

**EQUALITY FLORIDA ACTION, INC.**

**Financial Statements  
(Unaudited)**

**December 31, 2023 and 2022  
(With Independent Accountants' Review Report Thereon)**

**EQUALITY FLORIDA ACTION, INC.**

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## Independent Accountants' Review Report

To the Board of Directors  
Equality Florida Action, Inc.:

We have reviewed the accompanying financial statements of Equality Florida Action, Inc., which comprise the statements of financial position as of December 31, 2023 and 2022, and the related statements of activities and changes in net assets and cash flows for the years then ended, the related statement of functional expenses for the year ended December 31, 2023, and the related notes to the financial statements. A review includes primarily applying analytical procedures to management's financial data and making inquiries of organization management. A review is substantially less in scope than an audit, the objective of which is the expression of an opinion regarding the financial statements as a whole. Accordingly, we do not express such an opinion.

### **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.

### **Accountants' Responsibility**

Our responsibility is to conduct the review engagement in accordance with Statements on Standards for Accounting and Review Services promulgated by the Accounting and Review Services Committee of the AICPA. Those standards require us to perform procedures to obtain limited assurance as a basis for reporting whether we are aware of any material modifications that should be made to the financial statements for them to be in accordance with accounting principles generally accepted in the United States of America. We believe that the results of our procedures provide a reasonable basis for our conclusion.

We are required to be independent of Equality Florida Action, Inc. and to meet our other ethical responsibilities, in accordance with the relevant ethical requirements related to our review.

### **Accountants' Conclusion**

Based on our review, we are not aware of any material modifications that should be made to the accompanying financial statements in order for them to be in conformity with accounting principles generally accepted in the United States of America.

*CBIZ CPAs P.C.<sup>1</sup>*

August 14, 2024  
St. Petersburg, Florida

<sup>1</sup> In certain jurisdictions, CBIZ CPAs P.C. is licensed and operates under its previous name, Mayer Hoffman McCann P.C.

**EQUALITY FLORIDA ACTION, INC.**

**Statements of Financial Position**

**December 31, 2023 and 2022**

**(Unaudited)**

	<u>2023</u>	<u>2022</u>
<b>Assets</b>		
Current assets:		
Cash	\$ 1,102,623	1,556,283
Accounts receivable	5,000	5,000
Prepaid expenses and other assets	1,131	409
Due from affiliates	393,190	21,497
	<u>1,501,944</u>	<u>1,583,189</u>
Total current assets	<u>1,501,944</u>	<u>1,583,189</u>
	<u>\$ 1,501,944</u>	<u>1,583,189</u>
<b>Liabilities and Net Assets</b>		
Current liabilities:		
Accounts payable	\$ 55,626	4,116
Due to affiliates	-	21,763
Other current liabilities	14,278	99,769
	<u>69,904</u>	<u>125,648</u>
Total current liabilities	69,904	125,648
Deferred compensation - long-term	<u>-</u>	<u>5,713</u>
Total liabilities	69,904	131,361
Net assets:		
Without donor restrictions	1,356,215	1,432,012
With donor restrictions	75,825	19,816
	<u>1,432,040</u>	<u>1,451,828</u>
Total net assets	<u>1,432,040</u>	<u>1,451,828</u>
Total liabilities and net assets	<u>\$ 1,501,944</u>	<u>1,583,189</u>

**EQUALITY FLORIDA ACTION, INC.**

**Statement of Activities and Changes in Net Assets**

**Year Ended December 31, 2023  
(With Comparative Totals for 2022)  
(Unaudited)**

	<u>Without Donor Restrictions</u>	<u>With Donor Restrictions</u>	<u>Total</u>	
			<u>2023</u>	<u>2022</u>
Support and revenue:				
Contributions	\$ 675,071	70,000	745,071	700,398
Bequests	175,000	-	175,000	-
Program revenue	5,000	-	5,000	24,114
Grants	-	470,000	470,000	484,333
Other income, net	27,768	-	27,768	11,443
Net assets released from restrictions	<u>483,991</u>	<u>(483,991)</u>	<u>-</u>	<u>-</u>
Total operating support and revenue	1,366,830	56,009	1,422,839	1,220,288
Operating expenses:				
Program services	1,073,400	-	1,073,400	633,781
Supporting services	<u>369,227</u>	<u>-</u>	<u>369,227</u>	<u>225,752</u>
Total operating expenses	<u>1,442,627</u>	<u>-</u>	<u>1,442,627</u>	<u>859,533</u>
Increase (decrease) in net assets	(75,797)	56,009	(19,788)	360,755
Net assets, beginning of year	<u>1,432,012</u>	<u>19,816</u>	<u>1,451,828</u>	<u>1,091,073</u>
Net assets, end of year	\$ <u><u>1,356,215</u></u>	<u><u>75,825</u></u>	<u><u>1,432,040</u></u>	<u><u>1,451,828</u></u>

**EQUALITY FLORIDA ACTION, INC.**

**Statement of Activities and Changes in Net Assets**

**Year Ended December 31, 2022**

**(Unaudited)**

	<b><u>Without Donor Restrictions</u></b>	<b><u>With Donor Restrictions</u></b>	<b><u>Total</u></b>
Support and revenue:			
Contributions	\$ 699,988	410	700,398
Program revenue	24,114	-	24,114
Grants	40,383	443,950	484,333
Other income, net	11,443	-	11,443
Net assets released from restrictions	<u>810,544</u>	<u>(810,544)</u>	<u>-</u>
Total operating support and revenue	1,586,472	(366,184)	1,220,288
Operating expenses:			
Program services	633,781	-	633,781
Supporting services	<u>225,752</u>	<u>-</u>	<u>225,752</u>
Total operating expenses	<u>859,533</u>	<u>-</u>	<u>859,533</u>
Increase (decrease) in net assets	726,939	(366,184)	360,755
Net assets, beginning of year	<u>705,073</u>	<u>386,000</u>	<u>1,091,073</u>
Net assets, end of year	<u>\$ 1,432,012</u>	<u>19,816</u>	<u>1,451,828</u>

**EQUALITY FLORIDA ACTION, INC.**

**Statement of Functional Expenses**

**Year Ended December 31, 2023  
(With Comparative Totals for 2022)  
(Unaudited)**

	<b>Program Services</b>	<b>Supporting Services</b>			<b>Total</b>	
		<b>Management and General</b>	<b>Development</b>	<b>Total</b>	<b>2023</b>	<b>2022</b>
Salaries	\$ 352,962	50,560	17,171	67,731	420,693	303,806
Payroll taxes	24,468	4,002	1,240	5,242	29,710	21,074
Employee benefits	61,452	6,715	2,046	8,761	70,213	43,873
	438,882	61,277	20,457	81,734	520,616	368,753
Operating	327,138	1,152	98,755	99,907	427,045	119,752
Occupancy	5,760	-	-	-	5,760	4,823
Travel and meeting	106,523	275	359	634	107,157	56,135
Advertising	1,036	-	56,231	56,231	57,267	211,277
Miscellaneous	7,819	-	-	-	7,819	7,457
Business	20,322	279	-	279	20,601	20,689
Contract labor	165,920	9,615	120,827	130,442	296,362	70,647
Total expenses	\$ <u>1,073,400</u>	<u>72,598</u>	<u>296,629</u>	<u>369,227</u>	<u>1,442,627</u>	<u>859,533</u>

**EQUALITY FLORIDA ACTION, INC.**

**Statements of Cash Flows**

**Years Ended December 31, 2023 and 2022  
(Unaudited)**

	<u>2023</u>	<u>2022</u>
Cash flows from operating activities:		
Increase (decrease) in net assets	\$ (19,788)	360,755
Adjustments to reconcile increase (decrease) in net assets to net cash provided by (used in) operating activities:		
Decrease in accounts receivable	-	1,568
Decrease (increase) in prepaid expenses	(722)	444
Decrease (increase) in due from affiliates	(371,693)	5,514
Increase (decrease) in accounts payable	51,510	(3,173)
Increase (decrease) in due to affiliates	(21,763)	21,763
Increase (decrease) in other current liabilities	(85,491)	55,822
Decrease in deferred compensation - long-term	(5,713)	(17,087)
	<u>(453,660)</u>	<u>425,606</u>
Net cash provided by (used in) operating activities		
	(453,660)	425,606
Net increase (decrease) in cash		
	<u>1,556,283</u>	<u>1,130,677</u>
Cash at beginning of year		
	<u>1,556,283</u>	<u>1,130,677</u>
Cash at end of year	\$ <u>1,102,623</u>	<u>1,556,283</u>



# EQUALITY FLORIDA ACTION, INC.

## Notes to Financial Statements

December 31, 2023 and 2022

(Unaudited)

### (1) **Description of Organization and Summary of Significant Accounting Policies**

#### (a) **Description of Organization**

Equality Florida Action, Inc. (“EFA” or the “Organization”) was formed on July 14, 2014 as a Florida not-for-profit corporation. The Organization focuses on advocating for and against new laws that impact the lives of the lesbian, gay, bisexual, transgender, and queer (LGBTQ) community in Florida and mobilizing pro-equality voters. It is the largest civil rights education organization dedicated to full equality for Florida’s LGBTQ community.

#### (b) **Cash and Cash Equivalents**

For purposes of the statement 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.

#### (c) **Basis of Accounting**

The accompanying financial statements have been prepared on the accrual basis and in accordance with accounting principles generally accepted in the United States of America which require the Organization report information regarding its financial position and activities based on the existence or absence of donor-imposed restrictions. Accordingly, net assets and changes therein are classified and reported as follows:

*Net Assets Without Donor Restrictions* - Net assets available for general use and not subject to donor restrictions.

*Net Assets With Donor Restrictions* - Net assets subject to donor-imposed restrictions. Donor imposed restrictions are temporary in nature and will be met either by the passage of time or the accomplishment of a purpose restriction. When a donor restriction expires, that is, when a stipulated time restriction ends or a purpose restriction is accomplished, net assets are reclassified as net assets without donor restrictions and reported in the accompanying statements of activities and changes in net assets as net assets released from restrictions. At December 31, 2023 and 2022, net assets with donor restrictions were restricted for specific programs of the Organization and totaled \$75,835 and \$19,816, respectively.

#### (d) **Financial Accounting Standards**

The Financial Accounting Standards Board (FASB) issued authoritative guidance establishing two levels of U.S. generally accepted accounting principles (GAAP) - authoritative and nonauthoritative - and making the Accounting Standards Codification (ASC) the source of authoritative, nongovernmental GAAP, except for rules and interpretive releases of the Securities and Exchange Commission. This guidance was incorporated into ASC Topic 105, *Generally Accepted Accounting Principles*.

**EQUALITY FLORIDA ACTION, INC.**

**Notes to Financial Statements - Continued  
(Unaudited)**

**(1) Description of Organization and Summary of Significant Accounting Policies - Continued**

**(e) Pledges Receivable**

Contributions are recognized when the donor makes a promise to give to the Organization that is, in substance, unconditional. Contributions that are restricted by the donor are reported as increases in net assets without donor restrictions if the restrictions expire in the fiscal year in which the contributions are recognized. All other donor-restricted contributions are reported as increases in donor restricted net assets depending on the nature of the restrictions. When a restriction expires, donor restricted net assets are reclassified to net assets without donor restrictions.

The Organization uses the allowance method to determine uncollectible pledges receivable. The allowance is based on historical experience and management's analysis of specific promises made.

The Organization had a nominal amount of pledges receivable at December 31, 2023 and that balance has been included in prepaid expenses and other assets in the accompanying statement of financial position.

**(f) Income Taxes**

The Organization has been recognized by the Internal Revenue Service as a tax-exempt organization under Section 501(c)(4) of the Internal Revenue Code. Income earned in furtherance of the Organization's tax-exempt purpose is exempt from Federal and State income taxes. The Organization is treated as a publicly supported organization, and not as a private foundation. The Organization has adopted the provisions of ASC Topic 740, *Income Taxes*, relating to accounting for uncertainty in income taxes, and does not believe it has any material income tax exposure relating to uncertain tax positions. The Organization's tax filings are generally open for examination by taxing authorities for three years after the date of filing.

**(g) Contributions**

All contributions are reflected in net assets without donor restrictions or in net assets with donor restrictions based on the existence or absence of donor restrictions. Amounts received with donor-imposed restrictions that are recorded as revenues in net assets with donor restrictions are reclassified to net assets without donor restrictions when the time or purpose restriction has been satisfied.

Conditional contributions are recorded as revenue when such amounts become unconditional which generally involves the meeting of a barrier to entitlement. This can include items like meeting a matching provision, incurring specified allowable expenses in accordance with a framework of allowable costs or other barriers.

# EQUALITY FLORIDA ACTION, INC.

## Notes to Financial Statements - Continued (Unaudited)

### (1) **Description of Organization and Summary of Significant Accounting Policies - Continued**

#### (h) **Donated Materials and Services**

Donations of materials are recorded as support at their estimated fair value at the date of donation. Donations of services are recorded as support at their estimated fair value if the services received require specialized skills, are provided by individuals possessing those skills, and would typically need to be purchased if not provided by donation or create or enhance nonfinancial assets. In addition, other volunteer hours were contributed to the Organization which did not meet the requirements for recognition in the financial statements.

#### (i) **Functional Allocation of Expenses**

The costs of providing the various programs and activities and supporting services have been summarized on a functional basis in the statements of activities and changes in net assets. The statement of functional expenses presents the natural classification detail of expenses by function. Expenses directly attributable to a specific functional area of the Organization are reported as direct expenses of those functional areas while indirect costs that benefit multiple functional areas have been allocated among the functional areas based on either time spent by employees on each functional area or based on the Organization's square footage analysis for all indirect occupancy-related costs.

#### (j) **Use of Estimates in the Preparation of Financial Statements**

The preparation of financial statements in conformity with accounting principles generally accepted in the United States of America requires management to make estimates and assumptions that affect the reported amounts of assets and liabilities and disclosure of contingent assets and liabilities at the date of the financial statements and the reported amounts of gains, losses, income and expenses during the reporting period. Actual results could differ from those estimates.

#### (k) **Advertising and Promotion**

Advertising and promotion costs are expensed as incurred.

#### (l) **Comparative Financial Information**

The statement of functional expenses includes certain prior year summarized comparative information in total but not by functional category. Such information does not include sufficient detail to constitute a presentation in conformity with accounting principles generally accepted in the United States of America. Accordingly, such information should be read in conjunction with the Organization's financial statements for the year ended December 31, 2022, from which the summarized information was derived.

#### (m) **Reclassifications**

Certain amounts in the 2022 financial statements have been reclassified for comparative purposes to conform to the 2023 presentation. These reclassifications had no effect on net assets or changes in net assets.

## EQUALITY FLORIDA ACTION, INC.

### Notes to Financial Statements - Continued (Unaudited)

#### (2) Related Party Transactions

The Organization shares certain costs with Equality Florida Institute, Inc. (“EFI”), an affiliated not-for-profit entity. Shared costs include personnel, contract labor and office space. Personnel and contract labor costs are allocated based on estimated time dedicated to the Organization and office space is allocated based on estimated space usage. The amount paid by the Organization to EFI for shared personnel costs (salaries, wages, payroll taxes and benefits), contract labor and office space during 2023 and 2022 was approximately \$800,000 and \$500,000 respectively. Amounts owed by the Organization to EFI at December 31, 2023 and 2022 include amounts owed for shared costs totaling \$35,325 and \$21,763, respectively.

Grants awarded to the Organization from EFI during 2023 and 2022 were approximately \$415,000 and \$350,000 respectively. The full amount of the 2023 award was included as a component of the balance due from affiliates at December 31, 2023.

The Organization and EFI are affiliated through common board membership. EFI is recognized as a tax-exempt organization under section 501(c)(3) of the Internal Revenue code and focuses its efforts on educating the public, elected officials, and the business community on issues relating to equal rights for the Florida LGBTQ community. The Organization is recognized as a tax-exempt organization under section 501(c)(4) of the Internal Revenue code and focuses on advocating for and against new laws that impact the lives of the LGBTQ community in Florida and mobilizing pro-equality voters.

During the years ended December 31, 2023 and 2022, the Organization contributed \$245,000 and \$0, respectively, to Equality Florida Action PAC, Inc. in support of its activities. The balance due from Equality Florida Action PAC, Inc. at December 31, 2023 and 2022 represents amounts owed for shared costs totaling \$13,515 and \$21,497, respectively.

#### (3) Liquidity and Availability of Resources

The Organization regularly monitors liquidity to meet its operating needs and other contractual commitments while also striving to maximize the investment of its available funds. The Organization’s primary source of liquidity is its cash balances.

For purposes of analyzing resources available to meet general expenditures over a 12-month period, the Organization considers all expenditures related to its ongoing program activities as well as activities conducted to support those programs to be general expenditures. In addition to the financial assets available to meet general expenditures over the next 12 months, the Organization operates with a balanced budget and anticipates collecting sufficient support and revenue to cover general expenditures not covered by donor-restricted resources. Refer to the statement of cash flows which identifies sources and uses of the Organization’s cash.

# EQUALITY FLORIDA ACTION, INC.

## Notes to Financial Statements - Continued (Unaudited)

### (3) Liquidity and Availability of Resources - Continued

As of December 31, 2023 and 2022, the Organization's financial assets available to meet cash needs for general expenditures for the next 12 months were as follows:

	<u>2023</u>	<u>2022</u>
Financial assets:		
Cash	\$ 1,102,623	1,556,283
Accounts receivable	5,000	5,000
Due from affiliates	<u>393,190</u>	<u>21,497</u>
Total financial assets	1,500,813	1,582,780
Less amounts unavailable for general expenditure within the next 12 months due to:		
Contractual or donor-imposed restrictions:		
Donor-restricted for specific purposes or time period	<u>(75,825)</u>	<u>(19,816)</u>
Financial assets available to meet cash needs for general expenditures for the next 12 months	<u>\$ 1,424,988</u>	<u>1,562,964</u>

### (4) Credit Risk Concentration

The Organization maintains deposit accounts with what management believes to be high credit quality financial institutions. Accounts at each institution are insured by the Federal Deposit Insurance Corporation (FDIC insured) up to \$250,000. The Organization has not experienced any loss in such accounts. As of December 31, 2023, the Organization had \$0 deposited in excess of federally insured amounts. The Organization believes it is not exposed to any significant credit risk on its cash balances.

### (5) Operating Leases

The Organization generally leases office and other space on a month-to-month or other short-term basis. Rent expense under these operating leases during 2023 and 2022 was approximately \$5,800 and \$4,900, respectively.

The cost of these leases is shared with EFI.

### (6) Net Assets Released from Restrictions

Net assets were released from donor restrictions during the year ended December 31, 2023 as a result of the expiration of time restriction or as a result of meeting donor stipulations as follows:

Expiration of time restrictions	\$ 19,816
Advocacy and voter education programs	<u>464,175</u>
	<u>\$ 483,991</u>

### (7) Subsequent Events

The Organization has evaluated subsequent events through August 14, 2024, the date the financial statements were available for issuance.