



CONSOLIDATED FINANCIAL STATEMENTS WITH CONSOLIDATING INFORMATION

December 31, 2024 and 2023

CONTENTS

Independent Auditor's Report	1
Consolidated Statements of Financial Position.....	3
Consolidated Statements of Activities.....	4
Consolidated Statements of Functional Expenses	5
Consolidated Statements of Cash Flows	7
Notes to Financial Statements	8
Consolidating Schedules of Financial Position	14
Consolidating Schedules of Activities	16

INDEPENDENT AUDITOR'S REPORT

To the Board of Directors and Finance Committee
American Network of Community Options and Resources
Alexandria, Virginia

Opinion

We have audited the financial statements of American Network of Community Options and Resources, which comprise the consolidated statements of financial position as of December 31, 2024 and 2023, and the related consolidated 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 American Network of Community Options and Resources 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 American Network of Community Options and Resources 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 American Network of Community Options and Resources' 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 American Network of Community Options and Resources' 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 American Network of Community Options and Resources' 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.

Consolidating Information

Our audits were conducted for the purpose of forming an opinion on the financial statements as a whole. The consolidating schedules of financial position and activities are presented for purposes of additional analysis and are not a required part of the financial statements. Such information is the responsibility of management and was derived from and relates directly to the underlying accounting and other records used to prepare the financial statements. The information has been subjected to the auditing procedures applied in the audit of the financial statements and certain additional procedures, including comparing and reconciling such information directly to the underlying accounting and other records used to prepare the financial statements or to the financial statements themselves, and other additional procedures in accordance with auditing standards generally accepted in the United States of America. In our opinion, the information is fairly stated in all material respects in relation to the financial statements as a whole.



Wegner CPAs, LLP
Alexandria, Virginia
July 24, 2025

AMERICAN NETWORK OF COMMUNITY OPTIONS AND RESOURCES
CONSOLIDATED STATEMENTS OF FINANCIAL POSITION
December 31, 2024 and 2023

	2024	2023
ASSETS		
CURRENT ASSETS		
Cash	\$ 1,264,812	\$ 1,160,196
Accounts receivable	128,676	164,382
Prepaid expenses	322,655	125,483
Total current assets	1,716,143	1,450,061
PROPERTY AND EQUIPMENT		
Office condominium	1,472,900	1,472,900
Membership software	487,755	487,755
Website	332,304	332,304
Equipment	82,234	35,704
Property and equipment	2,375,193	2,328,663
Less accumulated depreciation	(702,314)	(580,409)
Property and equipment, net	1,672,879	1,748,254
OTHER ASSETS		
Investments	3,722,382	3,070,251
Finance lease right-of-use asset	-	4,098
Deferred compensation asset	116,226	75,219
Total assets	\$ 7,227,630	\$ 6,347,883
LIABILITIES AND NET ASSETS		
CURRENT LIABILITIES		
Accounts payable	\$ 83,651	\$ 155,013
Accrued payroll	65,203	37,326
Accrued vacation	111,925	91,550
Deferred revenue	1,595,795	1,298,190
Current portion of finance lease liability	-	3,549
Total current liabilities	1,856,574	1,585,628
LONG-TERM LIABILITIES		
Finance lease liability less current portion	-	298
Deferred compensation liability	116,226	75,219
Total liabilities	1,972,800	1,661,145
NET ASSETS		
Without donor restrictions	5,243,956	4,673,723
With donor restrictions	10,874	13,015
Total net assets	5,254,830	4,686,738
Total liabilities and net assets	\$ 7,227,630	\$ 6,347,883

See accompanying notes.

AMERICAN NETWORK OF COMMUNITY OPTIONS AND RESOURCES
CONSOLIDATED STATEMENTS OF ACTIVITIES
Years Ended December 31, 2024 and 2023

	2024			2023		
	Without Donor Restrictions	With Donor Restrictions	Total	Without Donor Restrictions	With Donor Restrictions	Total
SUPPORT AND REVENUE						
Membership dues	\$ 3,340,022	\$ -	\$ 3,340,022	\$ 3,019,056	\$ -	\$ 3,019,056
Conferences and seminars	1,833,225	-	1,833,225	1,591,076	-	1,591,076
Contributions	110,008	5,100	115,108	104,307	500	104,807
Grant revenue	9,902	-	9,902	2,500	-	2,500
Investment return, net	382,154	-	382,154	382,168	-	382,168
Advertising	88,784	-	88,784	89,154	-	89,154
Royalties	155,385	-	155,385	147,138	-	147,138
Miscellaneous	23,564	-	23,564	5,948	-	5,948
Publications	37,425	-	37,425	52,497	-	52,497
Total support and revenue	5,980,469	5,100	5,985,569	5,393,844	500	5,394,344
EXPENSES						
Program services						
Conferences and Seminars	1,278,527	-	1,278,527	1,204,383	-	1,204,383
Legacy Leader Circle	49,787	-	49,787	53,354	-	53,354
Communications	494,230	-	494,230	512,898	-	512,898
Membership Services	314,206	-	314,206	278,427	-	278,427
National Advocacy Campaign	901	-	901	16,302	-	16,302
Government Relations & Public Policy	1,087,046	-	1,087,046	1,080,960	-	1,080,960
CDC/AUCD Grant	10,008	-	10,008	-	-	-
Leadership Recognition	2,221	-	2,221	-	-	-
RLP Forum	6,795	-	6,795	-	-	-
Supporting activities						
Management & General	1,106,970	-	1,106,970	1,028,270	-	1,028,270
Leadership & Governance	767,330	-	767,330	587,618	-	587,618
Membership Development	94,036	-	94,036	58,547	-	58,547
Partnership Development	125,896	-	125,896	107,433	-	107,433
ANCOR PAC Fundraising	33,639	-	33,639	-	-	-
Fundraising	45,885	-	45,885	67,161	-	67,161
Total expenses	5,417,477	-	5,417,477	4,995,353	-	4,995,353
NET ASSETS RELEASED FROM RESTRICTIONS						
Satisfaction of purpose restrictions	7,241	(7,241)	-	20,876	(20,876)	-
Change in net assets	570,233	(2,141)	568,092	419,367	(20,376)	398,991
Net assets at beginning of year	4,673,723	13,015	4,686,738	4,254,356	33,391	4,287,747
Net assets at end of year	<u>\$ 5,243,956</u>	<u>\$ 10,874</u>	<u>\$ 5,254,830</u>	<u>\$ 4,673,723</u>	<u>\$ 13,015</u>	<u>\$ 4,686,738</u>

See accompanying notes.

AMERICAN NETWORK OF COMMUNITY OPTIONS AND RESOURCES
CONSOLIDATED STATEMENT OF FUNCTIONAL EXPENSES
Year Ended December 31, 2024

	Program Services									Supporting Activities						
	Conferences and Seminars	Legacy Leader Circle	Communications	Membership Services	National Advocacy Campaign	Government Relations & Public Policy	CDC/AUCD Grant	Leadership Recognition	RLP Forum	Management & General	Leadership & Governance	Membership Development	Partnership Development	ANCOR PAC Fundraising	Fundraising	Total
Grants and assistance	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ 25,162	\$ -	\$ -	\$ -	\$ -	\$ 25,162
Personnel	429,739	755	263,886	112,756	-	660,939	8,337	755	4,893	839,312	469,896	46,100	100,625	11,430	21,372	2,970,795
Professional fees	100,566	35,700	150,410	46,618	-	253,944	-	-	-	90,783	24,712	8,872	-	6,522	9,711	727,838
Advertising	-	-	-	-	-	-	-	-	-	-	-	601	-	-	-	601
Office expenses	97,185	1,874	9,355	36,425	-	8,486	101	684	-	10,956	11,093	559	1,288	139	4,633	182,778
Information technology	213,793	1,609	24,716	87,507	-	61,904	781	-	-	75,923	52,768	23,140	9,425	1,797	-	553,363
Occupancy	11,358	-	6,975	2,980	-	17,469	220	-	-	21,414	11,395	1,218	2,660	302	-	75,991
Travel	41,826	514	11,058	14,880	-	16,528	-	782	-	4,124	45,873	765	1,002	-	-	137,352
Conferences and meetings	354,686	9,335	-	5,066	-	393	-	-	1,902	7,196	89,852	1,680	4,017	12,668	10,169	496,964
Depreciation and amortization	18,786	-	11,536	4,929	-	28,893	364	-	-	35,734	18,847	2,015	4,399	500	-	126,003
Insurance	2,826	-	1,740	741	-	4,346	55	-	-	5,328	4,309	303	662	75	-	20,385
Dues and subscriptions	836	-	10,301	487	-	23,492	16	-	-	1,576	6,475	8,040	196	22	-	51,441
Taxes and fees	6,926	-	4,253	1,817	-	10,652	134	-	-	13,058	6,948	743	1,622	184	-	46,337
Miscellaneous	-	-	-	-	901	-	-	-	-	1,566	-	-	-	-	-	2,467
Total expenses	\$ 1,278,527	\$ 49,787	\$ 494,230	\$ 314,206	\$ 901	\$ 1,087,046	\$ 10,008	\$ 2,221	\$ 6,795	\$ 1,106,970	\$ 767,330	\$ 94,036	\$ 125,896	\$ 33,639	\$ 45,885	\$ 5,417,477

See accompanying notes.

AMERICAN NETWORK OF COMMUNITY OPTIONS AND RESOURCES
CONSOLIDATED STATEMENT OF FUNCTIONAL EXPENSES
Year Ended December 31, 2023

	Program Services						Supporting Activities					
	Conferences and Seminars	Legacy Leader Circle	Communications	Membership Services	National Advocacy Campaign	Government Relations & Public Policy	Management & General	Leadership & Governance	Membership Development	Partnership Development	Fundraising	Total
Grants and assistance	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ 2,500	\$ -	\$ -	\$ -	\$ 2,500
Personnel	381,267	7,465	271,963	105,665	-	632,245	739,434	372,895	37,596	78,615	10,559	2,637,704
Professional fees	87,573	40,200	155,071	49,989	2,570	257,524	123,011	6,389	-	9,500	11,869	743,696
Advertising	-	-	-	1,043	-	-	-	-	-	-	-	1,043
Office expenses	91,928	-	8,455	26,613	-	9,564	10,463	5,170	522	1,090	6,443	160,248
Information technology	275,452	511	22,366	64,259	-	52,592	57,747	31,109	16,950	6,465	2,675	530,126
Occupancy	18,191	-	12,966	5,043	-	30,193	33,477	16,274	1,795	3,748	403	122,090
Travel	41,617	-	20,347	18,049	-	23,157	9	43,186	-	399	-	146,764
Conferences and meetings	289,121	4,617	-	1,477	9,912	2,071	-	80,086	-	3,950	34,833	426,067
Depreciation and amortization	13,454	-	9,589	3,729	-	22,329	15,116	12,036	1,327	2,772	298	80,650
Insurance	3,627	-	2,584	1,004	-	6,018	6,671	4,309	357	748	81	25,399
Dues and subscriptions	-	-	9,288	-	-	42,355	-	11,445	-	-	-	63,088
Taxes and fees	-	-	-	-	-	-	29,704	-	-	-	-	29,704
Miscellaneous	2,153	561	269	1,556	3,820	2,912	12,638	2,219	-	146	-	26,274
Total expenses	\$ 1,204,383	\$ 53,354	\$ 512,898	\$ 278,427	\$ 16,302	\$ 1,080,960	\$ 1,028,270	\$ 587,618	\$ 58,547	\$ 107,433	\$ 67,161	\$ 4,995,353

See accompanying notes.

AMERICAN NETWORK OF COMMUNITY OPTIONS AND RESOURCES
CONSOLIDATED STATEMENTS OF CASH FLOWS
Years Ended December 31, 2024 and 2023

	2024	2023
CASH FLOWS FROM OPERATING ACTIVITIES		
Change in net assets	\$ 568,092	\$ 398,991
Adjustments to reconcile change in net assets to net cash flows from operating activities		
Depreciation and amortization	126,003	80,650
Net realized and unrealized gains on investments	(231,918)	(241,215)
(Increase) decrease in assets		
Accounts receivable	35,706	(23,215)
Prepaid expenses	(197,172)	(24,710)
Deferred compensation asset	(41,007)	(38,836)
Deposits	-	50,000
Increase (decrease) in liabilities		
Accounts payable	(71,362)	35,390
Accrued payroll	27,877	7,399
Accrued vacation	20,375	12,083
Deferred revenue	297,605	298,747
Deferred compensation liability	41,007	38,836
Net cash flows from operating activities	575,206	594,120
CASH FLOWS FROM INVESTING ACTIVITIES		
Purchases of property and equipment	(46,530)	(1,544,368)
Purchases of and interest retained in investments	(1,970,213)	(140,894)
Proceeds from sales of investments	1,550,000	1,314,092
Net cash flows from investing activities	(466,743)	(371,170)
CASH FLOWS FROM FINANCING ACTIVITIES		
Principal payments on finance lease liability	(3,847)	(4,070)
Change in cash	104,616	218,880
Cash at beginning of year	1,160,196	941,316
Cash at end of year	\$ 1,264,812	\$ 1,160,196
SUPPLEMENTAL CASH FLOW INFORMATION		
Cash paid for income taxes	\$ 32,095	\$ 35,612

See accompanying notes.

AMERICAN NETWORK OF COMMUNITY OPTIONS AND RESOURCES
NOTES TO FINANCIAL STATEMENTS
December 31, 2024 and 2023

NOTE 1—SUMMARY OF SIGNIFICANT ACCOUNTING POLICIES

Nature of Activities

American Network of Community Options and Resources (ANCOR) is based in Alexandria, Virginia and was formed in 1970 as a national nonprofit trade association representing private providers who provide supports and services to people with intellectual and developmental disabilities. ANCOR provides leading practices, resources and advocacy for member agencies and the people and families they support. ANCOR formed a charitable foundation to complement its basic mission.

The following is a summary of the entities included in these financial statements:

ANCOR – the purposes of ANCOR are to serve as an information source of critical information and technical support for its members; to provide leadership in the development of high quality supports and services in the private sector; to provide members with an influential and respected voice with our government; to provide training and educational opportunities; to communicate and assist the membership with outreach programs and to develop networks, advocate and raise awareness among members, related organizations and the general public.

ANCOR Foundation, Inc. – was formed in 2000 to expand the commitment and capacity of providers and communities dedicated to improving the quality of life for people with intellectual and developmental disabilities. Through its leadership development and recognition initiatives, ANCOR Foundation recognizes and supports those who provide the supports and services that empower people with intellectual and developmental disabilities to live more independently.

Principles of Consolidation

The consolidated financial statements include the accounts of ANCOR and ANCOR Foundation, Inc., which is related through common management. All material intra-entity transactions have been eliminated.

Accounts Receivable

Accounts receivable primarily represent amounts due from customers for various services, meetings, and events provided by ANCOR. ANCOR uses historical loss information based on the aging of accounts receivable as the basis to determine expected credit losses. Management believes the composition of accounts receivable is consistent with historical conditions and accounts receivable are expected to be settled within a relatively short time frame based on current conditions. As such, credit losses are expected to be insignificant.

Pledges Receivable

Unconditional pledges receivable 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 pledges receivable are recognized only when the conditions on which they depend are substantially met and the pledges become unconditional.

AMERICAN NETWORK OF COMMUNITY OPTIONS AND RESOURCES
NOTES TO FINANCIAL STATEMENTS
December 31, 2024 and 2023

NOTE 1—SUMMARY OF SIGNIFICANT ACCOUNTING POLICIES (continued)

Investments

ANCOR reports investments in equity securities with readily determinable fair values and all investments in debt securities at their fair values in the consolidated statements of financial position. Unrealized gains and losses are included in the change in net assets in the accompanying consolidated statements of activities.

Investment securities, in general, are exposed to various risks, such as interest rates, credit, and overall market volatility. Due to the level of risk associated with certain investment securities, it is reasonably possible that changes in the values of investment securities will occur in the near term and that such change could materially affect the amounts reported in the consolidated statements of financial position.

Property and Equipment

ANCOR capitalizes all expenditures for property and equipment in excess of \$5,000. Purchased property and equipment are carried at cost. Depreciation is computed using the straight-line method over the estimated useful lives of the assets.

Revenue Recognition

ANCOR's earned revenue consists of membership dues, conferences and seminars, advertising, publications and other similar services. ANCOR recognizes revenue from membership dues ratably over the applicable membership period, which is on a calendar year basis. ANCOR generally bills members three months in advance of the applicable membership period. Membership dues received in advance of the applicable membership period are deferred and recognized as revenue in that future period. Membership dues are refundable on a pro-rata basis, by quarter. Revenues from conferences and seminars (for example, ticket sales and exhibit booth space), affinity programs, advertising, publications, and similar services are recognized at a point in time or over the period of the event.

ANCOR's accounts receivable and liabilities from contracts with customers are as follows:

	<u>2024</u>	<u>2023</u>
Accounts receivable at beginning of year	\$ 164,382	\$ 141,167
Accounts receivable at end of year	128,676	164,382
Deferred revenue at beginning of year	\$ 1,298,190	\$ 999,443
Deferred revenue at end of year	1,595,795	1,298,190

Date of Management's Review

Management has evaluated subsequent events through July 24, 2025, the date in which the financial statements were available to be issued.

AMERICAN NETWORK OF COMMUNITY OPTIONS AND RESOURCES
NOTES TO FINANCIAL STATEMENTS
December 31, 2024 and 2023

NOTE 1—SUMMARY OF SIGNIFICANT ACCOUNTING POLICIES (continued)

Contributions

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. When a restriction expires, net assets with donor restrictions are reclassified to net assets without donor restrictions and reported in the consolidated statements of activities as net assets released from restrictions.

Expense Allocation

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 personnel, professional fees, office expenses, information technology, occupancy, travel, conferences and meetings, depreciation and amortization, insurance, dues and subscriptions, and miscellaneous, which are allocated on the basis of estimates of time and effort.

Leases

ANCOR does not recognize short-term leases in the consolidated statements of financial position. For these leases, ANCOR 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. ANCOR 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, ANCOR uses a risk-free rate as the discount rate for the lease for all classes of underlying assets.

Income Tax Status

ANCOR is exempt from federal income tax under Section 501(c)(6) of the Internal Revenue Code. However, income from certain activities not directly related to its tax-exempt purpose is subject to taxation as unrelated business income. ANCOR Foundation, Inc. is exempt from federal income tax under Section 501(c)(3) of the Internal Revenue Code. ANCOR Services Corp. is treated as a corporation for federal and state income tax purposes.

Estimates

The preparation of financial statements in conformity with generally accepted accounting principles 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.

AMERICAN NETWORK OF COMMUNITY OPTIONS AND RESOURCES
NOTES TO FINANCIAL STATEMENTS
December 31, 2024 and 2023

NOTE 2—CONCENTRATION OF CREDIT RISK

ANCOR maintains its cash balances in two financial institutions located in Rockville, Maryland. The balances are insured by the Federal Deposit Insurance Corporation up to \$250,000. At times during the year, ANCOR's cash balances exceed the FDIC Insurance amount. At December 31, 2024 and 2023, ANCOR's uninsured cash balances total approximately \$853,000 and \$575,000, respectively.

NOTE 3—RELATED PARTY

ANCOR PAC is a political action committee ANCOR established to advocate for ANCOR members. ANCOR PAC is operated by a governing committee appointed by the ANCOR board of directors and management. Administration tasks for ANCOR PAC are outsourced and ANCOR incurs the cost.

NOTE 4—COMMITMENT

ANCOR has entered into agreements to reserve space for future conferences. These agreements indicate that ANCOR would be liable for certain cancellation fees and liquidated damages in the event of cancellation. If cancellations occur, ANCOR could be liable for up to approximately \$1,595,000. Management does not expect any hotel agreement cancellations.

NOTE 5—INVESTMENTS

Investments consist of the following:

	2024	2023
Money market funds	\$ 258,163	\$ 581
Certificates of deposit	27,100	-
Mutual funds	3,145,258	2,879,718
Exchange traded funds	291,861	189,952
Investments	<u>\$ 3,722,382</u>	<u>\$ 3,070,251</u>

Fair values of mutual funds and exchange traded funds are valued at the closing price reported on the active market on which the mutual funds and exchange traded funds are traded and are considered Level 1 fair value measurements. Fair values of certificates of deposit are determined using a market approach on yields currently available on comparable securities of issuers with similar credit ratings, which are Level 2 fair value measurements.

NOTE 6—RETIREMENT PLAN

Defined Contribution Plan

ANCOR provides a 401(k) salary deferral retirement plan for all eligible employees. All employees who have attained age twenty-one with three months of service, plus the time to open enrollment, are eligible to participate in the plan. ANCOR contributes the equivalent of 6% of an employee's annual compensation. ANCOR retirement plan expense for the years ended December 31, 2024 and 2023 totaled \$137,181 and \$93,793, respectively.

AMERICAN NETWORK OF COMMUNITY OPTIONS AND RESOURCES
NOTES TO FINANCIAL STATEMENTS
December 31, 2024 and 2023

NOTE 6—RETIREMENT PLAN (continued)

Deferred Compensation Plans

ANCOR has established a nonqualified deferred compensation plan created for the benefit of its Chief Executive Officer, in accordance with section 457(b) and 457(f) of the Internal Revenue Code. ANCOR will make an annual discretionary contribution to the plans. For the years ended December 31, 2024 and 2023, \$35,000 was contributed to the plans each year. At December 31, 2024 and 2023, the assets and liability associated with these plans was \$116,226 and \$75,219, respectively, and is included as deferred compensation in the accompanying consolidated statements of financial position.

NOTE 7—INCOME TAXES

Income taxes consisted of the following:

	2024	2023
Federal income tax	\$ 26,646	\$ 21,562
State income tax	7,613	6,161
Income taxes	<u>\$ 34,259</u>	<u>\$ 27,723</u>

NOTE 8—NET ASSETS

Net assets with donor restrictions are restricted for the following purposes:

	2024	2023
National Advocacy Campaign	\$ 624	\$ 2,015
Diversity, Equity, and Inclusion	5,150	11,000
Self Advocacy	5,100	-
Net assets with donor restrictions	<u>\$ 10,874</u>	<u>\$ 13,015</u>

NOTE 9—LEASES

In February 2022, ANCOR entered into a financing lease agreement for a copier, which expired in December 2024. There are no variable lease components associated with ANCOR's leases. The components of total lease cost are as follows:

	2024	2023
Finance lease cost		
Amortization of right-of-use asset	\$ 4,130	\$ 3,782
Interest on lease liability	25	61
Total lease cost	<u>\$ 4,155</u>	<u>\$ 3,843</u>

AMERICAN NETWORK OF COMMUNITY OPTIONS AND RESOURCES
NOTES TO FINANCIAL STATEMENTS
December 31, 2024 and 2023

NOTE 9—LEASES (continued)

Other information related to financing leases is as follows:

	2024	2023
Cash paid for amounts included in the measurement of lease liabilities		
Operating cash flows	\$ 25	\$ 64
Financing cash flows	3,815	3,776
Weighted average remaining lease term	0.00 years	1.08 years
Weighted average discount rate	0.00%	1.04%

NOTE 10—LIQUIDITY AND AVAILABILITY

The following table reflects ANCOR's financial assets as of the date of the consolidated statements of financial position, reduced by amounts not available for general expenditures within one year of the date of the consolidated statements financial position because of donor-imposed restrictions or internal designations.

	2024	2023
Financial assets at end of year		
Cash	\$ 1,264,812	\$ 1,160,196
Accounts receivable	128,676	164,382
Investments	3,722,382	3,070,251
Deferred compensation asset	116,226	75,219
Total financial assets	5,232,096	4,470,048
Less amounts unavailable for general expenditures within one year:		
Restricted by donors with purpose restrictions	(10,874)	(13,015)
Investments held for long-term purposes	(2,284,269)	(1,662,405)
Deferred compensation liability	(116,226)	(75,219)
Financial assets available to meet cash needs for general expenditures within one year	<u>\$ 2,820,727</u>	<u>\$ 2,719,409</u>

As part of ANCOR's liquidity management, it has a policy to structure its financial assets to be available as its general expenditures, liabilities, and other obligations come due. ANCOR's goal is to maintain an unrestricted reserve balance equal to or greater than approximately 25-30% of revenues without donor restrictions. For the years ended December 31, 2024 and 2023, financial assets not available for general expenditures include \$2,284,269 and \$1,662,405, respectively, set aside for long-term purposes; however, amounts could be made available if necessary. In addition, ANCOR invests cash in excess of daily requirements in short-term and long-term investments.

AMERICAN NETWORK OF COMMUNITY OPTIONS AND RESOURCES
CONSOLIDATING SCHEDULE OF FINANCIAL POSITION
December 31, 2024

	ANCOR	ANCOR Foundation	Eliminations	Consolidated Total
ASSETS				
CURRENT ASSETS				
Cash	\$ 1,187,512	\$ 77,300	\$ -	\$ 1,264,812
Accounts receivable	132,657	2,314	(6,295)	128,676
Pledges receivable	-	9,377	(9,377)	-
Prepaid expenses	317,543	5,112	-	322,655
Total current assets	1,637,712	94,103	(15,672)	1,716,143
PROPERTY AND EQUIPMENT				
Office condominium	1,472,900	-	-	1,472,900
Membership software	487,755	-	-	487,755
Website	326,454	5,850	-	332,304
Equipment	82,234	-	-	82,234
Property and equipment	2,369,343	5,850	-	2,375,193
Less accumulated depreciation	(696,464)	(5,850)	-	(702,314)
Property and equipment, net	1,672,879	-	-	1,672,879
OTHER ASSETS				
Investments	3,442,831	279,551	-	3,722,382
Deferred compensation asset	116,226	-	-	116,226
Total assets	<u>\$ 6,869,648</u>	<u>\$ 373,654</u>	<u>\$ (15,672)</u>	<u>\$ 7,227,630</u>
LIABILITIES AND NET ASSETS				
CURRENT LIABILITIES				
Accounts payable	\$ 87,338	\$ 11,985	\$ (15,672)	\$ 83,651
Accrued payroll	65,203	-	-	65,203
Accrued vacation	111,925	-	-	111,925
Deferred revenue	1,568,301	27,494	-	1,595,795
Total current liabilities	1,832,767	39,479	(15,672)	1,856,574
LONG-TERM LIABILITIES				
Deferred compensation liability	116,226	-	-	116,226
Total liabilities	1,948,993	39,479	(15,672)	1,972,800
NET ASSETS				
Without donor restrictions	4,920,655	323,301	-	5,243,956
With donor restrictions	-	10,874	-	10,874
Total net assets	4,920,655	334,175	-	5,254,830
Total liabilities and net assets	<u>\$ 6,869,648</u>	<u>\$ 373,654</u>	<u>\$ (15,672)</u>	<u>\$ 7,227,630</u>

AMERICAN NETWORK OF COMMUNITY OPTIONS AND RESOURCES
CONSOLIDATING SCHEDULE OF FINANCIAL POSITION
December 31, 2023

	ANCOR	ANCOR Foundation	Eliminations	Consolidated Total
ASSETS				
CURRENT ASSETS				
Cash	\$ 811,256	\$ 348,940	\$ -	\$ 1,160,196
Accounts receivable	177,518	7,035	(20,171)	164,382
Prepaid expenses	125,483	-	-	125,483
Total current assets	1,114,257	355,975	(20,171)	1,450,061
PROPERTY AND EQUIPMENT				
Office condominium	1,472,900	-	-	1,472,900
Membership software	487,755	-	-	487,755
Website	326,454	5,850	-	332,304
Equipment	35,704	-	-	35,704
Property and equipment	2,322,813	5,850	-	2,328,663
Less accumulated depreciation	(574,559)	(5,850)	-	(580,409)
Property and equipment, net	1,748,254	-	-	1,748,254
OTHER ASSETS				
Investments	3,070,251	-	-	3,070,251
Finance lease right-of-use asset	4,098	-	-	4,098
Deferred compensation asset	75,219	-	-	75,219
Total assets	<u>\$ 6,012,079</u>	<u>\$ 355,975</u>	<u>\$ (20,171)</u>	<u>\$ 6,347,883</u>
LIABILITIES AND NET ASSETS				
CURRENT LIABILITIES				
Accounts payable	\$ 156,680	\$ 18,504	\$ (20,171)	\$ 155,013
Accrued payroll	37,326	-	-	37,326
Accrued vacation	91,550	-	-	91,550
Deferred revenue	1,272,798	25,392	-	1,298,190
Current portion of finance lease liability	3,549	-	-	3,549
Total current liabilities	1,561,903	43,896	(20,171)	1,585,628
LONG-TERM LIABILITIES				
Finance lease liability less current portion	298	-	-	298
Deferred compensation liability	75,219	-	-	75,219
Total liabilities	1,637,420	43,896	(20,171)	1,661,145
NET ASSETS				
Without donor restrictions	4,374,659	299,064	-	4,673,723
With donor restrictions	-	13,015	-	13,015
Total net assets	4,374,659	312,079	-	4,686,738
Total liabilities and net assets	<u>\$ 6,012,079</u>	<u>\$ 355,975</u>	<u>\$ (20,171)</u>	<u>\$ 6,347,883</u>

AMERICAN NETWORK OF COMMUNITY OPTIONS AND RESOURCES
CONSOLIDATING SCHEDULE OF ACTIVITIES
Year Ended December 31, 2024

	ANCOR	ANCOR Foundation	Eliminations	Consolidated Totals
CHANGES IN NET ASSETS WITHOUT DONOR RESTRICTIONS				
SUPPORT AND REVENUE				
Membership dues	\$ 3,340,022	\$ -	\$ -	\$ 3,340,022
Conferences and seminars	1,760,032	73,193	-	1,833,225
Contributions	45,598	69,510	-	115,108
Grant revenue	9,902	-	-	9,902
Investment return, net	372,580	9,574	-	382,154
Advertising	88,784	-	-	88,784
Service fees	24,000	-	(24,000)	-
Royalties	155,385	-	-	155,385
Miscellaneous	23,564	-	-	23,564
Publications	37,425	-	-	37,425
Total support and revenue	5,857,292	152,277	(24,000)	5,985,569
EXPENSES				
Grants and assistance	25,162	-	-	25,162
Personnel	2,970,795	-	-	2,970,795
Professional fees	663,435	88,403	(24,000)	727,838
Advertising	601	-	-	601
Office expenses	173,589	9,189	-	182,778
Information technology	551,754	1,609	-	553,363
Occupancy	75,991	-	-	75,991
Travel	135,637	1,715	-	137,352
Conferences and meetings	469,090	27,874	-	496,964
Depreciation and amortization	126,003	-	-	126,003
Insurance	20,385	-	-	20,385
Dues and subscriptions	51,441	-	-	51,441
Taxes and fees	46,337	-	-	46,337
Miscellaneous	1,076	1,391	-	2,467
Total expenses	5,311,296	130,181	(24,000)	5,417,477
NET ASSETS RESLEASED FROM RESTRICTIONS				
Satisfaction of purpose restrictions	-	7,241	-	7,241
Change in net assets without donor restrictions	545,996	29,337	-	575,333
CHANGES IN NET ASSETS WITH DONOR RESTRICTIONS				
Net assets released from restrictions	-	(7,241)	-	(7,241)
Change in net assets	545,996	22,096	-	568,092
Net assets at beginning of year	4,374,659	312,079	-	4,686,738
Net assets at end of year	\$ 4,920,655	\$ 334,175	\$ -	\$ 5,254,830

AMERICAN NETWORK OF COMMUNITY OPTIONS AND RESOURCES
CONSOLIDATING SCHEDULE OF ACTIVITIES
Year Ended December 31, 2023

	ANCOR	ANCOR Foundation	Eliminations	Consolidated Total
CHANGES IN NET ASSETS WITHOUT DONOR RESTRICTIONS				
SUPPORT AND REVENUE				
Membership dues	\$ 3,019,056	\$ -	\$ -	\$ 3,019,056
Conferences and seminars	1,548,638	42,438	-	1,591,076
Contributions	42,976	66,811	(5,480)	104,307
Grant revenue	2,500	-	-	2,500
Investment return, net	382,111	57	-	382,168
Advertising	89,154	-	-	89,154
Service fees	20,000	-	(20,000)	-
Royalties	147,138	-	-	147,138
Miscellaneous	5,948	-	-	5,948
Publications	52,497	-	-	52,497
Total support and revenue	5,310,018	109,306	(25,480)	5,393,844
EXPENSES				
Grants and assistance	7,980	-	(5,480)	2,500
Personnel	2,637,704	-	-	2,637,704
Professional fees	684,468	79,228	(20,000)	743,696
Advertising	1,043	-	-	1,043
Office expenses	153,202	7,046	-	160,248
Information technology	529,091	1,035	-	530,126
Occupancy	122,090	-	-	122,090
Travel	146,060	704	-	146,764
Conferences and meetings	384,854	41,213	-	426,067
Depreciation and amortization	80,650	-	-	80,650
Insurance	25,399	-	-	25,399
Dues and subscriptions	63,088	-	-	63,088
Taxes and fees	29,704	-	-	29,704
Miscellaneous	24,596	1,678	-	26,274
Total expenses	4,889,929	130,904	(25,480)	4,995,353
NET ASSETS RESLEASSED FROM RESTRICTIONS				
Satisfaction of purpose restrictions	15,085	5,791	-	20,876
Change in net assets without donor restrictions	435,174	(15,807)	-	419,367
CHANGES IN NET ASSETS WITH DONOR RESTRICTIONS				
Contributions	-	500	-	500
Net assets released from restrictions	(15,085)	(5,791)	-	(20,876)
Change in net assets with donor restrictions	(15,085)	(5,291)	-	(20,376)
Change in net assets	420,089	(21,098)	-	398,991
Net assets at beginning of year	3,954,570	333,177	-	4,287,747
Net assets at end of year	<u>\$ 4,374,659</u>	<u>\$ 312,079</u>	<u>\$ -</u>	<u>\$ 4,686,738</u>