



Financial Statements

December 31, 2024 and 2023

**Ronald McDonald House Charities,
Upper Midwest**

Ronald McDonald House Charities, Upper Midwest

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Independent Auditor's Report

The Board of Directors
Ronald McDonald House Charities, Upper Midwest
Minneapolis, Minnesota

Report on the Audit of the Financial Statements

Opinion

We have audited the financial statements of Ronald McDonald House Charities, Upper Midwest (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 accompanying financial statements referred to above present fairly, in all material respects, the financial position of the Organization 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 the Organization and to meet our other ethical responsibilities, in accordance with the relevant ethical requirements relating to our audits. We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our audit opinion.

Responsibilities of Management for the Financial Statements

Management is responsible for the preparation and fair presentation of these financial statements in accordance with accounting principles generally accepted in the United States of America; and for the design, implementation, and maintenance of internal control relevant to the preparation and fair presentation of financial statements that are free from material misstatement, whether due to fraud or error.

In preparing the financial statements, management is required to evaluate whether there are conditions or events, considered in the aggregate, that raise substantial doubt about the Organization's ability to continue as a going concern for 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 the Organization's internal control. Accordingly, no such opinion is expressed.
- Evaluate the appropriateness of accounting policies used and the reasonableness of significant accounting estimates made by management, as well as evaluate the overall presentation of the financial statements.
- Conclude whether, in our judgment, there are conditions or events, considered in the aggregate, that raise substantial doubt about the Organization's ability to continue as a going concern for a reasonable period of time.

We are required to communicate with those charged with governance regarding, among other matters, the planned scope and timing of the audit, significant audit findings, and certain internal control-related matters that we identified during the audit.

A handwritten signature in black ink that reads "Eide Bailly LLP". The signature is written in a cursive, flowing style.

Minneapolis, Minnesota
April 29, 2025

Ronald McDonald House Charities, Upper Midwest
Statements of Financial Position
December 31, 2024 and 2023

	<u>2024</u>	<u>2023</u>
Assets		
Current assets		
Cash and cash equivalents	\$ 1,780,365	\$ 1,833,726
Accounts receivable	475,382	350,953
Promises to give	-	85,500
Operating investments	12,214,233	10,625,175
Promises to give, in-kind rent	454,705	127,775
Prepaid expenses	109,077	88,925
Other assets	<u>70,396</u>	<u>72,874</u>
Total current assets	<u>15,104,158</u>	<u>13,184,928</u>
Noncurrent assets		
Promises to give, in-kind rent	1,015,801	162,787
Property and equipment, net	5,470,856	5,542,710
Endowment investments	<u>9,749,816</u>	<u>9,110,098</u>
Total noncurrent assets	<u>16,236,473</u>	<u>14,815,595</u>
Total assets	<u><u>\$ 31,340,631</u></u>	<u><u>\$ 28,000,523</u></u>

Ronald McDonald House Charities, Upper Midwest
Statements of Financial Position
December 31, 2024 and 2023

	<u>2024</u>	<u>2023</u>
Liabilities and Net Assets		
Liabilities		
Current liabilities		
Accounts payable and accrued expenses	\$ 620,695	\$ 606,158
Other liabilities	<u>7,677</u>	<u>15,345</u>
Total current liabilities	<u>628,372</u>	<u>621,503</u>
Total liabilities	<u>628,372</u>	<u>621,503</u>
Net Assets		
Without donor restrictions		
Undesignated	6,099,228	6,164,213
Board-designated operating reserve	13,195,269	11,623,009
Board-designated endowment	<u>2,722,140</u>	<u>2,499,355</u>
	<u>22,016,637</u>	<u>20,286,577</u>
With donor restrictions		
Purpose and time restricted	1,667,946	481,700
Accumulated investment gains on endowment	2,886,323	2,566,531
Perpetual in nature	<u>4,141,353</u>	<u>4,044,212</u>
	<u>8,695,622</u>	<u>7,092,443</u>
Total net assets	<u>30,712,259</u>	<u>27,379,020</u>
Total liabilities and net assets	<u><u>\$ 31,340,631</u></u>	<u><u>\$ 28,000,523</u></u>

Ronald McDonald House Charities, Upper Midwest

Statement of Activities

Year Ended December 31, 2024

	Without Donor Restrictions	With Donor Restrictions	Total
Revenue, Support, and Gains			
Contributions and grants	\$ 3,835,446	\$ 174,899	\$ 4,010,345
In-kind contributions	2,569,172	1,307,722	3,876,894
Special events revenue	1,250,340	-	1,250,340
Room donations/fees	239,548	-	239,548
Third-party reimbursements	40,168	-	40,168
Other income	153,755	39,041	192,796
Net assets released from restrictions pursuant to endowment spending rate distribution formula	340,922	(340,922)	-
Net assets released from restrictions	238,275	(238,275)	-
Total revenue, support, and gains	8,667,626	942,465	9,610,091
Expenses and Losses			
Program services	7,134,911	-	7,134,911
Fundraising	476,507	-	476,507
Administration	495,875	-	495,875
Costs of direct benefits to donors	322,513	-	322,513
Total expenses and losses	8,429,806	-	8,429,806
Change in Net Assets from Operations	237,820	942,465	1,180,285
Net Investment Return	1,492,240	660,714	2,152,954
Change in Net Assets	1,730,060	1,603,179	3,333,239
Net Assets, Beginning of Year	20,286,577	7,092,443	27,379,020
Net Assets, End of Year	\$ 22,016,637	\$ 8,695,622	\$ 30,712,259

Ronald McDonald House Charities, Upper Midwest

Statement of Activities

Year Ended December 31, 2023

	Without Donor Restrictions	With Donor Restrictions	Total
Revenue, Support, and Gains			
Contributions	\$ 3,325,563	\$ 126,949	\$ 3,452,512
In-kind contributions	2,301,588	-	2,301,588
Special events revenue	1,376,525	-	1,376,525
Room donations/fees	250,393	-	250,393
Third-party reimbursements	31,312	-	31,312
Other income	79,891	44,329	124,220
Net assets released from restrictions pursuant to endowment spending rate distribution formula	319,336	(319,336)	-
Net assets released from restrictions	1,453,026	(1,453,026)	-
Total revenue, support, and gains	9,137,634	(1,601,084)	7,536,550
Expenses and Losses			
Program services	6,681,415	-	6,681,415
Fundraising	461,769	-	461,769
Administration	346,525	-	346,525
Costs of direct benefits to donors	263,393	-	263,393
Total expenses and losses	7,753,102	-	7,753,102
Change in Net Assets from Operations	1,384,532	(1,601,084)	(216,552)
Net Investment Return	1,613,378	852,358	2,465,736
Change in Net Assets	2,997,910	(748,726)	2,249,184
Net Assets, Beginning of Year	17,288,667	7,841,169	25,129,836
Net Assets, End of Year	\$ 20,286,577	\$ 7,092,443	\$ 27,379,020

Ronald McDonald House Charities, Upper Midwest

Statement of Functional Expenses

Year Ended December 31, 2024

	Program Services				Fundraising	Administration	Cost of Direct Benefits to Donors	Total
	Lodging and Other Subsidies	Family Services	Volunteer Services	Total Program				
Expenses								
Salaries and benefits	\$ 2,308,388	\$ 130,956	\$ 559,805	\$ 2,999,149	\$ 264,372	\$ 320,844	\$ -	\$ 3,584,365
Insurance expense	90,713	1,852	5,284	97,849	3,565	7,946	-	109,360
Supplies and food	1,417,318	59	159	1,417,536	402	2,279	-	1,420,217
Professional and consulting	35,658	-	-	35,658	14,504	72,913	-	123,075
Bank fees	-	-	-	-	67,080	4,450	-	71,530
Utilities	158,423	240	1,080	159,743	2,430	2,220	-	164,393
Postage and printing	3,342	930	618	4,890	38,286	3,398	-	46,574
Facilities expense	840,249	1,016	2,384	843,649	2,628	7,045	-	853,322
House operations	894,629	12,839	7	907,475	12	669	-	908,156
Event expense	-	-	-	-	3,267	-	-	3,267
Books and staff development	538	500	-	1,038	-	4,423	-	5,461
Recognition expense	1,422	-	2,065	3,487	-	4,936	-	8,423
Marketing	-	-	-	-	2,345	-	-	2,345
Mileage	25	-	52	77	182	256	-	515
Computer - software	42,848	4,770	15,565	63,183	16,367	17,000	-	96,550
Direct benefit to donors	-	-	-	-	-	-	322,513	322,513
Loss on disposal of fixed assets	13,090	-	-	13,090	-	-	-	13,090
Depreciation	527,021	47,496	13,570	588,087	61,067	47,496	-	696,650
Total expenses by function	<u>\$ 6,333,664</u>	<u>\$ 200,658</u>	<u>\$ 600,589</u>	<u>\$ 7,134,911</u>	<u>\$ 476,507</u>	<u>\$ 495,875</u>	<u>\$ 322,513</u>	<u>\$ 8,429,806</u>

Ronald McDonald House Charities, Upper Midwest

Statement of Functional Expenses

Year Ended December 31, 2023

	Program Services				Fundraising	Administration	Cost of Direct Benefits to Donors	Total
	Lodging and Other Subsidies	Family Services	Volunteer Services	Total Program				
Expenses								
Salaries and benefits	\$ 2,121,927	\$ 130,832	\$ 526,880	\$ 2,779,639	\$ 212,267	\$ 227,986	\$ -	\$ 3,219,892
Insurance expense	74,145	1,976	5,801	81,922	3,483	6,786	-	92,191
Supplies and food	1,454,935	620	-	1,455,555	475	1,503	-	1,457,533
Professional and consulting	34,252	53	531	34,836	37,354	23,800	-	95,990
Bank fees	-	-	-	-	62,908	4,435	-	67,343
Utilities	180,107	240	1,060	181,407	2,770	1,720	-	185,897
Postage and printing	5,488	499	7,772	13,759	55,082	5,844	-	74,685
Facilities expense	703,618	886	1,652	706,156	1,841	6,229	-	714,226
House operations	836,256	12,936	-	849,192	598	1,029	-	850,819
Event expense	-	-	-	-	4,940	-	-	4,940
Books and staff development	698	-	87	785	3,674	3,522	-	7,981
Recognition expense	151	42	6,260	6,453	6,428	4,000	-	16,881
Marketing	-	275	20	295	3,384	-	-	3,679
Mileage	169	-	36	205	315	762	-	1,282
Computer - software	34,260	4,153	13,767	52,180	14,434	18,608	-	85,222
Direct benefit to donors	-	-	-	-	-	-	263,393	263,393
Loss on disposal of fixed assets	18,314	-	-	18,314	-	-	-	18,314
Depreciation	448,901	40,301	11,515	500,717	51,816	40,301	-	592,834
Total expenses by function	<u>\$ 5,913,221</u>	<u>\$ 192,813</u>	<u>\$ 575,381</u>	<u>\$ 6,681,415</u>	<u>\$ 461,769</u>	<u>\$ 346,525</u>	<u>\$ 263,393</u>	<u>\$ 7,753,102</u>

Ronald McDonald House Charities, Upper Midwest

Statements of Cash Flows

Years Ended December 31, 2024 and 2023

	2024	2023
Cash Flows from Operating Activities		
Change in net assets	\$ 3,333,239	\$ 2,249,184
Adjustments to reconcile change in net assets to net cash from operating activities		
Depreciation	696,650	592,834
Realized and unrealized gain on operating investments	(944,377)	(1,071,877)
Loss on disposal of property and equipment	13,090	18,314
Contributed property and equipment capitalized	(84,805)	(169,040)
Contributions restricted to endowment	(58,100)	(46,309)
Endowment net investment return	(883,499)	(1,133,588)
Change in operating assets and liabilities		
Accounts receivable	(124,429)	85,682
Promises to give	85,500	85,500
Promises to give, in-kind rent	(1,179,944)	364,116
Prepaid expenses	(20,152)	75
Other assets	2,478	(17,237)
Accounts payable and accrued expenses	7,037	164,864
Other liabilities	(7,668)	(4,114)
Net Cash from Operating Activities	835,020	1,118,404
Cash Flows used for Investing Activities		
Purchase of operating investments	(644,681)	(480,654)
Purchase of property and equipment	(545,581)	(1,093,860)
Withdrawals from endowment	243,781	228,698
Net Cash used for Investing Activities	(946,481)	(1,345,816)
Cash Flows from Financing Activities		
Collection of contributions restricted to endowment	58,100	46,309
Net Cash from Financing Activities	58,100	46,309
Net Change in Cash and Cash Equivalents	(53,361)	(181,103)
Cash and Cash Equivalents, Beginning of Year	1,833,726	2,014,829
Cash and Cash Equivalents, End of Year	\$ 1,780,365	\$ 1,833,726
Supplemental Disclosures of Cash Flow Information		
Stock donations	\$ 115,182	\$ 15,678
Supplemental Disclosure of Non-cash Investing and Financing Activity		
Accounts payable for property and equipment	\$ 7,500	\$ -

Note 1 - Principal Activity and Significant Accounting Policies

Organization

Ronald McDonald House Charities, Upper Midwest (RMHC-UM, the Organization, or the House) is a nonprofit organization which owns and operates the Ronald McDonald House of the Twin Cities and that provides a supportive community for families with seriously ill, injured, or disabled children that increases children's access to healthcare services.

The Ronald McDonald House provides a home-away-from-home for families who have children being treated for life-threatening illness, injury, or disease. Several different program areas support the mission of RMHC-UM:

Lodging and Other Subsidies

The Lodging program is responsible for the maintenance and staffing of the Ronald McDonald House – Oak Street facility and three locations located within hospitals in the Twin Cities, and one location in Duluth, Minnesota. At Oak Street, RMHC-UM subsidizes the cost of accommodating up to 48 families staying at the House each day who live farther than 40 miles from the Twin Cities. RMHC-UM does not request a set fee from guests, but, when able to, bills counties for the Children's Special Health Care Services Fund.

Included within the Lodging program are the following four programs that serve families who are not required to live more than 40 miles away from the respective facility:

The Ronald McDonald House – Chicago Avenue (or House Inside Hospital) serves families whose child is receiving treatment in an Intensive Care Unit at Children's Minnesota, Minneapolis. For families in need of overnight lodging, the House offers 15 private rooms, each with its own bathroom.

The Ronald McDonald Family Room at Gillette Children's Specialty Healthcare in St. Paul provides a home-like setting for families of a child who is receiving medical treatment for a serious condition or disability. The facility provides four private rooms and bathrooms.

The Ronald McDonald Family Room – St. Paul serves families whose children are receiving treatment at Children's Minnesota, St. Paul. For families in need of overnight lodging, the facility offers four private rooms, each with its own bathroom.

The Ronald McDonald House – Northland serves families whose child is receiving inpatient or outpatient treatment at Essentia Health – St. Mary's Medical Center, Duluth. For families in need of overnight lodging, the House offers five private rooms, each with its own bathroom.

Family Services

A variety of supportive services are provided to help ease the burden associated for families coping with pediatric illness. There are morning programs, after school programs, and summer programs available for RMHC-UM residents. A full-time K-12 Minneapolis Public School's Alternative School is available for siblings and children who are patients while staying at RMHC-UM.

Volunteer Services

Volunteers are an integral part of how RMHC-UM's mission is executed resourcefully and according to nonprofit service industry best practices. Through evaluation, according to industry standards, RMHC-UM's Volunteer Department successfully became certified in 2018 as a Service Enterprise recognizing the agency's robust volunteer engagement and operational significance. Notably, RMHC-UM's Cooks for Kids meal program provides breakfast, lunch, and dinner for all five sites seven days a week. Volunteers assist staff in preparing meals and providing meal service. In total, RMHC-UM provides 105 meals per week, plus snacks across all five sites. RMHC-UM families continue to report the meal program as one of the most appreciated services offered. Cross-department collaboration occurs to ensure volunteers productively support needs of all departments (i.e., internships, admin support, room refreshers, meal hosts, etc.). In 2024, approximately 8,200 unique volunteers served about 54,000 hours of service at the agency's five locations and in support of fundraising efforts. In 2023, approximately 9,200 unique volunteers served about 46,000 hours of service at the agency's five locations and in support of fundraising efforts.

The Organization has an independently operated license agreement with Ronald McDonald House Charities, Global (RMHC Global) through various ongoing initiatives such as donation canisters and a round-up initiative at participating chapter McDonald's restaurants. RMHC Global receives 25% of canister income after expenses incurred for providing and maintaining the canisters in the restaurants. RMHC Global receives 20% of round-up income. The net amount of revenue from canisters and round-up after expenses was approximately \$815,000 and \$528,000 for the years ended December 31, 2024 and 2023, respectively. The amount of canister and round-up income to still be collected and included in accounts receivable as of December 31, 2024 and 2023 was approximately \$206,000 and \$110,000, respectively.

Cash and Cash Equivalents

RMHC-UM considers all cash and highly liquid financial instruments with original maturities of three months or less, and which are neither held for, nor restricted by, donors for long-term purposes, to be cash and cash equivalents. Cash and highly liquid financial instruments restricted to capital expenditures, permanent endowment, or other long-term purposes of RMHC-UM are excluded from this definition.

Accounts Receivable and Allowance for Credit Losses

Accounts receivable consists primarily of uncollateralized obligations due from county medical assistance billed on a monthly basis while families are still in the facility and amounts due for coverage of operating expenses of programs. Receivables do not bear any interest on unpaid balances. Payments of accounts receivable are allocated to the specific invoices identified on the customer's remittance advice or, if unspecified, are applied to the earliest unpaid invoices. RMHC-UM also occasionally bills insurance companies if there is coverage, and it will not adversely impact the families' other medical benefits. Management reviews the accounts receivable at the invoice level at least annually for collectability and writes off balances when determined to be uncollectible. The accounts receivable balance as of January 1, 2023, was \$436,635.

Management believes that the information it has compiled is a reasonable base on which to determine expected credit losses for receivables held at December 31, 2024 and 2023, because the composition of the accounts receivables at those dates is consistent with that used in developing the historical credit-loss percentages. Additionally, management has determined that the current, reasonable, and supportable forecasted economic conditions are consistent with the economic conditions included in the historical information. As a result, the historical loss rates have not been adjusted for differences in current conditions or forecasted changes. Accordingly, the allowance for credit losses at December 31, 2024 and 2023, totaled \$0. There were no write offs or recoveries during the year ended December 31, 2023, and \$2,160 written off in the year ended December 31, 2024. There were no recoveries for the year ended December 31, 2024.

Promises to Give

Unconditional promises to give expected to be collected within one year are recorded at net realizable value. Unconditional promises to give expected to be collected in future years are initially recorded at fair value using present value techniques incorporating risk-adjusted discount rates designed to reflect the assumptions market participants would use in pricing the asset. In subsequent years, amortization of the discounts is included in contribution revenue in the statement of activities. Management determines the allowance for uncollectable promises to give based on historical experience, an assessment of economic conditions, and a review of subsequent collections. Promises to give are written off when deemed uncollectable. At December 31, 2024 and 2023, the allowance was \$0.

Promises to Give – In-Kind Rent

In-kind rent promises to give are reported as a contribution receivable and net assets with donor restrictions at the lower of fair rental value of the property or the fair value of the property at the time the unconditional promise to give is received. Promises to give for in-kind rent are released from restriction and an expense recorded on a straight-line basis over the life of the agreements. The terms of the agreements are included in Note 5.

Property and Equipment

Property and equipment additions over \$3,500 are recorded at cost, or if donated, at fair value on the date of donation. Depreciation and amortization are computed using the straight-line method over the estimated useful lives of the assets ranging from 5 to 25 years. When assets are sold or otherwise disposed of, the cost and related depreciation or amortization are removed from the accounts, and any remaining gain or loss is included in the statement of activities. Costs of maintenance and repairs that do not improve or extend the useful lives of the respective assets are expensed currently.

RMHC-UM reviews the carrying values of property and equipment for impairment whenever events or circumstances indicate that the carrying value of an asset may not be recoverable from the estimated future cash flows expected to result from its use and eventual disposition. When considered impaired, an impairment loss is recognized to the extent carrying value exceeds the fair value of the asset. RMHC-UM has determined that there were no indications of impairment during the years ended December 31, 2024 and 2023.

Investments

Investment purchases 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 statement of financial position. Investment income, net is reported in the statement of activities and consists of interest and dividend income, realized and unrealized capital gains and losses, less investment management and custodial fees.

Net Assets

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

Net Assets Without Donor Restrictions – Net assets available for use in general operations and not subject to donor (or certain grantor) restrictions. The governing Board has designated, from net assets without donor restrictions, net assets for an operating reserve and Board-designated endowment.

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. Other donor-imposed restrictions are perpetual in nature, where the donor stipulates that resources be maintained in perpetuity. The Organization reports contributions restricted by donors 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, depending on the nature of the restrictions. When a restriction expires, net assets with donor restrictions are reclassified to net assets without donor restrictions and reported in the statements of activities as net assets released from restrictions. The Organization reports conditional contributions restricted by donors as increases in net assets without donor restrictions if the restrictions and conditions expire simultaneously in the reporting period.

Revenue and Revenue Recognition

Program service fees and payments under cost-reimbursable contracts received in advance are deferred to the applicable period in which the related services are performed, or expenditures are incurred, respectively. Program service fees are recognized over the period of stay. Amounts received in advance are deferred to the applicable period.

Contributions are recognized when cash, securities or other assets, an unconditional promise to give, or notification of a beneficial interest is received. Conditional promises to give are not recognized until the conditions on which they depend have been substantially met. The Organization did not have any conditional contributions as of December 31, 2024 and 2023.

Special events revenue is comprised of an exchange element based upon the direct benefits donors receive and a contribution element for the difference. The Organization recognizes special events revenue equal to the fair value of direct benefits to donors when the special event takes place. The Organization recognizes the contribution element of special event revenue immediately, unless there is a right of return if the special event does not take place.

Donated Services and In-Kind Contributions

Volunteers contribute significant amounts of time to RMHC-UM's program services, administration, and fundraising and development activities; however, the financial statements do not reflect the value of these contributed services because they do not meet recognition criteria prescribed by generally accepted accounting principles. Donated services are recognized as contributions if (a) the services create or enhance non-financial assets, or (b) specialized skills are performed by people with those skills and would otherwise be purchased by RMHC-UM. Contributed goods and services are reflected as support and expenses in the financial statements at their respective fair values at the date of donation.

Functional Allocation of Expenses

The costs of program and supporting services activities have been summarized on a functional basis in the statements of activities. The statements of functional expenses present the natural classification detail of expenses by function. Accordingly, certain costs have been allocated among the programs and supporting services benefited. The financial statements report certain categories of expenses that are attributed to more than one program or supporting function. Therefore, expenses require allocation on a reasonable basis that is consistently applied. The expenses that are allocated include depreciation which are allocated on a square footage basis, as well as salaries and benefits, insurance expense, professional and consulting facilities expenses, marketing, utilities, and other, which are allocated on the basis of estimates of time and effort.

Income Taxes

RMHC-UM is organized as a Minnesota nonprofit corporation and has been recognized by the Internal Revenue Service (IRS) as exempt from federal income taxes under Section 501(a) of the Internal Revenue Code as an organization described in Section 501(c)(3), qualifies for the charitable contribution deduction under Section 170(b)(1)(A)(vi), and has been determined not to be a private foundation under Section 509(a)(1). The Organization is annually required to file a Return of Organization Exempt from Income Tax (Form 990) with the IRS. In addition, the Organization is subject to income tax on net income that is derived from business activities that are unrelated to its exempt purposes. The Organization has determined it is not subject to unrelated business income tax and has not filed an Exempt Organization Business Income Tax Return (Form 990-T) with the IRS.

The Organization believes that it has appropriate support for any tax positions taken affecting its annual filing requirements, and as such, does not have any uncertain tax positions that are material to the financial statements. The Organization would recognize future accrued interest and penalties related to unrecognized tax benefits and liabilities in income tax expense if such interest and penalties are incurred.

Financial Instruments and Credit Risk

RMHC-UM manages deposit concentration risk by placing cash and money market accounts with financial institutions believed by management to be creditworthy. At times, amounts on deposit may exceed insured limits or include uninsured investments in money market mutual funds. Insured accounts are guaranteed by the Federal Deposit Insurance Corporation (FDIC) up to \$250,000 per depositor, per insured bank, for each account ownership category. As of December 31, 2024 and 2023, RMHC-UM had approximately \$1,364,000 and \$1,256,000, respectively, in excess of FDIC-insured limits. To date, RMHC-UM has not experienced losses in any of these accounts. Credit risk associated with accounts receivable and promises to give is considered to be limited due to high historical collection rates and because substantial portions of the outstanding amounts are due from organizations and individuals supportive of RMHC-UM's mission. Investments are made by diversified investment managers whose performance is monitored by management and the Finance Committee of the Board of Directors. Although the fair values of investments are subject to fluctuation on a year-to-year basis, management and the Finance Committee believe that the investment policies and guidelines are prudent for the long-term welfare of RMHC-UM.

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 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.

Subsequent Events

The Organization has evaluated subsequent events through April 29, 2025, the date which the financial statements were available to be issued.

Note 2 - Liquidity and Availability

The Organization regularly monitors liquidity required to meet its operating needs and other contractual commitments, while also striving to maximize the investment of its available funds. The Organization strives to maintain liquid financial assets sufficient to cover 150 days of general expenditures, approximately \$2,016,000 and \$1,936,000 as of December 31, 2024 and 2023, respectively. Financial assets in excess of daily cash requirements are invested in certificates of deposit, money market funds, and other short-term investments.

For purposes of analyzing resources available to meet general expenditures over a five-month period, the Organization considers all expenditures related to its ongoing activities to be general expenditures. In addition to financial assets available to meet general expenditures over the next five months, the Organization operates with a balanced budget and anticipates collecting sufficient revenue to cover general expenditures not covered by donor-restricted resources.

Ronald McDonald House Charities, Upper Midwest

Notes to Financial Statements

December 31, 2024 and 2023

As of December 31, 2024 and 2023, the following financial assets could readily be made available within one year of the statements of financial position date to meet general expenditures:

	2024	2023
Cash and cash equivalents	\$ 1,780,365	\$ 1,833,726
Accounts receivable	475,382	350,953
Promises to give	-	85,500
Operating investments	12,214,233	10,625,175
	<u>\$ 14,469,980</u>	<u>\$ 12,895,354</u>

Endowment funds consist of donor-restricted endowments and funds designated by the Board as endowments. Income from the donor-restricted endowments is for general use. Donor-restricted endowment funds are not available for general expenditure.

A Board-designated endowment of approximately \$2,722,000 and \$2,499,000, as of December 31, 2024 and 2023, respectively, is subject to the same investment policy that the donor-restricted endowment is subject to for the years ended. While the Organization does not intend to spend from this endowment, these amounts can be made available if necessary.

Note 3 - Fair Value Measurements

Certain assets and liabilities are reported at fair value in the financial statements. Fair value is the price that would be received to sell an asset or paid to transfer a liability in an orderly transaction in the principal or most advantageous market at the measurement date under current market conditions regardless of whether that price is directly observable or estimated using another valuation technique. Inputs used to determine fair value refer broadly to the assumptions that market participants would use in pricing the asset or liability, including assumptions about risk. Inputs may be observable or unobservable. Observable inputs are inputs that reflect the assumptions market participants would use in pricing the asset or liability based on market data obtained from sources independent of the reporting entity. Unobservable inputs are inputs that reflect the reporting entity's own assumptions about the assumptions market participants would use in pricing the asset or liability based on the best information available. A three-tier hierarchy categorizes the inputs as follows:

Level 1 – Quoted prices (unadjusted) in active markets for identical assets or liabilities that RMHC-UM can access at the measurement date.

Level 2 – Inputs other than quoted prices included within Level 1 that are observable for the asset or liability, either directly or indirectly. These include quoted prices for similar assets or liabilities in active markets, quoted prices for identical or similar assets or liabilities in markets that are not active, inputs other than quoted prices that are observable for the asset or liability, and market-corroborated inputs.

Level 3 – Unobservable inputs for the asset or liability. In these situations, RMHC-UM develops inputs using the best information available in the circumstances.

Ronald McDonald House Charities, Upper Midwest

Notes to Financial Statements

December 31, 2024 and 2023

In some cases, the inputs used to measure the fair value of an asset or a liability might be categorized within different levels of the fair value hierarchy. In those cases, the fair value measurement is categorized in its entirety in the same level of the fair value hierarchy as the lowest level input that is significant to the entire measurement. Assessing the significance of a particular input to the entire measurement requires judgment, taking into account factors specific to the asset or liability. The categorization of an asset within the hierarchy is based upon the pricing transparency of the asset and does not necessarily correspond to RMHC-UM's assessment of the quality, risk, or liquidity profile of the asset or liability.

RMHC-UM's investment assets are classified within Level 1 because they are comprised of marketable equity securities and mutual funds with readily determinable fair values based on daily redemption values. Corporate bonds are classified as Level 1 investments because they are valued using pricing models based on credit quality, time to maturity, stated interest rates, and market-rate assumptions.

The following table presents assets measured at fair value on a recurring basis, except those measured at cost as identified below, at December 31, 2024:

	Fair Value Measurements at Report Date Using			
	Quoted Prices in Active Markets for Identical Assets (Level 1)	Significant Other Observable Inputs (Level 2)	Significant Unobservable Inputs (Level 3)	Total
Operating investments				
Money market (at cost)	\$ -	\$ -	\$ -	\$ 204,688
Corporate bonds	227,621	-	-	227,621
Marketable equity securities	8,536,474	-	-	8,536,474
Mutual funds	3,245,450	-	-	3,245,450
	<u>\$ 12,009,545</u>	<u>\$ -</u>	<u>\$ -</u>	<u>\$ 12,214,233</u>
Endowment investments				
Money market (at cost)	\$ -	\$ -	\$ -	\$ 163,389
Corporate bonds	181,694	-	-	181,694
Marketable equity securities	6,814,105	-	-	6,814,105
Mutual funds	2,590,628	-	-	2,590,628
	<u>\$ 9,586,427</u>	<u>\$ -</u>	<u>\$ -</u>	<u>\$ 9,749,816</u>

Ronald McDonald House Charities, Upper Midwest

Notes to Financial Statements

December 31, 2024 and 2023

The following table presents assets measured at fair value on a recurring basis, except those measured at cost as identified below, at December 31, 2023:

	Fair Value Measurements at Report Date Using			Total
	Quoted Prices in Active Markets for Identical Assets (Level 1)	Significant Other Observable Inputs (Level 2)	Significant Unobservable Inputs (Level 3)	
Operating investments				
Money market (at cost)	\$ -	\$ -	\$ -	\$ 93,778
Corporate bonds	148,580	-	-	148,580
Marketable equity securities	7,145,334	-	-	7,145,334
Mutual funds	3,237,483	-	-	3,237,483
	<u>\$ 10,531,397</u>	<u>\$ -</u>	<u>\$ -</u>	<u>\$ 10,625,175</u>
Endowment investments				
Money market (at cost)	\$ -	\$ -	\$ -	\$ 80,706
Corporate bonds	127,869	-	-	127,869
Marketable equity securities	6,115,332	-	-	6,115,332
Mutual funds	2,786,191	-	-	2,786,191
	<u>\$ 9,029,392</u>	<u>\$ -</u>	<u>\$ -</u>	<u>\$ 9,110,098</u>

Note 4 - Property and Equipment

Property and equipment consists of the following at December 31, 2024 and 2023:

	2024	2023
Land	\$ 1,197,489	\$ 1,197,489
Buildings	13,225,254	12,954,781
Furniture and fixtures	2,367,682	2,195,681
Computers and software	388,618	381,118
Vehicles	174,791	172,491
Construction in progress	9,000	-
	<u>17,362,834</u>	<u>16,901,560</u>
Less accumulated depreciation	<u>(11,891,978)</u>	<u>(11,358,850)</u>
	<u>\$ 5,470,856</u>	<u>\$ 5,542,710</u>

Depreciation expense totaled approximately \$697,000 and \$593,000 for the years ended December 31, 2024 and 2023, respectively.

Note 5 - Leases and Other Agreements

In July 2008, the Organization signed an agreement with Children's Health Care d/b/a Children's Hospitals and Clinics of Minnesota to operate a Ronald McDonald House (RMHC-UM) within Children's Hospital in Minneapolis, Minnesota. Under the terms of the agreement, RMHC-UM and Children's Hospital worked cooperatively to raise the funds required to operate the RMHC-UM during the first five-year term of the agreement. The agreement was extended for two additional five-year periods, expired in 2023. Effective January 1, 2024, this agreement was extended again for an additional five-year period expiring 2028. The future lease expense and related in-kind receivable is \$252,652 in 2025, 2026, 2027 and 2028.

In November 2010, the Organization signed an agreement with Gillette's Children's Specialty Healthcare to operate a Ronald McDonald Family Room (RMFR) within Gillette Children's Hospital in St. Paul, Minnesota. Under the terms of the agreement, RMHC-UM and Gillette Children's Hospital worked cooperatively to raise the funds required to build out and furnish the space and to operate the RMFR during its first year of operation. The agreement was in place for a five-year period and expired during 2016. This agreement was extended for an additional five-year period, expiring in 2021, and extended again in 2021 for an additional five-year period, expiring in 2026. The future lease expense and related in-kind receivable is \$41,144 in 2025 and \$20,572 in 2026.

In July 2015, the Organization signed an agreement with Children's Health Care d/b/a Children's Hospitals and Clinics of Minnesota to operate a RMFR within Children's Hospital in St. Paul, Minnesota. Under the terms of the agreement, RMHC-UM and Children's Hospital worked cooperatively to raise the funds required to build out and furnish the space and to operate the RMFR during its five years of operation. The agreement was extended for an additional five-year period, expired in 2023. Effective January 1, 2024, this agreement was extended again for an additional five-year period expiring 2028. The future lease expense and related in-kind receivable is \$74,278 in 2025, 2026, 2027, and 2028.

In June 2020, the Organization signed an agreement with St. Mary's Duluth Clinic Health System d/b/a Essentia Health East (Essentia) to operate a Ronald McDonald House (RMHC-UM) within Essentia Health St. Mary's Medical Center in Duluth, Minnesota. Due to the pandemic, the location opened in February of 2021. The initial lease term under the agreement is for a period of five years with mutually agreed upon five-year extensions. Further, both organizations will jointly conduct fundraising activities to raise the funds required to operate RMHC-UM once Essentia's three-year commitment to fund all operating expenses for each location is concluded. The future lease expense and related in-kind receivable is \$86,632 in 2025 and \$14,439 in 2026.

Note 6 - Endowment

RMHC-UM's endowment (the Endowment) consists of approximately 34 individual funds established by donors to provide annual funding for specific activities and general operations. The Endowment also includes certain net assets without donor restrictions designated for endowment by the Board of Directors. Net assets associated with endowment funds are classified and reported based on the existence or absence of donor-imposed restrictions.

Interpretation of Relevant Law

RMHC-UM's Board of Directors has interpreted the Minnesota Uniform Prudent Management of Institutional Funds Act (the UPMIFA) as requiring the preservation of the fair value of the original gift as of the gift date of the donor-restricted endowment funds, unless there are explicit donor stipulations to the contrary. At December 31, 2024 and 2023, there were no such donor stipulations. As a result of this interpretation, RMHC-UM classifies net assets perpetual in nature based on (a) the original value of gifts donated to the Endowment, (b) the original value of subsequent gifts donated to the Endowment (including promises to give, net of discount and allowance for doubtful accounts), and (c) accumulations to the Endowment made in accordance with the direction of the applicable donor gift instrument at the time the accumulation is added. The remaining portion of the donor-restricted endowment is classified as net assets with donor restrictions accumulated investment gains on investments until those amounts are appropriated for expenditure by RMHC-UM in a manner consistent with the standard of prudence prescribed by the UPMIFA. RMHC-UM considers the following factors in making a determination to appropriate or accumulate donor-restricted endowment funds:

- The duration and preservation of the fund
- The purposes of the organization and the donor-restricted endowment fund
- General economic conditions
- The possible effect of inflation and deflation
- The expected total return from income and the appreciation of investments
- Other resources of the organization
- The investment policies of the organization

From time to time, the fair value of assets associated with individual donor-restricted endowment funds may fall below the level that the donor or Minnesota UPMIFA requires RMHC-UM to retain as a fund of perpetual duration. There were no such deficiencies as of December 31, 2024 and 2023.

Ronald McDonald House Charities, Upper Midwest

Notes to Financial Statements

December 31, 2024 and 2023

As of December 31, 2024 and 2023, RMHC-UM had the following endowment net asset composition by type of fund:

<u>December 31, 2024</u>	<u>Without Donor Restrictions</u>	<u>With Donor Restrictions</u>	<u>Total</u>
Donor-restricted endowment funds			
Original donor-restricted gift amount and amounts required to be maintained in perpetuity by donor	\$ -	\$ 4,141,353	\$ 4,141,353
Accumulated investment gains	-	2,886,323	2,886,323
Board-designated endowment funds	<u>2,722,140</u>	<u>-</u>	<u>2,722,140</u>
	<u>\$ 2,722,140</u>	<u>\$ 7,027,676</u>	<u>\$ 9,749,816</u>
<u>December 31, 2023</u>	<u>Without Donor Restrictions</u>	<u>With Donor Restrictions</u>	<u>Total</u>
Donor-restricted endowment funds			
Original donor-restricted gift amount and amounts required to be maintained in perpetuity by donor	\$ -	\$ 4,044,212	\$ 4,044,212
Accumulated investment gains	-	2,566,531	2,566,531
Board-designated endowment funds	<u>2,499,355</u>	<u>-</u>	<u>2,499,355</u>
	<u>\$ 2,499,355</u>	<u>\$ 6,610,743</u>	<u>\$ 9,110,098</u>

Investment and Spending Policies

During the year ended December 31, 2015, the Board of Directors approved an endowment spending policy for RMHC-UM. The Board of Directors of RMHC-UM recognizes its fiduciary responsibility to prudently manage its endowment fund (the Fund). The Fund is intended to benefit the Organization in perpetuity; therefore, the spending policy is intended to achieve a balance between preserving the purchasing power of the Endowment's principal and using the Fund to support the related programs.

The Board of Directors affirms the following goals for its endowment spending policy:

- To preserve the charitable impact and intergenerational equity of donor funds;
- To protect the real value of endowment principal;
- To strive for reasonable stability and predictability of distributed amounts from year-to-year;
- To assure contributors that donated funds will be prudently managed to maintain the intended charitable impact of their donations; and
- To conceptually match the Endowment's proceeds with support of the capital replacement program of RMHC-UM.

A scheduled annual "Target Spend" will be calculated prior to each fiscal year. Upon approval by the Board of Directors, that amount will be released from the Endowment over the course of that fiscal year.

Ronald McDonald House Charities, Upper Midwest

Notes to Financial Statements

December 31, 2024 and 2023

The annual Target Spend for a fiscal year will be 4% of the average fair market value of the Fund, according to the financial statements from the most recent 12 quarters. This calculation will be performed once a year, setting the Target Spend for the upcoming fiscal year's budget. The Finance Committee of the Board is charged with managing this process including the following:

- To study and recommend the appropriate level of annual contribution needed to maintain, and replace when needed, the buildings and facilities owned and operated by RMHC-UM in carrying out its mission;
- To annually recommend to the Board the appropriate amount to adopt as its Endowment Target, reflecting the annual contributions described above;
- To set an appropriate annual date for the Target Spend calculation, as close to the end of the fiscal year as feasible, while still allowing time for Board action and inclusion in the budget process; and
- To perform the Target Spend calculation, and recommend the result for approval by the Board, subject to the following:
 - If, at the time of the calculation, the balance of the Endowment Fund is less than the Board-set Endowment Target, the Finance Committee will evaluate the situation and make a recommendation to the Board on: (1) whether or how the Target Spend for the following year should be modified when setting the budget, and (2) other recommended actions (whether financial or operational) which might be prudent, to address the reduced endowment.

The Board's chosen Target Spend will be transferred from the Endowment into operating accounts as operating income, except to the extent the transfer represents funds with specific donor restrictions.

Changes in endowment net assets for the years ending December 31, 2024 and 2023, are as follows:

December 31, 2024	Without Donor Restrictions	With Donor Restrictions	Total
Endowment net assets, beginning of year	\$ 2,499,355	\$ 6,610,743	\$ 9,110,098
Net investment return	222,785	660,714	883,499
Required allocation of investment earnings	-	39,041	39,041
Contributions	-	58,100	58,100
Appropriation of endowment assets pursuant to spending-rate policy	-	(340,922)	(340,922)
Endowment net assets, end of year	<u>\$ 2,722,140</u>	<u>\$ 7,027,676</u>	<u>\$ 9,749,816</u>
December 31, 2023			
Endowment net assets, beginning of year	\$ 2,218,125	\$ 5,987,083	\$ 8,205,208
Net investment return	281,230	852,358	1,133,588
Required allocation of investment earnings	-	44,329	44,329
Contributions	-	46,309	46,309
Appropriation of endowment assets pursuant to spending-rate policy	-	(319,336)	(319,336)
Endowment net assets, end of year	<u>\$ 2,499,355</u>	<u>\$ 6,610,743</u>	<u>\$ 9,110,098</u>

Note 7 - Net Assets with Donor Restrictions

Net assets with donor restrictions are restricted for the following purposes or periods as of December 31, 2024 and 2023:

	2024	2023
Subject to expenditure for specified purpose		
Cooks for Kids	\$ -	\$ 85,500
Freezer capacity	-	25,000
MyTalk PDD	67,504	-
Pickleball	129,935	80,640
	<u>197,439</u>	<u>191,140</u>
Subject to the passage of time	<u>1,470,507</u>	<u>290,560</u>
	<u>1,667,946</u>	<u>481,700</u>
Endowments		
Subject to appropriation and expenditure when a specified event occurs		
Available for general use	2,886,323	2,566,531
Perpetual in nature, earnings from which are subject to endowment spending policy appropriation		
General use	<u>4,141,353</u>	<u>4,044,212</u>
Total endowments	<u>7,027,676</u>	<u>6,610,743</u>
	<u>\$ 8,695,622</u>	<u>\$ 7,092,443</u>

Ronald McDonald House Charities, Upper Midwest

Notes to Financial Statements

December 31, 2024 and 2023

Net assets were released from donor restrictions as follows during the years ended December 31, 2024 and 2023:

	2024	2023
Expiration of Time Restrictions	\$ 127,775	\$ 364,118
Satisfaction of Purpose Restrictions		
Cooks for Kids	85,500	85,500
Freezer capacity	25,000	-
Expansion	-	1,000,000
Children's family room St. Paul	-	2,500
Oak grief services	-	908
	<u>238,275</u>	<u>1,453,026</u>
Restricted-Purpose Spending-Rate Distributions and Appropriations		
General use	<u>340,922</u>	<u>319,336</u>
	<u>\$ 579,197</u>	<u>\$ 1,772,362</u>

Note 8 - Donated Professional Services and Materials

For the years ended December 31, 2024 and 2023, donated professional services and materials recognized within the statements of activities included the following:

	2024	2023
Rent	\$ 1,634,652	\$ -
Food donation	691,942	666,366
House supplies	144,628	389,188
Entertainment tickets	69,641	88,831
Legal fees	7,326	300
Operating expenses	465,631	544,348
Toys	148,775	144,817
Gift cards	20,724	37,897
Renovation assets/vehicle	84,805	158,640
House maintenance	31,494	-
Other	577,276	271,201
	<u>\$ 3,876,894</u>	<u>\$ 2,301,588</u>

Promises to give for in-kind rent are recorded upon the initialization of a contract term with our hospital partners. The rent is based on the fair market value of the square footage of the individual locations. Terms of the agreements are included in Note 5.

Donated food and house supplies were used to feed and care for the families utilizing RMHC-UM facilities. In valuing both food and house supplies, RMHC-UM estimated the fair value based on U.S. wholesale prices of identical or similar products.

Entertainment tickets were used by Family Services and for Fundraising. Face value of the tickets were used when valuing the donation.

Contributed legal services consist of professional services from attorneys for various legal matters. Contributed legal services were valued based on fair market value for the services by the firm providing the legal services.

Operating expenses consist of utility, security, parking, etc. utilized in the day-to-day operations of our facilities located in our hospital partner locations. The operating expenses are valued based on the fair market value of the service provided or similar services.

Toys are utilized by Family Services and Fundraising and are valued based on U.S. wholesale prices of identical or similar products.

Gift cards are utilized by Programs, Family Services, and Fundraising. Gift cards are valued at face value.

Renovation assets/vehicle consisted of equipment, furniture, time and materials related to furniture refresh project at both Oak and Children's Hospital Minneapolis locations. Renovation assets are valued by the equipment/furniture and service providers. These assets are capitalized.

House maintenance consisted of vehicle repair and waste removal. Values for the services performed were provided by the service provider.

Other miscellaneous items, such as clothing, bedding, books, and potential auction items, were used by Programs, Family Services, and Fundraising and are valued based on U.S. wholesale prices of identical or similar products.

RMHC-UM decides on a case-by-case basis which donated items will be used in the daily course of caring for the families, and which donated items should be used for fundraising activities. Fundraising activities generally consist of auctions. The cash proceeds of the items auctioned are recorded at the time of sale in contribution revenue.

Ronald McDonald House Charities, Upper Midwest

Notes to Financial Statements

December 31, 2024 and 2023

Note 9 - Special Events

Net special event revenue consisted of the following for the years ended December 31, 2024 and 2023:

	Revenue	Contributions	Gross Special Event Revenue	Costs of Direct Benefits to Donors	Net Special Event Revenue
2024					
The Classic	\$ 58,780	\$ 180,481	\$ 239,261	\$ 127,660	\$ 111,601
Annual Gala	76,848	596,762	673,610	126,479	547,131
Brew Love	34,830	106,949	141,779	53,490	88,289
RBC Race	-	169,782	169,782	6,688	163,094
Brew Love North	4,884	21,024	25,908	8,196	17,712
	<u>\$ 175,342</u>	<u>\$ 1,074,998</u>	<u>\$ 1,250,340</u>	<u>\$ 322,513</u>	<u>\$ 927,827</u>
2023					
The Classic	\$ 51,930	\$ 180,369	\$ 232,299	\$ 57,824	\$ 174,475
Annual Gala	71,896	728,793	800,689	150,494	650,195
Brew Love	32,212	111,528	143,740	45,127	98,613
RBC Race	-	167,079	167,079	4,332	162,747
Brew Love North	5,368	27,350	32,718	5,616	27,102
	<u>\$ 161,406</u>	<u>\$ 1,215,119</u>	<u>\$ 1,376,525</u>	<u>\$ 263,393</u>	<u>\$ 1,113,132</u>

Note 10 - Employee Benefits

RMHC-UM sponsors a 401(k) defined contribution retirement plan, which matches contributions at 100% of the first 4% of an employee's salary contributed to the plan. RMHC-UM also contributes a discretionary amount allocated to participating employees employed at year-end. Expenses under this plan were approximately \$80,400 and \$78,000 for the years ended December 31, 2024 and 2023, respectively.

Note 11 - Related Party Transactions

During the years ended December 31, 2024 and 2023, contributions from the Organization's Board of Directors totaled \$333,606 and \$138,467.