Value	<u>\$ 13,129,336</u>	<u>\$ 59,922</u>	<u>\$ -</u>	<u>\$ 13,189,258</u>

The following table presents by level, within the fair value hierarchy, the Organization's assets and liabilities at fair value as of December 31, 2023.

	<u>Level 1</u>	<u>Level 2</u>	<u>Level 3</u>	<u>Total</u>
Money Market Funds	\$ 814,033	\$ -	\$ -	\$ 814,033
Beneficial Interest in Assets Held by Community Foundation	-	54,985	-	54,985
Mutual Funds	11,327,948	-	-	11,327,948
Total at Fair Value	<u>\$ 12,141,981</u>	<u>\$ 54,985</u>	<u>\$ -</u>	<u>\$ 12,196,966</u>

YMCA of Greater Omaha

Notes to Financial Statements

December 31, 2024 and 2023

5. Property and Equipment, Net

Property and equipment at December 31, consist of the following:

	<u>2024</u>	<u>2023</u>
Land	\$ 3,434,920	\$ 3,434,920
Buildings and Building Improvements	57,069,925	56,438,502
Equipment	5,936,205	5,841,857
Land Improvements	4,672,569	4,626,374
Website and Software	718,741	655,040
Total Cost	71,832,360	70,996,693
Less Accumulated Depreciation	35,511,884	33,413,762
Net Book Value	<u>\$ 36,320,476</u>	<u>\$ 37,582,931</u>

6. Financing Arrangement

The Organization's financing arrangement consists of a \$750,000 unsecured revolving bank line of credit due December 2025 with interest payable monthly at the Prime Rate as published by the Wall Street Journal (the Prime Rate was 7.50% at December 31, 2024). There were no amounts outstanding against this line of credit at December 31, 2024 and 2023.

7. Long-Term Debt

Long-term debt at December 31, consists of the following:

	<u>2024</u>	<u>2023</u>
Note payable to a bank, payable in monthly installments of \$62,921, including interest at 3.05%, through September 2027 when a balloon payment is due, collateralized by the Council Bluffs, Armbrust, Southwest, and Sarpy buildings. This note contains restrictive covenants with which the Organization was in compliance at December 31, 2024 and 2023.	<u>\$ 9,480,758</u>	<u>\$ 9,934,147</u>
Less Current Portion	<u>468,487</u>	<u>453,410</u>
Long-Term Debt, Less Current Portion	<u>\$ 9,012,271</u>	<u>\$ 9,480,737</u>

YMCA of Greater Omaha

Notes to Financial Statements

December 31, 2024 and 2023

The aggregate maturities of long-term debt for the years ending after December 31, 2024, are as follows:

<u>Year Ending December 31,</u>	
2025	\$ 468,487
2026	483,181
2027	8,529,090
	<u>\$ 9,480,758</u>

8. Leases

Shared Facility

Effective January 23, 2020, the Organization entered into an agreement with Douglas County School District 1 (the "District"), in which the Organization and the District shared in the costs of construction of a new facility, which opened in 2022. The new facility includes premises exclusively for use by the Organization's members and additional shared use areas to be available for use by both the Organization and the District.

As part of the agreement, the Organization was required to provide \$8,500,000 of funding towards the total cost of construction for the facility. The Organization commenced a capital campaign to gain funding towards this project. In exchange for the \$8,500,000 of funding, the Organization has the right to use the shared facility through June 2072. These costs were classified as operating right-of-use assets in accordance with ASU 2016-02.

The Organization's remaining obligations under this agreement include a monthly services fee of \$13,500 (to be increased annually based on the Consumer Price Index) to cover maintenance and utilities of the exclusive use premises and shared service areas. This fee has not been included in the calculation of the ROU assets and lease liabilities as it is considered a nonlease component.

Operating Leases

The Organization also has operating leases for parking lot space through March 2028 and various copier and vehicle leases through December 2028. The renewal options have been included in the calculation of the ROU and lease liabilities if the Organization is reasonably certain they will exercise the options. Residual value guarantees or payments to terminate the leases are included in lease payments only when it is probable that they will be incurred.

In April 2025, the Organization entered into a new lease agreement for office space which has not been included in the calculation of the operating right-of-use asset and lease liability at December 31, 2024 as the Organization did not take occupancy until 2025. This lease requires monthly payments ranging from \$5,871 to \$6,939 through January 2029, with renewal options through July 2029.

YMCA of Greater Omaha

Notes to Financial Statements

December 31, 2024 and 2023

For the years ended December 31, total lease cost and other information included in the calculation of the ROU assets and lease liabilities consisted of the following:

	<u>2024</u>	<u>2023</u>
<u>Lease Cost</u>		
Operating Lease Expense	\$ 224,200	\$ 217,106
Short-Term Lease Expense	270,077	252,000
Nonlease Components	162,000	148,500
Total Lease Cost	<u>\$ 656,277</u>	<u>\$ 617,606</u>
<u>Other Information</u>		
Cash Paid for Amounts Included in the Measurement of Lease Liabilities:		
Operating Cash Flows from Operating Leases	\$ 54,063	\$ 48,199
Right-of-Use Assets Obtained in Exchange for Operating Lease Liabilities	18,500	101,472
Weighted-Average Remaining Lease Term (Years)	3.03	3.59
Weighted-Average Discount Rate	4.81%	4.90%

Future minimum lease payments under these leases, excluding common area maintenance and other related operating expenses, for the years ending after December 31, 2024 and their reconciliation to the operating lease liabilities included in the accompanying financial statements are as follows:

<u>Year Ending December 31,</u>	
2025	\$ 46,877
2026	41,570
2027	34,928
2028	7,707
Total Future Lease Payments	<u>131,082</u>
Less: Discount to Present Value	<u>9,030</u>
Total Lease Liabilities	<u>122,052</u>
Less: Current Portion	<u>42,015</u>
Lease Liabilities, Less Current Portion	<u>\$ 80,037</u>

Ground Lease

The Organization has entered into a ground lease related to its facility in Council Bluffs. The lease is for a period of 10 years, ending in June 2025. As part of the lease agreement, the Organization is leasing space in the building back to the donor for an amount equal to the lease ground payments, resulting in no economic impact to the Organization over the lease period. The donor provides certain rehab, quick care and urgent care services out of its leased space in the building. At the expiration of the lease term, and assuming the Organization is not in default under any of the covenants and conditions of the ground lease, the Organization shall have the right to purchase the ground leased premises for \$1. At the time of the expiration, the Organization will record the land and donation on its books at the then discounted fair market value. This lease has not been included in the calculation of the ROU assets and lease liabilities.

YMCA of Greater Omaha

Notes to Financial Statements

December 31, 2024 and 2023

9. Restrictions and Limitations on Net Asset Balances

Net assets with donor restrictions that are temporary in nature at December 31, consists of the following:

	<u>2024</u>	<u>2023</u>
Capital Campaign	\$ 390,000	\$ 390,000
Sustaining Campaign	201,875	163,305
United Way Allocation:		
Youth Development	50,000	130,100
Healthy Living	32,500	20,425
Other - Grants	621,738	1,010,887
	<u>\$ 1,296,113</u>	<u>\$ 1,714,717</u>

Net assets released from donor restrictions by incurring expenses satisfying the restricted purposes or by occurrence of other events specified by the donors during the years ended December 31 consist of the following:

	<u>2024</u>	<u>2023</u>
Operating:		
Sustaining Campaign	\$ 163,305	\$ 121,727
United Way Allocation	233,375	300,597
Other - Grants:		
Youth Development	1,366,187	1,441,254
Healthy Living	8,000	18,000
Social Responsibility	277,249	135,000
Operation Contributions	5,162	9,000
Total Operating	<u>2,053,278</u>	<u>2,025,578</u>
Capital Campaign	7,603	16,934
	<u>\$ 2,060,881</u>	<u>\$ 2,042,512</u>

Net assets with donor restrictions that are permanent in nature (see Note 10) at December 31, the income from which is expendable for program services, consists of the following:

	<u>2024</u>	<u>2023</u>
Peter Kiewit Trust	\$ 500,000	\$ 500,000
Marshall Trust	103,587	103,587
Henry Ogram Trust	75,000	75,000
Credit Shelter Family Trust	5,000	5,000
	<u>\$ 683,587</u>	<u>\$ 683,587</u>

YMCA of Greater Omaha

Notes to Financial Statements

December 31, 2024 and 2023

10. Endowment Funds

The Organization's endowment fund consists of both funds with donor restrictions and funds without donor restrictions functioning as endowment through designation by the Board of Directors. The earnings of the endowment fund support the annual operating needs of the Organization as determined by the Board of Directors.

The Organization follows the provisions of the State of Nebraska Prudent Management of Institutional Funds Act (SPMIFA). SPMIFA requires the preservation of the fair value of the original gift date of the donor-restricted endowment funds absent explicit donor stipulations to the contrary. As a result, the Organization classifies as net assets with donor restrictions permanent in nature (a) the original value of the gifts donated to the permanent endowment, (b) the original value of subsequent gifts to the permanent endowment, and (c) accumulations to the permanent endowment made in accordance with the direction of the applicable donor gift instruments at the time the accumulation is added to the fund.

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

1. The duration and preservation of the fund
2. The purpose of the Organization and the donor-restricted endowment fund
3. General economic conditions
4. The possible effect of inflation and deflation
5. The expected total return from income and appreciation of investments
6. Other resources of the Organization
7. The investment policies of the Organization

As there are no donor restrictions on interest and dividends from the Marguerite Marshall Trust or the Peter Kiewit Trust, income earned on these endowments is available annually to be spent on operations and is reflected in net asset without donor restrictions activity. Donor restrictions on the Henry C. Ogram Trust require that all earnings be spent on Needy Children at the YMCA Camp. Income from this endowment is available annually to be spent on day camp scholarships and is reflected in net assets with donor restrictions until all scholarships have been awarded. As of December 31, 2024 and 2023, all scholarships had been awarded according to the decedent's wishes and therefore all earnings were reflected in net assets without donor restrictions.

The Organization has adopted investment and spending policies for endowment assets that attempt to provide a predictable stream of funding to programs and other items supported by its endowment while seeking to maintain the purchasing power of the endowment. Endowment assets included those assets of donor-restricted endowment funds the Organization must hold in perpetuity or for donor-specified periods. Under the Organization's policies, endowment assets are invested in a manner that is intended to preserve inflation adjusted values and provide annual budgetary support that is both stable and growing.

To satisfy its long-term rate of return objective, the Organization relies on a total return strategy in which investment returns are achieved through both capital appreciation (realized and unrealized) and a current yield (interest and dividends). The Organization targets a diversified asset allocation, including, but not limited to, equity and fixed income instruments.

YMCA of Greater Omaha

Notes to Financial Statements

December 31, 2024 and 2023

All funds with donor restrictions are required to be retained permanently by explicit donor stipulation or SPMIFA and the composition of these net assets is set forth in Note 9.

From time to time, the fair value of assets associated with individual donor-restricted endowment funds may fall below the level that the donor or SPMIFA requires the Organization to retain as a fund of perpetual duration. Deficiencies of this nature, if any, would be reported in net assets without donor restrictions. These deficiencies could result from unfavorable market fluctuations that occurred after the investment of new permanently restricted contributions and continued appropriation for certain programs that was deemed prudent by the Organization. Subsequent gains that would restore the fair value of the assets of the endowment fund to the required level will be classified as an increase in net assets without donor restrictions.

Changes in endowment net assets for the year ended December 31, 2024, are as follows:

	Without Donor Restrictions	With Donor Restrictions Permanent in Nature	Total
Endowment, Beginning of Year	\$ 11,513,379	\$ 683,587	\$ 12,196,966
Investment Return			
Investment Income, Net	264,523	-	264,523
Realized and Unrealized Gains on Investments, Net	<u>727,769</u>	-	<u>727,769</u>
Total Investment Return	<u>992,292</u>	-	<u>992,292</u>
Endowment, End of Year	<u>\$ 12,505,671</u>	<u>\$ 683,587</u>	<u>\$ 13,189,258</u>

YMCA of Greater Omaha

Notes to Financial Statements

December 31, 2024 and 2023

Changes in endowment net assets for the year ended December 31, 2023, are as follows:

	Without Donor Restrictions	With Donor Restrictions Permanent in Nature	Total
Endowment, Beginning of Year	\$ 10,435,362	\$ 683,587	\$ 11,118,949
Contributions	12,770	-	12,770
Investment Return			
Investment Income, Net	220,963	-	220,963
Realized and Unrealized Gains on Investments, Net	895,543	-	895,543
Total Investment Return	<u>1,116,506</u>	<u>-</u>	<u>1,116,506</u>
Appropriation of Endowment Asset for Expenditure	<u>(51,259)</u>	<u>-</u>	<u>(51,259)</u>
Endowment, End of Year	<u>\$ 11,513,379</u>	<u>\$ 683,587</u>	<u>\$ 12,196,966</u>

11. Commitments and Contingencies

Commitments

Effective July 23rd, 2021, the Organization entered into a management agreement with the City of Gretna (the "City") and Sarpy County School District (the "District") to operate a newly constructed facility, in which the City and the District will share in the costs of construction. The facility, which opened in September 2023, is operated by the Organization similar to other like facilities and shares a portion of the yearly surplus/deficit with the City and the District.

Commencing the opening date of the facility, the Organization has agreed to provide management services for a five-year term, with the option to extend for three additional five-year periods. In return for the management services, the Organization is compensated with 50% of the annual operating surplus of the facility. For the third and fourth terms, this will decline to 40%. In the case of a deficit, the City and the District will repay the first \$550,000 to the Organization, with a split of 66% and 34%, respectively. The next \$200,000 of deficit will be the responsibility of the Organization, and any remaining deficit will be reimbursed from the City and the District at the same allocation. For the year ended December 31, 2024, the facility generated a surplus which resulted in a reimbursement to the City and the District of \$210,252, which has been included as an offset to miscellaneous revenues in the statement of activities and changes in net assets, and is included in accounts payables at December 31, 2024. For the year ended December 31, 2023, the facility generated a deficit of \$366,366, which is included in program receivables at December 31, 2023 as the amount is reimbursed by the City and the District.

YMCA of Greater Omaha

Notes to Financial Statements

December 31, 2024 and 2023

Legal Proceedings

The Organization is party to legal proceedings arising in the ordinary course of its business. In the opinion of management and its legal counsel, disposition of these matters will not materially affect the Organization's financial position or results of operations.

Construction Project

In April 2025, the Organization entered into an agreement with a private foundation and Omaha Public Schools Foundation to replat certain property owned by the Organization for the purpose of the construction of a football stadium for Douglas County School District 001. As part of the construction, the Organization has agreed to demolish the existing YMCA facility on the associated property and construct a new facility. The project, including demolition and relocation costs of the existing facility, will be funded primarily through the private foundation. In addition, the Organization intends to use certain grant funding towards the cost of the project.

12. Benefit Plan

The Organization participates in the Young Men's Christian Organization Retirement Fund, a defined contribution retirement plan available to all duly organized or reorganized YMCAs in the United States of America. The plan covers substantially all employees upon completion of two years of service and attainment of 21 years of age. The Organization has made contributions to the plan of 12% of a participant's annual wages. The Organization's benefit plan costs were approximately \$816,000 and \$740,000 for the years ended December 31, 2024 and 2023, respectively.

13. Sharing of Public Support

In accordance with the affiliation agreement with the Organization's national association, a percentage of total unrestricted public support and revenue (as adjusted for certain direct costs of producing revenue) shall be shared with the national association as determined by the Organization's Board of Directors. In accordance with the agreement, approximately 1% of such support and revenue was subject to these provisions for 2024 and 2023. Such amounts are used as directed by the national association's Board of Directors for national programs of research, education and community services, and for management and general and fund-raising expenses.

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