

**HUMAN & CIVIL RIGHTS ORGANIZATIONS OF AMERICA**

**FINANCIAL STATEMENTS**

**YEARS ENDED APRIL 30, 2020 AND 2019**

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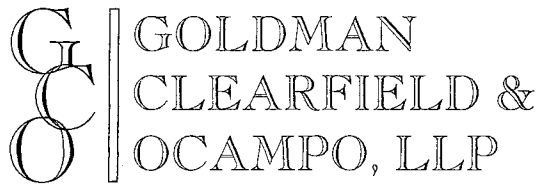
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CERTIFIED PUBLIC ACCOUNTANTS

## INDEPENDENT AUDITORS' REPORT

To the Board of Directors  
Human & Civil Rights Organizations of America  
Salem, MA

We have audited the accompanying financial statements of Human & Civil Rights Organizations of America (a non-profit organization), which comprise the statements of financial position as of April 30, 2020 and 2019, and the related statements of activities, functional expenses and cash flows for the years then ended, and related notes to the financial statements.

### **Management's Responsibility for the Financial Statements**

Management is responsible for the preparation and fair presentation of these financial statements in accordance with accounting principles generally accepted in the United States of America; this includes 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.

### **Auditors' Responsibility**

Our responsibility is to express an opinion on these financial statements based on our audits. We conducted our audits in accordance with auditing standards generally accepted in the United States of America. Those standards require that we plan and perform the audits to obtain reasonable assurance about whether the financial statements are free of material misstatement.

An audit involves performing procedures to obtain audit evidence about the amounts and disclosures in the financial statements. The procedures selected depend on the auditors' judgment, including the assessment of the risks of material misstatement of the financial statements, whether due to fraud or error. In making those risk assessments, the auditor considers internal control relevant to the entity's preparation and fair presentation of the financial statements 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 entity's internal control. Accordingly, we express no such opinion. An audit also includes evaluating the appropriateness of accounting policies used and the reasonableness of significant accounting estimates made by management, as well as evaluating the overall presentation of the financial statements.

We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our audit opinion.

### **Opinion**

In our opinion, the financial statements referred to above present fairly, in all material respects, the financial position of Human & Civil Rights Organizations of America as of April 30, 2020 and 2019, 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.

*Goldman, Clearfield & Ocampo, LLP.*

Columbia, MD  
October 22, 2020

**HUMAN & CIVIL RIGHTS ORGANIZATIONS OF AMERICA**  
**STATEMENTS OF FINANCIAL POSITION**  
**APRIL 30, 2020 AND 2019**

	<u>2020</u>	<u>2019</u>
<b>ASSETS</b>		
Cash	\$ 142,926	\$ 129,546
Accounts Receivable	14,191	13,619
Pledges Receivable (Net of Estimated Uncollectible Pledges of \$46,631 and \$118,902)	326,359	285,563
Prepaid Expenses	4,535	2,310
<b>TOTAL ASSETS</b>	<b>\$ 488,011</b>	<b>\$ 431,038</b>
 <b>LIABILITIES</b>		
Accounts Payable & Accrued Expenses	\$ 19,254	\$ 22,997
Grants Payable	322,903	297,671
Payroll Liabilities	4,128	6,147
<b>TOTAL LIABILITIES</b>	<b>346,285</b>	<b>326,815</b>
 <b>NET ASSETS</b>		
Without Donor Restrictions	141,726	104,223
<b>TOTAL LIABILITIES AND NET ASSETS</b>	<b>\$ 488,011</b>	<b>\$ 431,038</b>

The accompanying notes are an integral part of the financial statements.

**HUMAN & CIVIL RIGHTS ORGANIZATIONS OF AMERICA  
STATEMENTS OF ACTIVITIES  
YEARS ENDED APRIL 30, 2020 AND 2019**

	<b><u>WITHOUT DONOR RESTRICTIONS</u></b>	
	<b><u>2020</u></b>	<b><u>2019</u></b>
<b>REVENUES, LOSSES AND OTHER SUPPORT</b>		
Contributions	\$ 381,420	\$ 282,512
Program Service Fees	<u>315,825</u>	<u>359,151</u>
<b>TOTAL REVENUES, LOSSES AND OTHER SUPPORT</b>	<u>697,245</u>	<u>641,663</u>
<b>EXPENSES</b>		
Management	34,945	41,485
Program	<u>624,797</u>	<u>652,019</u>
<b>TOTAL EXPENSES</b>	<u>659,742</u>	<u>693,504</u>
<b>INCREASE (DECREASE) IN NET ASSETS</b>	37,503	(51,841)
<b>NET ASSETS - BEGINNING</b>	<u>104,223</u>	<u>156,064</u>
<b>NET ASSETS - ENDING</b>	<u>\$ 141,726</u>	<u>\$ 104,223</u>

The accompanying notes are an integral part of the financial statements.

**HUMAN & CIVIL RIGHTS ORGANIZATIONS OF AMERICA**  
**STATEMENTS OF FUNCTIONAL EXPENSES**  
**YEARS ENDED APRIL 30, 2020 AND 2019**

	<b>2020</b>		
	<b><u>MANAGEMENT</u></b>	<b><u>PROGRAM</u></b>	<b><u>TOTAL</u></b>
Bank Charges	\$ 377	\$ 3,393	\$ 3,770
Dues and Subscriptions	5	128	133
Employee Benefits	1,920	18,834	20,754
Filing Fees	-	41,147	41,147
Grants	-	346,603	346,603
Insurance	1,837	-	1,837
Office Expenses	528	3,533	4,061
Postage	209	1,876	2,085
Professional Fees	8,100	1,375	9,475
Rent	1,800	10,200	12,000
Salaries	18,192	178,481	196,673
Taxes - Payroll	1,565	15,357	16,922
Telephone and Web	412	3,710	4,122
Travel	-	160	160
	<u>\$ 34,945</u>	<u>\$ 624,797</u>	<u>\$ 659,742</u>
	<b>2019</b>		
	<b><u>MANAGEMENT</u></b>	<b><u>PROGRAM</u></b>	<b><u>TOTAL</u></b>
Bank Charges	\$ 315	\$ 2,839	\$ 3,154
Dues and Subscriptions	8	189	197
Employee Benefits	2,316	22,723	25,039
Filing Fees	-	55,505	55,505
Grants	-	288,294	288,294
Insurance	1,745	-	1,745
Office Expenses	615	4,114	4,729
Postage	187	1,685	1,872
Professional Fees	7,500	1,875	9,375
Rent	1,800	10,200	12,000
Salaries	24,590	241,242	265,832
Taxes - Payroll	1,934	18,978	20,912
Telephone and Web	475	4,279	4,754
Travel	-	96	96
	<u>\$ 41,485</u>	<u>\$ 652,019</u>	<u>\$ 693,504</u>

The accompanying notes are an integral part of the financial statements.

**HUMAN & CIVIL RIGHTS ORGANIZATIONS OF AMERICA  
STATEMENTS OF CASH FLOWS  
YEARS ENDED APRIL 30, 2020 AND 2019**

	<u>2020</u>	<u>2019</u>
<b>CASH FLOWS FROM OPERATING ACTIVITIES</b>		
Increase (Decrease) in Net Assets Without Donor Restrictions	\$ 37,503	\$ (51,841)
Adjustments to Reconcile Changes in Net Assets to Net Cash Provided (Used) by Operating Activities:		
(Increase) Decrease in:		
Accounts Receivable	(572)	80,560
Pledges Receivable	(40,796)	(1,872)
Prepaid Expenses	(2,225)	3,206
Increase (Decrease) in:		
Accounts Payable	(3,743)	(21,385)
Grants Payable	25,232	(86,838)
Payroll Liabilities	<u>(2,019)</u>	<u>(5,205)</u>
<b>NET CASH PROVIDED (USED) BY OPERATING ACTIVITIES</b>	<u>13,380</u>	<u>(83,375)</u>
<b>NET INCREASE (DECREASE) IN CASH AND CASH EQUIVALENTS</b>	13,380	(83,375)
<b>CASH AND CASH EQUIVALENTS - BEGINNING OF YEAR</b>	<u>129,546</u>	<u>212,921</u>
<b>CASH AND CASH EQUIVALENTS - END OF YEAR</b>	<u>\$ 142,926</u>	<u>\$ 129,546</u>

The accompanying notes are an integral part of the financial statements.

**HUMAN & CIVIL RIGHTS ORGANIZATIONS OF AMERICA**  
**NOTES TO FINANCIAL STATEMENTS**  
**APRIL 30, 2020 AND 2019**

NOTE A – SUMMARY OF SIGNIFICANT ACCOUNTING POLICIES

Organization:

Human & Civil Rights Organizations of America was incorporated under the laws of California as a non-profit organization and is exempt from income taxes on its exempt activities under Section 501(c)(3) of the Internal Revenue Code.

The Organization's primary purpose is to assist other tax exempt organizations in participating in workplace fundraising drives such as the U.S. Government's Combined Federal Campaign. The Organization screens applications for such drives, assists with the transfer of funds from donors to the benefiting groups, educates the staff and volunteers of these groups so that they better understand workplace giving programs, and assists in the marketing of such groups to potential donors.

Income Taxes:

The Organization's Return of Organization Exempt from Income Tax (Form 990) for the years ended April 30, 2020, 2019 and 2018 are subject to examination, generally, for three years after they were filed.

The Organization is exempt from federal income taxes under Section 501(c)(3) of the Internal Revenue Code, except on net income derived from unrelated business activities. The Organization does not have any income from unrelated business activities. The Organization believes that it has appropriate support for any tax positions taken, and as such, does not have any uncertain tax positions that are material to the financial statements.

Subsequent Events:

In the normal course of preparing the Organization's financial statements, management reviews events that occur after the statement of financial position dated April 30, 2020 for potential recognition or disclosure in the financial statements. Management has evaluated subsequent events through October 22, 2020, which is the date the financial statements were available to be issued.

Method of Accounting:

The Organization's financial statements have been prepared on the accrual basis of accounting. Consequently, revenue is recognized when earned and expenses when incurred.

Use of Estimates:

The preparation of financial statements in conformity with generally accepted accounting principles requires management to make estimates and assumptions that affect certain reported amounts and disclosures. Accordingly, actual results could differ from those estimates.



**HUMAN & CIVIL RIGHTS ORGANIZATIONS OF AMERICA**  
**NOTES TO FINANCIAL STATEMENTS**  
**APRIL 30, 2020 AND 2019**  
**(CONTINUED)**

NOTE A – SUMMARY OF SIGNIFICANT ACCOUNTING POLICIES (CONTINUED)

Cash and Cash Equivalents:

For the purposes of the statements of cash flows, the Organization considers all highly liquid investments available for current use with an initial maturity of three months or less to be cash equivalents.

Pledges Receivable:

Management has reviewed Pledges Receivable and estimated uncollectible pledges.

Financial Statement Presentation:

The 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 restrictions and may be expended for any purpose in performing the primary objectives of the organization. These net assets may be used at the discretion of Human & Civil Rights Organizations of America’s management and board of directors.

*Net Assets With Donor Restrictions* – Net assets subject to stipulations imposed by donors and grantors. Some donor restrictions are temporary in nature; those restrictions will be met by actions of Human & Civil Rights Organizations of America or by the passage of time. Other donor restrictions are perpetual in nature, whereby the donor has stipulated the funds be maintained in perpetuity.

Donor restricted contributions are reported as increases in net assets with donor restrictions. When a restriction expires, net assets are reclassified from net assets with donor restrictions to net assets without donor restrictions in the statements of activities.

New Accounting Pronouncement:

In June 2018, the FASB issued ASU 2018-08, *Not-for-Profit Entities (Topic 958): Clarifying the Scope and the Accounting Guidance for Contributions Received and Contributions Made*. ASU 2018-08 was issued to clarify and improve the guidance in GAAP for distinguishing transactions that are contributions from those that are exchange transactions. The ASU also provides guidance for determining if a contribution is conditional. The amendments in ASU 2018-08 address these matters for both contributions received (income or revenue) and contributions made (expense). The Organization has determined there is no impact in the presentation of these statements when applying ASU 2018-08.

**HUMAN & CIVIL RIGHTS ORGANIZATIONS OF AMERICA**  
**NOTES TO FINANCIAL STATEMENTS**  
**APRIL 30, 2020 AND 2019**  
**(CONTINUED)**

**NOTE B – AVAILABILITY AND LIQUIDITY**

As of April 30, 2020, Human & Civil Rights Organizations of America has \$483,476 of financial assets available within one year of the balance sheet date to meet cash needs for general expenditure, consisting of cash of \$142,926, accounts receivable of \$14,191 and pledges receivable of \$326,359. As of April 30, 2019, Human & Civil Rights Organizations of America has \$428,728 of financial assets available within one year of the balance sheet date to meet cash needs for general expenditure, consisting of cash of \$129,546, accounts receivable of \$13,619 and pledges receivable of \$285,563. None of the financial assets are subject to donor or other contractual restrictions that make them unavailable for general expenditure within one year of the balance sheet date. The receivables are subject to implied time restrictions but are expected to be collected within one year. Human & Civil Rights Organizations of America's goal is generally to maintain financial assets to meet 30 days' worth of operating expenses.

**NOTE C – FUNCTIONAL EXPENSES**

The cost of providing program and other activities have been summarized on a functional basis in the statement of activities. Certain costs have been allocated among management and program services benefited. Such allocations are determined by management on an equitable basis.

**NOTE D – DISTRIBUTIONS TO MEMBER CHARITIES**

The Organization distributes a proportionate share of receipts based on the results of each individual campaign. The proportionate share of receipts is determined by donor designations to the individual member organization, as reported by campaign administrators.

**NOTE E – COMMITMENTS**

The Organization entered into a tenancy at will agreement to rent office space for a monthly fee of \$1,000, beginning on February 15, 2018. Per the terms of the agreement, with 60 days notification either party can terminate the tenancy. Rent expense was \$12,000 for the years ended April 30, 2020 and 2019.

**NOTE F – CONTINGENCIES**

In March 2020, the World Health Organization declared the outbreak of a novel coronavirus ("COVID-19") as a pandemic, which continues to spread throughout the United States. The Organization could be materially and adversely affected by the risks, or the public perception of the risks, related to an epidemic, pandemic, outbreak, or other public health crisis, such as the recent outbreak of COVID-19. The ultimate extent of the impact of any epidemic, pandemic or other health crisis on the business, financial condition, and results of operations will depend on future developments, which are uncertain and cannot be predicted, including new information that may emerge concerning the severity of such epidemic, pandemic or other health crisis and actions taken to contain or prevent their further spread, among others. Accordingly, the Organization cannot predict the extent to which the financial condition and results of operations will be affected.