THE GROUNDTRUTH PROJECT, INC.

FINANCIAL STATEMENTS

YEARS ENDED DECEMBER 31, 2024 AND 2023

THE GROUNDTRUTH PROJECT, INC.
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CliftonLarsonAllen LLP
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INDEPENDENT AUDITORS' REPORT

Board of Directors
The GroundTruth Project, Inc.
Boston, Massachusetts

Report on the Audit of the Financial Statements

Opinion

We have audited the accompanying financial statements of The GroundTruth Project, Inc. (the Organization), 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 financial statements referred to above present fairly, in all material respects, the financial position of The GroundTruth Project, 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 Auditors' Responsibilities for the Audit of the Financial Statements section of our report. We are required to be independent of The GroundTruth Project, 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 The GroundTruth Project, Inc.'s ability to continue as a going concern for one year after the date the financial statements are available to be issued.

Auditors' Responsibilities for the Audit of the Financial Statements

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

In performing an audit in accordance with GAAS, we:

- Exercise professional judgment and maintain professional skepticism throughout the audit.

- Identify and assess the risks of material misstatement of the financial statements, whether due to fraud or error, and design and perform audit procedures responsive to those risks. Such procedures include examining, on a test basis, evidence regarding the amounts and disclosures in the financial statements.

- Obtain an understanding of internal control relevant to the audit in order to design audit procedures that are appropriate in the circumstances, but not for the purpose of expressing an opinion on the effectiveness of The GroundTruth Project, 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 The GroundTruth Project, 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.

CliftonLarsonAllen LLP

CliftonLarsonAllen LLP

Boston, Massachusetts
May 16, 2025

THE GROUNDTRUTH PROJECT, INC.
STATEMENTS OF FINANCIAL POSITION
DECEMBER 31, 2024 AND 2023

	2024	2023
ASSETS		
CURRENT ASSETS		
Cash and Cash Equivalents	$ 2,047,953	$ 776,770
Cash Restricted for Specific Use	363,563	253,765
Investments	369	27,182
Contributions Receivable, Due in One Year	6,558,126	2,572,390
Other Receivables	577,734	579,872
Host Newsroom Contracts	30,744	674,527
Other Current Assets	84,754	86,522
Total Current Assets	9,663,243	4,971,028
OTHER ASSETS		
Contributions Receivable , Net	2,497,218	1,008,972
Total Assets	$ 12,160,461	$ 5,980,000
LIABILITIES AND NET ASSETS		
CURRENT LIABILITIES		
Accounts Payable	$ 91,194	$ 414,352
Funds Designated for Specific Use	363,563	253,765
Other Current Liabilities	196,223	227,810
Total Liabilities	650,980	895,927
NET ASSETS		
Without Donor Restrictions	652,914	1,005,238
With Donor Restrictions	10,856,567	4,078,835
Total Net Assets	11,509,481	5,084,073
Total Liabilities and Net Assets	$ 12,160,461	$ 5,980,000

See accompanying Notes to Financial Statements.

THE GROUNDTRUTH PROJECT, INC.
STATEMENT OF ACTIVITIES
YEAR ENDED DECEMBER 31, 2024

	Without Donor Restrictions	With Donor Restrictions	Total
REVENUE, SUPPORT, AND GAINS			
Contributions	$ 2,167,858	$ 13,937,878	$ 16,105,736
Other Revenue, Net	5,496	-	5,496
Contributed Nonfinancial Assets	30,300	-	30,300
Net Assets Released from Restrictions	7,160,146	(7,160,146)	-
Total Revenue, Support, and Gains	9,363,800	6,777,732	16,141,532
EXPENSES			
Program Services Expense	7,995,178	-	7,995,178
Management and General	1,132,663	-	1,132,663
Fundraising and Development	588,283	-	588,283
Total Expenses	9,716,124	-	9,716,124
CHANGE IN NET ASSETS	(352,324)	6,777,732	6,425,408
Net Assets - Beginning of Year	1,005,238	4,078,835	5,084,073
NET ASSETS - END OF YEAR	$ 652,914	$ 10,856,567	$ 11,509,481

See accompanying Notes to Financial Statements.

THE GROUNDTRUTH PROJECT, INC.
STATEMENT OF ACTIVITIES
YEAR ENDED DECEMBER 31, 2023

	Without Donor Restrictions	With Donor Restrictions	Total
REVENUE, SUPPORT, AND GAINS			
Contributions	$ 2,543,383	$ 4,747,238	$ 7,290,621
Other Revenue	246,724	-	246,724
Contributed Nonfinancial Assets	24,090	-	24,090
Net Assets Released from Restrictions	7,877,014	(7,877,014)	-
Total Revenue, Support, and Gains	10,691,211	(3,129,776)	7,561,435
EXPENSES			
Program Services Expense	8,176,826	-	8,176,826
Management and General	1,281,957	-	1,281,957
Fundraising and Development	728,185	-	728,185
Total Expenses	10,186,968	-	10,186,968
CHANGE IN NET ASSETS	504,243	(3,129,776)	(2,625,533)
Net Assets - Beginning of Year	500,995	7,208,611	7,709,606
NET ASSETS - END OF YEAR	$ 1,005,238	$ 4,078,835	$ 5,084,073

See accompanying Notes to Financial Statements.

THE GROUNDTRUTH PROJECT, INC.
STATEMENT OF FUNCTIONAL EXPENSES
YEAR ENDED DECEMBER 31, 2024

	Program Services	Management and General	Fundraising and Development	Total
Salaries and Benefits	$ 2,898,178	$ 913,387	$ 461,160	$ 4,272,725
Fellows and Corps Members	3,509,931	-	-	3,509,931
Contractors and Consultants	605,785	19,852	363	626,000
General Operating Expenses	412,330	75,715	48,439	536,484
Travel, Meals, and Entertainment	155,073	34,191	20,319	209,583
Professional Services	381,439	81,460	53,786	516,685
Rent Expense	7,443	440	230	8,113
Insurance Expense	24,999	7,618	3,986	36,603
Total Expenses	$ 7,995,178	$ 1,132,663	$ 588,283	$ 9,716,124

See accompanying Notes to Financial Statements.

THE GROUNDTRUTH PROJECT, INC.
STATEMENT OF FUNCTIONAL EXPENSES
YEAR ENDED DECEMBER 31, 2023

	Program Services	Management and General	Fundraising and Development	Total
Salaries and Benefits	$ 2,645,890	$ 1,080,831	$ 565,092	$ 4,291,813
Fellows and Corps Members	4,545,163	-	-	4,545,163
Contractors and Consultants	315,420	3,862	3,691	322,973
General Operating Expenses	256,302	61,429	46,109	363,840
Travel, Meals, and Entertainment	66,780	16,596	26,398	109,774
Professional Services	312,962	109,178	81,359	503,499
Rent Expense	7,205	263	145	7,613
Insurance Expense	27,104	9,798	5,391	42,293
Total Expenses	$ 8,176,826	$ 1,281,957	$ 728,185	$ 10,186,968

See accompanying Notes to Financial Statements.

THE GROUNDTRUTH PROJECT, INC.
STATEMENTS OF CASH FLOWS
YEARS ENDED DECEMBER 31, 2024 AND 2023

	2024	2023
CASH FLOWS FROM OPERATING ACTIVITIES		
Change in Net Assets	$ 6,425,408	$ (2,625,533)
Adjustments to Reconcile Change in Net Assets to Net Cash Provided (Used) by Operating Activities:		
Contributed Stock	-	(27,182)
Realized and Unrealized Losses on Investments	(341)	-
Changes in Operating Assets and Liabilities:		
Contributions Receivable	(5,473,982)	2,405,149
Other Receivables	2,138	(235,395)
Host News Room Contracts	643,783	207,800
Other Current Assets	1,768	(26,456)
Accounts Payable	(323,158)	260,481
Funds Designated for Specific Use	109,798	(297,568)
Other Current Liabilities	(31,587)	(690,046)
Net Cash Provided (Used) by Operating Activities	1,353,827	(1,028,750)
CASH FLOWS FROM INVESTING ACTIVITIES		
Proceeds from Sales of Investments	27,154	-
Net Cash Provided by Investing Activities	27,154	-
NET CHANGE IN CASH, CASH EQUIVALENTS, AND RESTRICTED CASH	1,380,981	(1,028,750)
Cash, Cash Equivalents, and Restricted Cash - Beginning of Year	1,030,535	2,059,285
CASH, CASH EQUIVALENTS, AND RESTRICTED CASH - END OF YEAR	$ 2,411,516	$ 1,030,535
RECONCILIATION OF CASH, CASH EQUIVALENTS, AND RESTRICTED CASH TO AMOUNTS PRESENTED IN THE STATEMENT OF FINANCIAL POSITION		
Cash and Cash Equivalents	$ 2,047,953	# $ 776,770
Cash Restricted for Specific Use	363,563	253,765
Total Cash, Cash Equivalents, and Restricted Cash Shown in the Statement of Cash Flows	$ 2,411,516	$ 1,030,535

See accompanying Notes to Financial Statements.

NOTE 1 ORGANIZATION AND PURPOSE

The GroundTruth Project, Inc. (the Organization, or GroundTruth), a nonprofit corporation, was founded to serve under-covered communities by supporting the next generation of journalists and newsrooms to do on-the-ground reporting and to advance excellence, sustainability, innovation, and equity in journalism worldwide.

The Organization, incorporated on August 8, 2012, supported more than 300 emerging journalists through its global reporting fellowships across more than 30 countries. In 2017, GroundTruth launched its flagship service program Report for America, which has placed more than 650 journalists in more than 370 newsrooms across the United States and its territories. In 2021, GroundTruth launched Report for the World, which has supported 67 journalists, based in 49 newsrooms, across 28 countries. The Organization provides training, mentorship, and salary support to its corps members and builds partnerships to amplify their reporting through various mediums. It also teaches newsrooms how to become more financially sustainable.

In 2024, The GroundTruth Project, Inc. expended over 80% of its funding on programmatic expenses. Within those programmatic expenses, more than 43% of those costs directly supported corps members. In addition, The GroundTruth Project, Inc. incurred 41% of its programmatic expenses from staff and contractors who support those program participants by interviewing and matching those corps members to compatible host news organizations, training, and mentoring them, creating and maintaining program infrastructure, and ensuring the corps has a successful educational and journalistic experience. The staff additionally supports newsrooms by teaching them fundraising strategies in their communities.

NOTE 2 SUMMARY OF SIGNIFICANT ACCOUNTING POLICIES

Basis of Accounting

The Organization prepares its financial statements on the accrual basis of accounting in accordance with accounting principles generally accepted in the United States of America (GAAP).

Estimates

The preparation of financial statements in conformity with accounting principles generally accepted in the United States of America requires the Organization to make estimates and assumptions that affect the reported amounts of 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, and those differences could be material.

Cash and Cash Equivalents

The Organization considers all cash and highly liquid financial instruments with original maturities of three months or less, which are not restricted by donors for long-term purposes, to be cash and cash equivalents.

NOTE 2 SUMMARY OF SIGNIFICANT ACCOUNTING POLICIES (CONTINUED)

Display of Net Assets by Class

Net assets, revenues, and support are classified based on the existence or absence of donor or grantor-imposed restrictions. Accordingly, the net assets and changes therein are classified and reported as follows:

Net Assets Without Donor Restrictions – Net assets that are available for use in general operations and not subject to donor-imposed stipulations.

Net Assets With Donor Restrictions – Net assets subject to donor- (or certain grantor-) imposed restrictions. Some donor-imposed restrictions are temporary in nature, such as those that will be met by the passage of time or other events specified by the donor. Donor-imposed restrictions are released when a restriction expires, that is, when the stipulated time has elapsed, when the stipulated purposes for which the resources was restricted has been fulfilled, or both. Other donor-imposed restrictions may be perpetual in nature, where the donor stipulates that resources be maintained in perpetuity. For the years ended December 31, 2024 and 2023, there were no net assets with donor restrictions maintained in perpetuity.

Subsequent Events

Subsequent events have been evaluated through May 16, 2025, which is the date that the financial statements are available to be issued. The following subsequent event was identified by the Organization:

- One of the Organization's programs, Editorial, was established as an independent entity during February 2025, which will impact the Organization's programs and will result in transition of certain funding and related expenses in 2025.

Contributions Receivable

Contributions receivable are stated at the amount management expects to collect from outstanding balances. The Organization establishes an allowance for uncollectible contributions receivable based upon its assessment of the status of individual receivables. As of December 31, 2024 and 2023, the Organization considers all contributions receivable to be fully collectible. Accordingly, no allowance has been established. All of the Organization's contributions receivable are unconditional.

Other Receivables

Other receivables primarily consist of amounts due related to employee retention credits (Note 13). For other receivables, an estimated allowance for credit loss is recorded to the extent it is probable that a portion or all of a particular account will not be collected. In evaluating the collectability of other receivables, the Organization considers a number of factors, including forward-looking review of accounts, payment trends, age of the accounts and the status of ongoing disputes with third parties. Actual collections in subsequent periods may require changes in the estimated allowance for credit losses. Changes in these estimates are charged or credited to revenue as a contractual allowance in the period of the change in estimate.

NOTE 2 SUMMARY OF SIGNIFICANT ACCOUNTING POLICIES (CONTINUED)

Investments

Investments are recorded at cost, or if donated, at fair value on the date of donation. Thereafter, investments are reported at their fair values in the statements of financial position. Net investment return/(loss) is reported in the statements of activities and consists of interest and dividend income, realized and unrealized capital gains and losses, less external and direct internal investment expenses.

Funds Designated for Specific Use

Host newsrooms participating in the Report for America corps program may raise their own funding for their News Corps members. The Organization receives locally raised funds, which is reflected as a liability until it is disbursed to the newsrooms.

Property and Equipment

Property and equipment are recorded at cost. Assets having a useful life of at least one year are capitalized if the total cost is over $2,000. Donated property is recorded at its estimated fair value at the date of receipt. Gifts of long-lived assets are recorded at their fair market value at the date of donation and reported as unrestricted support unless explicit donor stipulations specify how the assets are to be used, and gifts of cash or other assets that must be used to acquire long-lived assets are reported as restricted support.

Depreciation and amortization is computed using the straight-line method over the estimated useful lives of the related assets as follows:

Equipment	3 Years
Website	3 Years

Revenue and Revenue Recognition

The Organization receives grants and contributions from various donors and grantors, including other nonprofit organizations, which are recorded as increases in assets without donor restrictions or assets with donor restrictions, depending on the existence of any donor restrictions. Grants and contributions are considered to be available for use unless specifically restricted by the donor or grantor.

All donor-restricted grants and contributions are reported as increases in net assets with donor restrictions. When a restriction expires (that is, when a stipulated time restriction ends or purpose restriction is accomplished), net assets with donor restrictions are reclassified to net assets without donor restrictions and reported in the statement of activities as net assets released from restrictions.

Functional Allocation of Expenses

Expenses directly attributable to the Organization’s programs are recorded as program expenses. Salaries and benefits are allocated to program, management, and general, and fundraising expense based on actual hours spent as reported on employees’ timesheets. Indirect costs, such as rent, professional and consulting services, depreciation expense, and certain office expenses are allocated based on pro-rata share of salaries for each function.

NOTE 2 SUMMARY OF SIGNIFICANT ACCOUNTING POLICIES (CONTINUED)

Fair Value of Financial Instruments

Fair value measurement applies to reported balances that are required or permitted to be measured at fair value under an existing accounting standard. Fair value is a market-based measurement, not an entity-specific measurement. Therefore, a fair value measurement should be determined based on the assumptions that market participants would use in pricing the asset or liability and establishes a fair value hierarchy.

The fair value hierarchy consists of three levels of inputs that may be used to measure fair value as follows:

Level 1 – Inputs that utilize quoted prices (unadjusted) in active markets for identical assets or liabilities that the Organization has the ability to access.

Level 2 – Inputs that include quoted prices for similar assets and liabilities in active markets and inputs that are observable for the asset or liability, either directly or indirectly, for substantially the full term of the financial instrument. Fair values for these instruments are estimated using pricing models, quoted prices of securities with similar characteristics, or discounted cash flows.

Level 3 – Inputs that are unobservable inputs for the asset or liability, which are typically based on an entity's own assumptions, as there is little, if any, related market activity.

In instances where the determination of the fair value measurement is based on inputs from different levels of the fair value hierarchy, the level in the fair value hierarchy within which the entire fair value measurement falls is based on the lowest level input that is significant to the fair value measurement in its entirety.

Income Taxes

The GroundTruth Project, Inc. is exempt from federal and state income taxes under Section 501(c)(3) of the United States Internal Revenue Code (IRC) and, as a corporation organized under Chapter 180 of the General Law of the Commonwealth of Massachusetts, it is also exempt from income tax in Massachusetts. Accordingly, no provisions for federal and state income taxes have been made.

Reclassifications

Certain reclassifications of amounts previously reported have been made to the accompanying financial statements to maintain consistency between periods presented. The reclassifications had no impact on previously reported net assets.

NOTE 3 AVAILABLE RESOURCES AND LIQUIDITY

The Organization regularly monitors liquidity required to meet its operating needs. The Organization also has access to a line of credit to supplement cash flows as needed, as described in Note 6.

The Organization's sources of liquidity include cash and cash equivalents and contributions receivable. For the purpose of analyzing resources available to meet general expenditures over a 12-month period, the Organization considers all expenditures related to its ongoing program activities to be general expenditures.

Total financial assets held by the Organization as of December 31:

	2024	2023
Cash and Cash Equivalents	$ 2,047,953	$ 776,770
Contributions Receivable Within One Year	6,558,126	2,572,390
Total	8,606,079	3,349,160

NOTE 4 CONTRIBUTIONS RECEIVABLE

Unconditional contributions receivable are due as follows at December 31:

	2024	2023
Within One Year	$ 6,558,126	$ 2,572,390
In One to Five Years	2,711,559	1,065,335
Subtotal	9,269,685	3,637,725
Discount on Pledges Receivable	(214,341)	(56,363)
Total	$ 9,055,344	$ 3,581,362

NOTE 5 INVESTMENTS

The Organization uses fair value measurements to record fair value adjustments to certain assets and liabilities and to determine fair value disclosures. The following table presents the Organization's fair value hierarchy for those assets and liabilities measured at fair value on a recurring basis as of December 31, 2024:

	Total	Level 1	Level 2	Level 3
Investments at Fair Value				
Equities	$ 369	$ 369	$ -	$ -
Total Investments at Fair Value	$ 369	$ 369	$ -	$ -

NOTE 4 INVESTMENTS (CONTINUED)

The following table presents the Organization's fair value hierarchy for those assets and liabilities measured at fair value on a recurring basis as of December 31,2023:

	Total	Level 1	Level 2	Level 3
Investments at Fair Value				
Equities	$ 27,182	$ 27,182	$ -	$ -
Total Investments at Fair Value	$ 27,182	$ 27,182	$ -	$ -

During 2024, realized gains on investments totaled $341, which is included in Other Income. During 2023, realized gains on investments totaled $508 and dividend income of $6, which are included in Other Income.

NOTE 6 LINE OF CREDIT

On September 27, 2019, the Organization entered into a line of credit agreement with a bank that renews annually, currently expiring in December 2025. The line of credit's available balance was $1,250,000 with a interest rate of prime plus 0.25% (7.75%) as of December 31, 2024. At December 31, 2023 the agreement had an interest rate set at BSBY Daily Floating Rate plus 3.00% (8.46%). The line is collateralized by the Organization's assets.

NOTE 7 CONCENTRATION OF CREDIT RISK

The Organization manages deposit concentration risk by placing cash, money market accounts, and certificates of deposit with financial institutions believed to be creditworthy. At times, amounts on deposit may exceed insured limits. To date, the Organization has not experienced losses in any of these accounts.

Credit risk associated with contributions receivable is considered to be limited due to high historical collection rates and because substantial portions of the outstanding amounts are due from board members foundations, and other grantors supportive of the Organization's mission. For the year ended December 31, 2024, two donors accounted for 76% of total contributions receivable. Three donors accounted for approximately 74% of total contribution revenue for the year ended December 31, 2024. For the year ended December 31, 2023, three donors accounted for 57% of total contributions receivable. Three donors accounted for approximately 47% of total contribution revenue for the year ended December 31,2023.

NOTE 8 LEASES

The Organization leases office space under a short-term arrangement. The Organization leased office space in Woods Hole, MA at a rate of $500 per month on an at-will basis. Lease expense for the above lease totaled $8,112 and $7,613 for the years ended December 31, 2024 and 2023, respectively.

NOTE 9 NET ASSETS WITH DONOR RESTRICTIONS

Net assets with donor restrictions not invested in perpetuity are available for the following purposes at December 31:

	2024	2023
Subject to Expenditure for Specified Program Purposes	$ 10,656,567	$ 3,345,502
Total	10,656,567	3,345,502
Subject to the Passage of Time:		
Promises to Give that are not Restricted by Donors, but Which are Unavailable for Expenditure Until Due	200,000	733,333
Total	200,000	733,333
Total Net Assets with Donor Restrictions	$ 10,856,567	$ 4,078,835

Net assets were released from donor restrictions by incurring expenses satisfying the restricted purpose or by occurrence of the passage of time or other events specified by the donors as follows for the years ended December 31:

	2024	2023
Expiration of Time Restrictions	$ 333,333	$ 1,466,667
Satisfaction of Purpose Restrictions:		
Capacity Building and Overhead	825,153	1,361,005
Editorial	13,477	413,994
Report for the World	172,053	611,539
Report for America	5,816,130	4,023,809
Total Net Assets Released from Donor Restrictions	$ 7,160,146	$ 7,877,014

NOTE 10 DONATED PROFESSIONAL SERVICES AND GOODS

The Organization received the following donated professional services and goods during the years ended December 31 without donor restrictions, which were utilized in the following functions:

	December 31, 2024			
	Program Services	Management and General	Fundraising and Development	Total
Legal Services	$ 20,694	$ 6,307	$ 3,299	$ 30,300
Total	$ 20,694	$ 6,307	$ 3,299	$ 30,300

	December 31, 2023			
	Program Services	Management and General	Fundraising and Development	Total
Legal Services	$ 15,263	$ 5,694	$ 3,133	$ 24,090
Total	$ 15,263	$ 5,694	$ 3,133	$ 24,090

The Organization utilized the hourly rate of the professionals providing services to determine the fair value of the donated services noted above.

NOTE 11 EMPLOYEE BENEFIT PLAN

The Organization sponsors a retirement plan (the Plan) qualified under Internal Revenue Code Section 403(b) that allows eligible employees to make elective contributions to the Plan, up to the maximum contribution allowed by law. Employer contributions are discretionary and are determined and authorized by the board of directors each plan year. During the year ended December 31, 2024, a contribution of $32,210 was approved and accrued. During the year ended December 31, 2023, a contribution of $31,103 was approved and accrued.

NOTE 12 RELATED PARTY TRANSACTIONS

The Organization received in-kind legal services from a director totaling $30,300 and $24,090 for the years ended December 31, 2024 and 2023, respectively.

The chief executive officer of The GroundTruth Project, Inc. and the president of Report for America, who receive compensation and benefits for their services, also served on the board of directors during 2024 and 2023.

In 2024 and 2023, there were $111,954 and $106,150 in contributions revenue received from board members of which were fully collected in the years ended December 31, 2024 or 2023, respectively.

NOTE 13 EMPLOYEE RETENTION CREDITS

Grants from the government are recognized when all conditions of such grants are fulfilled or there is reasonable assurance that they will be fulfilled. The Employee Retention Credit (ERC) was introduced as part of the Coronavirus Aid, Relief and Economic Security Act (CARES Act), which was signed into law on March 27, 2020. The ERC is a refundable tax credit against certain wages paid by an eligible employer. The Organization complied with the conditions of ERC funding and recognized income of $235,395 during 2023, which, along with $332,339 recognized in a prior year, are included in other receivable for the years ended December 31, 2024 and 2023, respectively.

INDEPENDENT
NETWORK MEMBER