

**BIG BROTHERS AND BIG SISTERS
OF DANE COUNTY, INC.**

FINANCIAL STATEMENTS

December 31, 2024 and 2023

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INDEPENDENT AUDITOR'S REPORT

To the Board of Directors
Big Brothers and Big Sisters of Dane County, Inc.
Madison, Wisconsin

Opinion

We have audited the financial statements of Big Brothers and Big Sisters of Dane County, Inc., which comprise the statements of financial position as of December 31, 2024 and 2023, and the related statements of activities, functional expenses, and cash flows for the years then ended, and the related notes to the financial statements.

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

Basis for Opinion

We conducted our audits in accordance with auditing standards generally accepted in the United States of America (GAAS). Our responsibilities under those standards are further described in the Auditor's Responsibilities for the Audit of the Financial Statements section of our report. We are required to be independent of Big Brothers and Big Sisters of Dane County, Inc. 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 Big Brothers and Big Sisters of Dane County, Inc.'s ability to continue as a going concern within one year after the date that the financial statements are available to be issued.

Auditor's Responsibilities for the Audit of the Financial Statements

Our objectives are to obtain reasonable assurance about whether the financial statements as a whole are free from material misstatement, whether due to fraud or error, and to issue an auditor's report that includes our opinion. Reasonable assurance is a high level of assurance but is not absolute assurance and therefore is not a guarantee that an audit conducted in accordance with 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 Big Brothers and Big Sisters of Dane County, Inc.'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 Big Brothers and Big Sisters of Dane County, Inc.'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.



Wegner CPAs, LLP
Madison, Wisconsin
March 12, 2025

BIG BROTHERS AND BIG SISTERS OF DANE COUNTY, INC.
STATEMENTS OF FINANCIAL POSITION
December 31, 2024 and 2023

	2024	2023
ASSETS		
CURRENT ASSETS		
Cash	\$ 381,981	\$ 613,407
Grants receivable	66,898	17,286
Unconditional promises to give	71,976	52,038
Prepaid expenses	20,167	41,914
Total current assets	541,022	724,645
FURNITURE AND EQUIPMENT		
Furniture and equipment	22,068	22,068
Accumulated depreciation	(19,544)	(18,653)
Furniture and equipment, net	2,524	3,415
OTHER ASSETS		
Unconditional promises to give	-	27,364
Investments	957,105	872,451
Beneficial interest in assets held by Madison Community Foundation	18,923	18,020
Finance lease right-of-use asset	2,675	4,270
Total assets	<u>\$ 1,522,249</u>	<u>\$ 1,650,165</u>
LIABILITIES AND NET ASSETS		
CURRENT LIABILITIES		
Accounts payable	\$ 6,213	\$ 13,667
Accrued expenses	74,437	65,179
Finance lease liability	3,120	4,335
Total current liabilities	83,770	83,181
NET ASSETS		
Without donor restrictions	1,189,190	1,162,670
With donor restrictions	249,289	404,314
Total net assets	1,438,479	1,566,984
Total liabilities and net assets	<u>\$ 1,522,249</u>	<u>\$ 1,650,165</u>

See accompanying notes.

BIG BROTHERS AND BIG SISTERS OF DANE COUNTY, INC.
STATEMENT OF ACTIVITIES
Year Ended December 31, 2024

	Without Donor Restrictions	With Donor Restrictions	Total
SUPPORT AND REVENUE			
Contributions			
General contributions	\$ 333,055	\$ 54,500	\$ 387,555
Grants	616,515	-	616,515
In-kind contributions	17,667	-	17,667
Allocation and contributions from United Way	182,380	-	182,380
Special events	432,113	-	432,113
Costs of direct benefits to donors	(33,278)	-	(33,278)
Change in value of beneficial interest in assets held by MCF	1,635	-	1,635
Investment return, net	79,450	-	79,450
	<u>1,629,537</u>	<u>54,500</u>	<u>1,684,037</u>
Total support and revenue	1,629,537	54,500	1,684,037
EXPENSES			
Program services			
Enrollment	461,251	-	461,251
Site-based mentoring	183,703	-	183,703
Community	454,829	-	454,829
Back-to-School	8,093	-	8,093
Other	10,220	-	10,220
Supporting activities			
Management and general	268,879	-	268,879
Fundraising	425,567	-	425,567
	<u>1,812,542</u>	<u>-</u>	<u>1,812,542</u>
Total expenses	1,812,542	-	1,812,542
NET ASSETS RELEASED FROM RESTRICTIONS			
Satisfaction of purpose restrictions	199,525	(199,525)	-
Expiration of time restrictions	10,000	(10,000)	-
	<u>209,525</u>	<u>(209,525)</u>	<u>-</u>
Total net assets released from restrictions	209,525	(209,525)	-
Change in net assets	26,520	(155,025)	(128,505)
Net assets at beginning of year	<u>1,162,670</u>	<u>404,314</u>	<u>1,566,984</u>
Net assets at end of year	<u>\$ 1,189,190</u>	<u>\$ 249,289</u>	<u>\$ 1,438,479</u>

See accompanying notes.

BIG BROTHERS AND BIG SISTERS OF DANE COUNTY, INC.
STATEMENT OF ACTIVITIES
Year Ended December 31, 2023

	<u>Without Donor Restrictions</u>	<u>With Donor Restrictions</u>	<u>Total</u>
SUPPORT AND REVENUE			
Contributions			
General contributions	\$ 244,762	\$ 117,685	\$ 362,447
Grants	563,465	-	563,465
In-kind contributions	28,281	-	28,281
Allocation and contributions from United Way	151,797	-	151,797
Special events	466,871	-	466,871
Costs of direct benefits to donors	(38,767)	-	(38,767)
Change in value of beneficial interest in assets held by MCF	1,518	-	1,518
Investment return, net	103,120	-	103,120
Total support and revenue	1,521,047	117,685	1,638,732
EXPENSES			
Program services			
Enrollment	455,869	-	455,869
Site-based mentoring	188,485	-	188,485
Community	482,401	-	482,401
Back-to-School	4,925	-	4,925
Other	17,658	-	17,658
Supporting activities			
Management and general	251,418	-	251,418
Fundraising	402,924	-	402,924
Total expenses	1,803,680	-	1,803,680
NET ASSETS RELEASED FROM RESTRICTIONS			
Satisfaction of purpose restrictions	303,947	(303,947)	-
Expiration of time restrictions	127,500	(127,500)	-
Total net assets released from restrictions	431,447	(431,447)	-
Change in net assets	148,814	(313,762)	(164,948)
Net assets at beginning of year	1,013,856	718,076	1,731,932
Net assets at end of year	\$ 1,162,670	\$ 404,314	\$ 1,566,984

See accompanying notes.

BIG BROTHERS AND BIG SISTERS OF DANE COUNTY, INC.
STATEMENT OF FUNCTIONAL EXPENSES
Year Ended December 31, 2024

	Program Services					Supporting Activities		Costs of Direct Benefits to Donors	Total Expenses
	Enrollment	Site-Based Mentoring	Community	Back-to-School	Other	Management and General	Fundraising		
Salaries	\$ 322,306	\$ 123,471	\$ 296,417	\$ -	\$ -	\$ 75,182	\$ 189,865	\$ -	\$ 1,007,241
Employee benefits	53,161	25,229	43,495	-	-	11,974	20,217	-	154,076
Payroll taxes	24,087	9,150	22,608	-	-	5,513	14,225	-	75,583
Total salaries and related expenses	399,554	157,850	362,520	-	-	92,669	224,307	-	1,236,900
Contract services	26,979	3,653	15,426	-	1,964	124,425	156,290	-	328,737
Food and supplies	4,832	8,323	18,558	7,617	5,277	8,184	-	33,278	86,069
Telephone	1,696	425	6,298	-	375	648	1,262	-	10,704
Postage, shipping, and printing	199	416	2,278	233	-	3,283	23,076	-	29,485
Insurance	7,984	3,058	7,342	-	891	1,863	4,703	-	25,841
Occupancy	14,353	5,534	16,105	127	-	3,348	8,455	-	47,922
Travel	3,551	3,942	3,868	116	179	3,256	2,290	-	17,202
Conferences and meetings	1,308	182	425	-	230	6,318	2,715	-	11,178
Advertising	-	15	12,547	-	1,174	1,771	-	-	15,507
Assistance to individuals	-	-	8,730	-	130	-	-	-	8,860
Interest	-	-	-	-	-	902	-	-	902
Dues to affiliates	-	-	-	-	-	22,027	2,000	-	24,027
Depreciation and amortization	795	305	732	-	-	185	469	-	2,486
Total expenses	\$ 461,251	\$ 183,703	\$ 454,829	\$ 8,093	\$ 10,220	\$ 268,879	\$ 425,567	\$ 33,278	\$ 1,845,820

See accompanying notes.

BIG BROTHERS AND BIG SISTERS OF DANE COUNTY, INC.
STATEMENT OF FUNCTIONAL EXPENSES
Year Ended December 31, 2023

	Program Services					Supporting Activities		Costs of Direct Benefits to Donors	Total Expenses
	Enrollment	Site-Based Mentoring	Community	Back-to-School	Other	Management and General	Fundraising		
Salaries	\$ 333,475	\$ 130,131	\$ 310,396	\$ -	\$ -	\$ 78,107	\$ 204,962	\$ -	\$ 1,057,071
Employee benefits	42,714	16,257	46,138	-	-	23,514	28,741	-	157,364
Payroll taxes	24,547	9,483	23,285	-	-	5,708	14,995	-	78,018
Total salaries and related expenses	400,736	155,871	379,819	-	-	107,329	248,698	-	1,292,453
Contract services	21,200	10,057	22,796	42	3,864	70,055	85,727	-	213,741
Food and supplies	1,997	6,170	20,033	4,449	5,929	11,988	25,510	38,767	114,843
Telephone	1,375	300	2,225	-	-	550	1,475	-	5,925
Postage, shipping, and printing	2,106	389	3,873	57	732	4,806	23,177	-	35,140
Insurance	7,267	2,935	6,802	-	-	962	3,289	-	21,255
Occupancy	16,821	6,794	15,743	-	-	2,225	7,614	-	49,197
Travel	4,262	4,744	4,779	147	277	4,237	2,980	-	21,426
Conferences and meetings	105	109	797	230	6,856	7,303	3,954	-	19,354
Advertising	-	146	11,211	-	-	3,137	500	-	14,994
Assistance to individuals	-	970	13,896	-	-	-	-	-	14,866
Interest	-	-	-	-	-	99	-	-	99
Dues to affiliates	-	-	-	-	-	20,423	-	-	20,423
Bad debt expense	-	-	-	-	-	10,000	-	-	10,000
Depreciation and amortization	-	-	-	-	-	2,789	-	-	2,789
Equipment and maintenance	-	-	427	-	-	5,515	-	-	5,942
Total expenses	\$ 455,869	\$ 188,485	\$ 482,401	\$ 4,925	\$ 17,658	\$ 251,418	\$ 402,924	\$ 38,767	\$ 1,842,447

See accompanying notes.

BIG BROTHERS AND BIG SISTERS OF DANE COUNTY, INC.
STATEMENTS OF CASH FLOWS
Years Ended December 31, 2024 and 2023

	2024	2023
CASH FLOWS FROM OPERATING ACTIVITIES		
Change in net assets	\$ (128,505)	\$ (164,948)
Adjustments to reconcile change in net assets to net cash flows from operating activities		
Depreciation	891	890
Amortization of finance lease right-of-use asset	1,595	1,898
Donated stock	(5,774)	-
Net realized and unrealized (gains) losses on investments	(57,331)	(108,572)
Change in value of beneficial interest in assets held by MCF	(1,635)	(1,518)
(Increase) decrease in assets		
Grants receivable	(49,612)	16,719
Unconditional promises to give	7,426	138,350
Prepaid expenses	21,747	2,142
Increase (decrease) in liabilities		
Accounts payable	(7,454)	(8,593)
Accrued expenses	9,258	12,265
Deferred revenue	-	(45,625)
Finance lease liability	(1,215)	(1,884)
Net cash flows from operating activities	(210,609)	(158,876)
CASH FLOWS FROM INVESTING ACTIVITIES		
Distributions from beneficial interest in assets held by MCF	732	720
Proceeds from sales of investments	7,219	725
Purchases of investments and reinvested income	(28,768)	(201,077)
Net cash flows from investing activities	(20,817)	(199,632)
Net change in cash	(231,426)	(358,508)
Cash at beginning of year	613,407	971,915
Cash at end of year	\$ 381,981	\$ 613,407
SUPPLEMENTAL DISCLOSURES		
Cash paid for interest	\$ 902	\$ 99
Noncash investing activities		
Donated stock	\$ 5,774	\$ -

See accompanying notes.

BIG BROTHERS AND BIG SISTERS OF DANE COUNTY, INC.
NOTES TO FINANCIAL STATEMENTS
December 31, 2024 and 2023

NOTE 1 – SUMMARY OF SIGNIFICANT ACCOUNTING POLICIES

Nature of Activities

Big Brothers and Big Sisters of Dane County, Inc. (BBBS) was organized as a not-for-profit organization in 1966. Big Brothers and Big Sisters of Dane County, Inc. was formed for the purpose of providing human services and other opportunities to children who do not have these services available to them in their own homes. The primary source of revenue is public support.

Basis of Presentation

Big Brothers and Big Sisters of Dane County, Inc. reports information regarding its financial position and activities according to two classes of net assets that are based upon the existence or absence of restrictions on use that are placed by its donors.

Net assets without donor restrictions are resources available to support operations and not subject to donor restrictions. Designations are voluntary board-approved segregations of net assets without donor restrictions for specific purposes, projects, or investments.

Net assets with donor restrictions are resources that are subject to donor-imposed restrictions. Some restrictions are temporary in nature, such as those that are restricted by a donor for use for a particular purpose or in a particular future period. Other restrictions are perpetual in nature, such as those that are restricted by a donor that the resources be maintained in perpetuity.

Promises to Give

Unconditional promises to give are recognized as revenues in the period received and as assets, decreases of liabilities, or expenses depending on the form of the benefits received. Conditional promises to give are recognized only when the conditions on which they depend are substantially met and the promises become unconditional. At December 31, 2024 and 2023, \$71,976 and \$52,038, respectively, of unconditional promises to give are receivable in less than one year, and \$0 and \$27,364, respectively, of unconditional promises to give are receivable in one to five years.

Big Brothers and Big Sisters of Dane County, Inc. considers all promises to give to be fully collectible. Accordingly, no allowance for doubtful accounts is required. If promises to give become uncollectible, they will be charged to operations when that determination is made.

Grants Receivable

Grants receivable represent amounts that have been billed under contracts for services provided by Big Brothers and Big Sisters of Dane County, Inc. Grants receivable are stated at the amount management expects to be collected from outstanding balances. As of December 31, 2024 and 2023, management has determined, that all amounts are fully collectible and no allowance for doubtful accounts is necessary.

BIG BROTHERS AND BIG SISTERS OF DANE COUNTY, INC.
NOTES TO FINANCIAL STATEMENTS
December 31, 2024 and 2023

NOTE 1 – SUMMARY OF SIGNIFICANT ACCOUNTING POLICIES (continued)

Investments

Investments consist of equity securities that are carried at fair value and money market funds related to the investment portfolio. Unrealized gains and losses are included in the change in assets in the accompanying statement of activities.

Big Brothers and Big Sisters of Dane County, Inc. also has investments held in agency endowment by the Madison Community Foundation (MCF). Big Brothers and Big Sisters of Dane County, Inc. may receive the income earned from the agency endowment of the MCF. These funds are recorded as board-designated net assets and are carried at fair value.

Investment fees for 2024 and 2023 include donated investment services of \$7,000 and \$6,200, respectively.

Beneficial Interest in Assets Held by Madison Community Foundation

Big Brothers and Big Sisters of Dane County, Inc.'s beneficial interest in assets held by Madison Community Foundation represents an agreement between Big Brothers and Big Sisters of Dane County, Inc. and the Foundation in which Big Brothers and Big Sisters of Dane County, Inc. transfers assets to the Foundation in exchange for future distributions. The beneficial interest is not actively traded and significant other observable inputs are not available. The fair value of the beneficial interest is based on the fair value of the underlying assets as reported to Big Brothers and Big Sisters of Dane County, Inc. by the Foundation. Little information about those assets is released publicly. The estimated fair value does not necessarily represent the amounts that may be ultimately realized due to the occurrence of future circumstances that cannot be reasonably determined.

Furniture and Equipment

Furniture and equipment are stated at cost less accumulated depreciation. Furniture and equipment with a value over \$2,500 is capitalized and depreciated using the straight-line method over an estimated useful life relative to the piece of furniture or equipment.

Contributed equipment is recorded at fair value at the date of donation. If donors stipulate how long the assets must be used, the contributions are recorded as restricted support. In the absence of such stipulations, contributions of equipment are recorded as unrestricted support.

Contributions

Contributions are recognized as revenue when received or unconditionally pledged. Contributions that are restricted by the donor are reported as increases in net assets without donor restrictions if the restrictions expire (that is, when a stipulated time restriction ends or purpose restriction is accomplished) in the reporting period in which the revenue is recognized. All other donor-restricted contributions are reported as increases in net assets with donor restrictions. Donor-restricted contributions whose restrictions are met within the same year as received are reported as unrestricted contributions in the statement of activities.

BIG BROTHERS AND BIG SISTERS OF DANE COUNTY, INC.
NOTES TO FINANCIAL STATEMENTS
December 31, 2024 and 2023

NOTE 1 – SUMMARY OF SIGNIFICANT ACCOUNTING POLICIES (continued)

Grants

Big Brothers and Big Sisters of Dane County, Inc. receives grants from government agencies and others that are conditioned upon Big Brothers and Big Sisters of Dane County, Inc. incurring qualifying expenses. Revenue from these grants is generally recognized on a reimbursement basis; that is, when qualifying expenses are incurred by Big Brothers and Big Sisters of Dane County, Inc., both a receivable from the grantor agency and revenue are recorded. Grants are also generally restricted by the grantor for a specified purpose. Grants whose conditions and restrictions are met in the same reporting period that revenue is recognized are reported as increases in net assets without grantor restrictions.

Expense Allocations

The financial statements report certain categories of expenses that are attributable to more than one program service or supporting activity. Therefore, these expenses require allocation on a reasonable basis that is consistently applied. The expenses that are allocated include: salaries and related expenses, insurance, occupancy, and depreciation and amortization, which are allocated on the basis of estimates of time and effort.

The following program services are included in the accompanying financial statements:

Enrollment

Volunteer Enrollment - Potential volunteers complete an online application form, providing basic information and expressing their interest in becoming a mentor. BBBS staff reviews the application and contacts the applicant to provide more information and answer any questions. Applicants attend a virtual or in-person interview with BBBS staff to discuss their motivations, interests, and suitability for mentoring. A thorough background check is conducted, including: criminal history check, fingerprint check (for federal grants), and driving record check. Volunteers attend pre-match training sessions to learn about the program, expectations, and best practices for mentoring. BBBS staff carefully assesses the volunteer's interests, personality, and preferences to find a suitable match with a child. Once a potential match is identified, the volunteer's information is shared with the child's parent or guardian for approval. A meeting is arranged between the volunteer, the child, the child's parent/guardian, and a BBBS Match Support Specialist. During this meeting, agency ground rules are discussed, and any remaining paperwork is completed.

Child Enrollment - Parents or guardians initiate the process by contacting BBBS agency or filling out an online application form. Basic information about the child and family is collected to determine eligibility. The Child Enrollment Specialists conducts an interview with the parent/guardian and the child. This interview helps the agency understand the child's needs, interests, and personality to make an appropriate match. The interview takes place at the family's home. Child safety training is provided for both parents and children. After the interview and assessment, the child is placed on a waiting list. The waiting period can vary depending on the availability of suitable mentors. When a potential mentor is identified, BBBS staff presents the match to the family. Parents have the opportunity to ask questions and provide input on the proposed match. If the match is approved, a meeting is arranged between the child, parent/guardian, the mentor, and a BBBS case manager. This meeting allows everyone to get acquainted and discuss program guidelines.

BIG BROTHERS AND BIG SISTERS OF DANE COUNTY, INC.
NOTES TO FINANCIAL STATEMENTS
December 31, 2024 and 2023

NOTE 1 – SUMMARY OF SIGNIFICANT ACCOUNTING POLICIES (continued)

Volunteer Recruitment - Developing and implementing targeted recruitment campaigns to address specific needs. Attending community fairs and events aligned with the organization's mission. Partnering with local universities and colleges to recruit student volunteers. Forming partnerships with local businesses, sponsors, and government officials. Utilizing social media platforms for recruitment, including creating shareable content for volunteers. Distributing public service announcements to television and radio stations. Implementing social media campaigns to reach a wider audience. Hosting recruitment events, such as information sessions. Providing promotional materials like posters and flyers with QR codes for easy access to information.

Site-Based Mentoring

School Friends Mentoring/MentorU - Adult mentors (Bigs) visit their Littles one time per week for 30-60 minutes during lunch/recess or after school. Matches play sports, read, and do arts & crafts, or just hang out and talk. BBBS staff are on-site during the program to facilitate activities, connect with school personnel, and provide in-person support to Bigs/Littles. In 2022, the School Friends program was replaced with MentorU. MentorU's mission is to help high school students develop personal, academic, and career skills by providing each student with a volunteer mentor with experience in a variety of areas. The MentorU class and the mentors will offer extra opportunities and resources to students regarding career exploration, college admission guidance, and future planning. We match every student with a volunteer adult mentor based on shared career and/or personal interest. Once a week, students have MentorU class time to complete a weekly lesson and communicate with their mentor by sending an online message via the BBBS messaging technology platform. Students and mentors discuss various topics in their weekly messages, such as perseverance, critical thinking, self-advocacy, and goal-setting. The Mentor U program ended in mid-2024 and members were transferred to community programming.

The High School Leadership Program (HSLP) – This innovative program pairs high school mentors with elementary mentees in mentoring relationships that build confidence and increase connectedness to school, culture, and peers. The program uses a curriculum that gives younger and older students an opportunity to grow and learn from one another during their weekly mentoring sessions, with engaging activities centered on topics like developing a growth mindset, building empathy, learning STEM skills, and practicing gratitude. High School mentors also receive coaching and mentorship from BBBS Staff.

Community

The core, traditional program of BBBS involves an adult mentor “Big” matched with a child “Little”. These community-based mentoring relationships involve one-on-one outings and activities, doing things the Big and Little enjoy together like: taking a walk in the park, going to a museum, listening to music, or hanging out and talking. Some Bigs meet with their Littles on the weekends. Others get together with their Littles on weekday evenings. Each match is unique and develops a schedule that works for them. Each match is supervised and supported by an agency Match Support Specialist.

BIG BROTHERS AND BIG SISTERS OF DANE COUNTY, INC.
NOTES TO FINANCIAL STATEMENTS
December 31, 2024 and 2023

NOTE 1 – SUMMARY OF SIGNIFICANT ACCOUNTING POLICIES (continued)

Match Support - The professional monitoring, support and continual engagement with the Big, Little, parent/guardian(s), and site partners while the match is active. Match support staff guide the match in achieving positive outcomes for the youth, and transition the match to closure and re-engagement when appropriate.

Agency-Sponsored Match Activities and Events - Plan and conduct youth-centered activities that both enhance the connection to the agency and strengthen match relationships. Agency-sponsored activities can range from one-time events such as holiday parties and Back-to-School picnics to structured activities that span several weeks or months.

Back-to-School

An annual event where backpacks and school supply kits are provided to mentees to get them ready for the upcoming school year.

Other

Additional events, supplies, and training to support BBBS' one-to-one mentoring programs.

Donated Services

Donated services are recognized as contributions if the services create or enhance nonfinancial assets or they require specialized skills, are provided by individuals possessing those skills, and would typically need to be purchased if not provided by donation. Volunteers also provided mentoring and fundraising services throughout the year that are not recognized as contributions in the financial statements since the recognition criteria were not met.

Leases

Big Brothers and Big Sisters of Dane County, Inc. does not recognize short-term leases in the statements of financial position. For these leases, Big Brothers and Big Sisters of Dane County, Inc. recognizes the lease payments in the change in net assets on a straight-line basis over the lease term and variable lease payments in the period in which the obligation for those payments is incurred. Big Brothers and Big Sisters of Dane County, Inc. also does not separate nonlease components from lease components for all classes of underlying assets and instead accounts for each separate lease component and the nonlease components associated with that lease component as a single lease component. If the rate implicit in the lease is not readily determinable, Big Brothers and Big Sisters of Dane County, Inc. uses a risk-free rate as the discount rate for the lease for all classes of underlying assets.

Advertising

Big Brothers and Big Sisters of Dane County, Inc. uses advertising to promote its programs among the audiences it serves. Advertising costs are expensed as incurred and were \$15,507 and \$14,994 for the years ended December 31, 2024 and 2023, respectively.

BIG BROTHERS AND BIG SISTERS OF DANE COUNTY, INC.
NOTES TO FINANCIAL STATEMENTS
December 31, 2024 and 2023

NOTE 1 – SUMMARY OF SIGNIFICANT ACCOUNTING POLICIES (continued)

Estimates

Management uses estimates and assumptions in preparing financial statements. Those estimates and assumptions affect the reported amounts of assets and liabilities, the disclosure of contingent assets and liabilities, and the reported revenue and expenses. Actual results could differ from those estimates.

Income Tax Status

Big Brothers and Big Sisters of Dane County, Inc. is exempt from federal income tax under Section 501(c)(3) of the Internal Revenue Code.

Date of Management’s Review

Management has evaluated subsequent events through March 12, 2025, the date which the financial statements were available to be issued.

NOTE 2 – CONCENTRATIONS

Big Brothers Big Sisters of Dane County, Inc. received approximately 18% and 24% of its revenue from the U.S. Department of Administration for the years ended December 31, 2024 and 2023, respectively.

NOTE 3 – INVESTMENTS

Investments at December 31 consisted of the following:

	2024	2023
Mutual funds	\$ 657,347	\$ 649,752
Bonds	284,619	104,013
Stocks	3,086	1,261
Money market funds	12,053	117,425
Total investments	\$ 957,105	\$ 872,451

Mutual funds, bonds, and stocks are valued at unadjusted quoted prices reported on the active markets on which the individual securities are traded, which are Level 1 fair value measurements.

BIG BROTHERS AND BIG SISTERS OF DANE COUNTY, INC.
NOTES TO FINANCIAL STATEMENTS
December 31, 2024 and 2023

NOTE 4 – AGENCY ENDOWMENT

Big Brothers and Big Sisters of Dane County, Inc. established an agency endowment at Madison Community Foundation (MCF). Big Brothers and Big Sisters of Dane County, Inc. recognizes the fair value of donations as contributions when received. When Big Brothers and Big Sisters of Dane County, Inc. transfers the funds to MCF it recognizes the transfer as a decrease in cash and an increase in an asset called beneficial interest in assets held by MCF.

Big Brothers and Big Sisters of Dane County, Inc. acknowledges that by virtue of the governing instrument of MCF, the Board of Governors of MCF has the authority to modify any restriction or condition on the distribution of assets from MCF if, in the reasonable judgment of the Board of Governors, such restriction or condition becomes unnecessary, incapable of fulfillment, or inconsistent with the charitable needs of the community served by MCF. MCF maintains legal ownership of the fund.

MCF has a spending policy to make an annual distribution to Big Brothers and Big Sisters of Dane County, Inc. that will be calculated over 12 quarters and represents 4.25% of the average value of the assets in MCF in 2024 and 2023. Big Brothers and Big Sisters of Dane County, Inc. received distributions of \$732 and \$720 in 2024 and 2023.

NOTE 5 – LINE OF CREDIT

Big Brothers and Big Sisters of Dane County, Inc. has a \$200,000 line of credit agreement with Park Bank that expires August 27, 2025. The interest rate on outstanding principal is prime plus 1% with a floor of 4%. At December 31, 2024, the interest rate was 8.5%. The line of credit is secured by Big Brothers and Big Sisters of Dane County, Inc.'s assets. At December 31, 2024 and 2023, there was no outstanding balance on the line of credit.

NOTE 6 – PAYCHECK PROTECTION PROGRAM LOAN

Big Brothers and Big Sisters of Dane County, Inc. received loans totaling \$349,182 under the Paycheck Protection Program (PPP) established by the Coronavirus Aid, Relief, and Economic Security (CARES) Act and administered by the U.S. Small Business Administration (SBA). The loans accrue interest at 1% but payments are deferred for borrowers who apply for forgiveness until SBA remits the borrower's forgiveness amount to the lender. On January 19, 2021, the SBA approved forgiveness of Big Brothers and Big Sisters of Dane County, Inc.'s first draw loan and accrued interest. On September 13, 2021, the SBA approved forgiveness of Big Brothers and Big Sisters of Dane County, Inc.'s second draw loan and accrued interest. Big Brothers and Big Sisters of Dane County, Inc. must retain PPP documentation in its files for six years after the date the loan is forgiven or repaid in full and permit authorized representatives of SBA to access such files upon request. SBA may review any loan at any time at its discretion. Therefore, SBA may review the Big Brothers and Big Sisters of Dane County, Inc.'s good-faith certification concerning the necessity of its loan request, whether Big Brothers and Big Sisters of Dane County, Inc. calculated the loan amount correctly, whether Big Brothers and Big Sisters of Dane County, Inc. used loan proceeds for the allowable uses specified in the CARES Act, and whether Big Brothers and Big Sisters of Dane County, Inc. is entitled to loan forgiveness in the amount claimed on its application. If SBA determines Big Brothers and Big Sisters of Dane County, Inc. was ineligible for the loan or for forgiveness in whole or in part, SBA will seek repayment of the outstanding loan balance.

BIG BROTHERS AND BIG SISTERS OF DANE COUNTY, INC.
NOTES TO FINANCIAL STATEMENTS
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NOTE 7 – NET ASSETS WITHOUT DONOR RESTRICTIONS

Net assets without donor restrictions at December 31 consisted of the following:

	<u>2024</u>	<u>2023</u>
Board-designated endowment funds	\$ 629,070	\$ 555,026
Board-designated - MCF	18,923	18,020
Undesignated	<u>541,197</u>	<u>589,624</u>
Net assets without donor restrictions	<u>\$ 1,189,190</u>	<u>\$ 1,162,670</u>

NOTE 8 – NET ASSETS WITH DONOR RESTRICTIONS

Net assets with donor restrictions at December 31 are restricted for the following purposes or periods:

	<u>2024</u>	<u>2023</u>
Future years' operations	\$ 32,365	\$ 103,903
School Friends	14,500	23,737
Community	-	10,000
Development	35,000	13,750
MentorU	-	70,000
Scholarships	25,000	25,000
Gala	<u>32,500</u>	<u>48,000</u>
Net assets with donor restrictions	139,365	294,390
Net assets with donor restrictions in perpetuity	<u>109,924</u>	<u>109,924</u>
Total net assets with donor restrictions	<u>\$ 249,289</u>	<u>\$ 404,314</u>

BIG BROTHERS AND BIG SISTERS OF DANE COUNTY, INC.
NOTES TO FINANCIAL STATEMENTS
December 31, 2024 and 2023

NOTE 9 – SPECIAL EVENTS

Big Brothers and Big Sisters of Dane County, Inc. has various fundraising events. The revenue and costs directly associated with fundraising events are as follows:

	2024	2023
Gross revenue	\$ 432,113	\$ 466,871
Cost of special events		
Bowl for Kids' Sake/The Hunt	23,198	20,945
Gala	105,830	93,231
Other	8,694	3,670
Cost of special events	137,722	117,846
Net income from special events	\$ 294,391	\$ 349,025

NOTE 10 – CONDITIONAL GRANTS

Big Brothers and Big Sisters of Dane County, Inc. has grants that are conditioned upon Big Brothers and Big Sisters of Dane County, Inc. incurring qualifying expenses under the grant programs. At December 31, 2024, these conditional grants total approximately \$77,000. These conditional grants will be recognized as revenue when the respective conditions are met in future years.

NOTE 11 – IN-KIND CONTRIBUTIONS

The value of donated materials and services included as contributions and special event revenue in the statement of activities and the corresponding expenses are as follows for December 31:

	2024				
	Community	Back-to-School	Management and General	Fundraising	
Contracted services	\$ -	\$ -	\$ -	\$ 4,748	\$ 4,748
Food and supplies	5,692	1,675	5,473	-	12,840
Investment fees (netted with investment return)	-	-	7,000	-	7,000
Total	\$ 5,692	\$ 1,675	\$ 12,473	\$ 4,748	\$ 24,588
	2023				
	Community	Back-to-School	Management and General	Fundraising	Total
Food and supplies	\$ 14,257	\$ 4,856	\$ -	\$ 5,098	\$ 24,211
Postage, shipping, and printing	-	-	2,969	-	2,969
Investment fees (netted with investment return)	-	-	6,200	-	6,200
Total	\$ 14,257	\$ 4,856	\$ 9,169	\$ 5,098	\$ 33,380

BIG BROTHERS AND BIG SISTERS OF DANE COUNTY, INC.
NOTES TO FINANCIAL STATEMENTS
December 31, 2024 and 2023

NOTE 11 – IN-KIND CONTRIBUTIONS (continued)

In-kind contributions did not have donor-imposed restrictions. Big Brothers and Big Sisters of Dane County, Inc. valued the in-kind contributions based on the estimated fair value provided by the donor.

NOTE 12 – LEASES

BBBS leases space for its administrative office and program services from a primary funder, United Way of Dane County. The current lease term ended on December 31, 2024. Subsequent to year end, BBBS signed a new lease agreement with United Way to extend the lease agreement through December 31, 2025. Total short term lease cost for 2024 and 2023 is \$44,855 and \$43,548, respectively.

In 2021, Big Brothers and Big Sisters of Dane County, Inc. entered into a copier lease with GFC through March 2026. The copier lease results in a right-of-use asset and corresponding lease liability in the statements of financial position, in accordance with the new lease guidance standard described in Note 1.

Future minimum lease payments for 2025 and 2026 are \$47,371 and \$629, respectively.

NOTE 13 – EMPLOYEE RETIREMENT PLAN

Big Brothers and Big Sisters of Dane County, Inc. has a tax-deferred 401(k) retirement plan. Employees working 20 hours or more upon completion of 12 months of service are eligible for an employer match. Big Brothers and Big Sisters of Dane County, Inc. contributes a 50% match up to 3% of the employee's contributions. Employee benefit plan expense was \$15,370 and \$16,065 for 2024 and 2023.

NOTE 14 – FAIR VALUE MEASUREMENTS

The Big Brothers and Big Sisters of Dane County, Inc.'s beneficial interest in assets held by MCF represents an agreement between the Big Brothers and Big Sisters of Dane County, Inc. and MCF in which the Big Brothers and Big Sisters of Dane County, Inc. transfers assets to MCF in exchange for future distributions. The beneficial interest is not actively traded and significant other observable inputs are not available. Thus, the fair value of the beneficial interest is measured at the proportional share of the underlying assets as reported to Big Brothers and Big Sisters of Dane County, Inc. by MCF. Little information about those assets is released publicly. The estimated value does not necessarily represent the amounts that may be ultimately realized due to the occurrence of future circumstances that cannot be reasonably determined.

BIG BROTHERS AND BIG SISTERS OF DANE COUNTY, INC.
NOTES TO FINANCIAL STATEMENTS
December 31, 2024 and 2023

NOTE 14 – FAIR VALUE MEASUREMENTS (continued)

The following table presents additional information about assets measured at fair value on a recurring basis using significant unobservable inputs:

	Beneficial Interest in Assets Held by MCF	
	2024	2023
Beginning balance	\$ 18,020	\$ 17,222
Change in value of beneficial interest included in change in net assets	1,635	1,518
Distribution	(732)	(720)
Ending balance	\$ 18,923	\$ 18,020

NOTE 15 – ENDOWMENTS

Big Brothers and Big Sisters of Dane County, Inc.’s endowment consists of a donor-restricted fund where the investment income, including realized gains and losses is given to Big Brothers and Big Sisters of Dane County, Inc. and the funds are designated by the Board of Directors to function as endowments. As required by generally accepted accounting principles, net assets associated with endowment funds are classified and reported based on the existence or absence of donor-imposed restrictions.

Big Brothers and Big Sisters of Dane County, Inc. is subject to Wisconsin’s Uniform Prudent Management of Institutional Funds Act (UPMIFA) and thus, classifies amounts in its donor restricted endowment funds as net assets with donor restrictions because those net assets are time restricted until the board of directors appropriates such amounts for expenditure. Most of those net assets are also subject to purpose restrictions that must be met before reclassifying those net assets to net asset without donor restrictions. The board of directors of Big Brothers and Big Sisters of Dane County, Inc. has interpreted UPMIFA as not requiring the maintenance of purchasing power of the original gift amount contributed to an endowment fund, unless a donor stipulates the contrary. As a result of this interpretation, when reviewing its donor restricted endowment funds,

Big Brothers and Big Sisters of Dane County, Inc. considers a fund to be underwater when the fair value of the fund is less than the sum of (a) the original value of initial and subsequent gift amounts donated to the fund and (b) any accumulations to the fund that are required to be maintained in perpetuity in accordance with the direction of the applicable donor gift instrument. Big Brothers and Big Sisters of Dane County, Inc. has interpreted UPMIFA to permit spending from underwater funds in accordance with the prudent measures required under the law. Additionally, in accordance with UPMIFA, Big Brothers and Big Sisters of Dane County, Inc. considers the following factors in making a determination to appropriate or accumulate donor restricted endowment funds: (1) the duration and preservation of the various funds, (2) the purposes of the donor restricted endowment funds, (3) general economic conditions, (4) the possible effect of inflation and deflation, (5) the expected total return from income and the appreciation of investments, (6) other resources of Big Brothers and Big Sisters of Dane County, Inc., and (7) Big Brothers and Big Sisters of Dane County, Inc.’s investment policies.

BIG BROTHERS AND BIG SISTERS OF DANE COUNTY, INC.
NOTES TO FINANCIAL STATEMENTS
December 31, 2024 and 2023

NOTE 15 – ENDOWMENTS (continued)

Investment Return Objectives, Risk Parameters and Strategies. Big Brothers and Big Sisters of Dane County, Inc. has adopted investment and spending policies, approved by the Board of Directors, for endowment assets that attempt to provide a predictable stream of funding to programs supported by its endowment funds while also maintaining the purchasing power of the endowment assets over the long-term.

Accordingly, the investment process seeks to achieve an after-cost total real rate of return, including investment income as well as capital appreciation, which exceeds the annual distribution with acceptable levels of risk. Endowment assets are invested in a well-diversified asset mix, which includes mutual funds invested in equity, fixed income and money market securities, that is intended to result in a consistent inflation-protected rate of return that has sufficient liquidity to make an annual distribution to Big Brothers and Big Sisters of Dane County, Inc. Investment risk is measured in terms of the total endowment fund; investment assets and allocation between asset classes and strategies are managed to not expose the fund to unacceptable levels of risk.

Endowment net asset composition by type of fund as of December 31 is as follows:

	<u>Without Donor Restrictions</u>	<u>With Donor Restrictions</u>	<u>2024 Total</u>
Donor-restricted endowment funds	\$ -	\$ 109,924	\$ 109,924
Board-designated endowment funds	629,070	-	629,070
Board-designated - MCF	<u>18,923</u>	<u>-</u>	<u>18,923</u>
Total	<u>\$ 647,993</u>	<u>\$ 109,924</u>	<u>\$ 757,917</u>
	<u>Without Donor Restrictions</u>	<u>With Donor Restrictions</u>	<u>2023 Total</u>
Donor-restricted endowment funds	\$ -	\$ 109,924	\$ 109,924
Board-designated endowment funds	555,026	-	555,026
Board-designated - MCF	<u>18,020</u>	<u>-</u>	<u>18,020</u>
Total	<u>\$ 573,046</u>	<u>\$ 109,924</u>	<u>\$ 682,970</u>

BIG BROTHERS AND BIG SISTERS OF DANE COUNTY, INC.
NOTES TO FINANCIAL STATEMENTS
December 31, 2024 and 2023

NOTE 15 – ENDOWMENTS (continued)

Changes in endowment net assets for the years ended December 31 are as follows:

	<u>Without Donor Restrictions</u>	<u>With Donor Restrictions</u>	<u>Total</u>
Endowment net assets at December 31, 2022	\$ 472,325	\$ 109,924	\$ 582,249
Investment return, net	14,417	-	14,417
Net appreciation	86,846	-	86,846
Appropriation for expenditures	<u>(542)</u>	<u>-</u>	<u>(542)</u>
Endowment net assets at December 31, 2023	573,046	109,924	682,970
Investment return, net	16,391	-	16,391
Net appreciation	61,216	-	61,216
Appropriation for expenditures	<u>(2,660)</u>	<u>-</u>	<u>(2,660)</u>
Endowment net assets at December 31, 2024	<u>\$ 647,993</u>	<u>\$ 109,924</u>	<u>\$ 757,917</u>

Big Brothers and Big Sisters of Dane County, Inc. also established a fund at the Madison Community Foundation to invest certain endowment assets. The agreement between Big Brothers and Big Sisters of Dane County, Inc. and the Foundation states that the transfer of assets is irrevocable and that the transferred assets will not be returned to Big Brothers and Big Sisters of Dane County, Inc. However, the Foundation will make annual distributions of the income earned on the fund subject to the Foundation's spending policy. The agreement also grants variance power to the Foundation, which permits the Foundation to substitute another beneficiary in place of Big Brothers and Big Sisters of Dane County, Inc. if Big Brothers and Big Sisters of Dane County, Inc. ceases to exist or if the Foundation's board of governors votes that support of Big Brothers and Big Sisters of Dane County, Inc. either is no longer necessary or is inconsistent with the needs of the community.

The Foundation's primary investment goal is to deliver long-term investment returns sufficient to cover both spending and inflation to preserve the purchasing power of the investment portfolio. The Foundation seeks to achieve this goal through cost-effective implementation at an appropriate level of risk, diversification of asset classes and strategies to provide consistent returns, capital preservation in down market cycles to provide stability in spending support, and long-term capital appreciation through the incorporation of risk-based assets, including nonmarketable, illiquid alternatives.

BIG BROTHERS AND BIG SISTERS OF DANE COUNTY, INC.
NOTES TO FINANCIAL STATEMENTS
December 31, 2024 and 2023

NOTE 16 – LIQUIDITY AND AVAILABILITY

The following table reflects Big Brothers and Big Sisters of Dane County, Inc. financial assets as of December 31, 2024 and 2023, reduced by amounts that are not available to meet general expenditures within one year of the date of the statements of financial position dates because of internal board designations or donor-imposed restrictions:

	2024	2023
Financial assets at year-end	\$ 1,496,883	\$ 1,600,566
Less those unavailable for general expenditures within one year due to:		
Board designated endowment and MCF	(647,993)	(573,158)
Restricted by donor with purpose restrictions	(107,000)	(166,750)
Restricted by donor with time restrictions of more than one year	-	(27,364)
Restricted by donor for perpetuity	(109,924)	(109,924)
Financial assets available to meet cash needs for general expenditures within one year	\$ 631,966	\$ 723,370

Financial assets at year-end consist of cash, accounts receivable, promises to give, investments, and beneficial interest in assets held by MCF. As part of Big Brothers Big Sisters of Dane County, Inc.'s liquidity management, the organization structures its financial assets to be available as its general expenditures, liabilities, and other obligations come due. To help manage liability, Big Brothers Big Sisters of Dane County, Inc. has a \$200,000 line of credit upon which it could draw upon as needed.

Big Brothers and Big Sisters of Dane County, Inc. also maintains an endowment. The purpose of the endowment is to provide consistent annual distributions to the ongoing operations of Big Brothers Big Sisters of Dane County, Inc. as well as provide scholarship funds to Littles while preserving the principal and financial power of the endowment. The endowment consists of:

1. Board-Designated funds. The endowment fund includes assets designed by the board to function as endowment funds. These funds resulted from past fundraising efforts which yielded funds above those needed to manage the day-to-day operations and were received with no donor restrictions. The Board of Directors can decide at any time to undesignate these funds as endowment funds.

Investments held by the Madison Community Foundation (MCF) are considered board-designated endowment funds. The assets are controlled by MCF. Donations can be made to BBBS through MCF. MCF determines an annual distribution calculated over 12 quarters and representing 4.25% of the average value of the assets.

2. Donor Restricted Funds. The endowment fund includes donations that have donor-imposed restrictions. These restrictions require the preservation of the original donation principal or have designated the donation to be used for a specific purpose. The Board of Directors may not change the donor stipulations unless expressly granted by the donor.