



GROWING INLAND ACHIEVEMENT, INC.

**FINANCIAL STATEMENTS
WITH INDEPENDENT AUDITOR'S REPORT**

DECEMBER 31, 2024 and 2023




GROWING INLAND ACHIEVEMENT, INC.
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INDEPENDENT AUDITOR'S REPORT

To the Board of Directors
Growing Inland Achievement, Inc.
Yucaipa, California

Opinion

We have audited the financial statements of Growing Inland Achievement, Inc., 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 present fairly, in all material respects, the financial position of Growing Inland Achievement, Inc. as of December 31, 2024 and 2023, and the changes in its net assets and its cash flows for the year then ended in accordance with accounting principles generally accepted in the United States of America.

Basis for Opinion

We conducted our audit 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 Growing Inland Achievement, 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 Growing Inland Achievement, Inc.'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 Growing Inland Achievement, 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 Growing Inland Achievement, 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.

Eadie and Payne, LLP

Riverside, California
March 25, 2025

GROWING INLAND ACHIEVEMENT, INC.
STATEMENTS OF FINANCIAL POSITION
December 31, 2024 and 2023

	<u>2024</u>	<u>2023</u>
ASSETS		
Current Assets		
Cash and cash equivalents	\$ 2,383,126	\$ 3,535,238
Contributions receivable, net of discount	6,497,378	6,009,814
Other current assets	<u>203</u>	<u>-</u>
Total Assets	<u>\$ 8,880,707</u>	<u>\$ 9,545,052</u>
LIABILITIES AND NET ASSETS		
CURRENT LIABILITIES		
Accounts payable	\$ 118,657	\$ 74,024
Accrued expenses	173,925	125,757
Deferred contributions	<u>-</u>	<u>443,000</u>
Total Liabilities	<u>292,582</u>	<u>642,781</u>
NET ASSETS		
Without donor restrictions	1,959,340	1,230,797
With donor restrictions	<u>6,628,785</u>	<u>7,671,474</u>
Total Net Assets	<u>8,588,125</u>	<u>8,902,271</u>
Total Liabilities And Net Assets	<u>\$ 8,880,707</u>	<u>\$ 9,545,052</u>

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

GROWING INLAND ACHIEVEMENT, INC.

STATEMENTS OF ACTIVITIES

For the Year Ended December 31, 2024

	Without Donor Restriction	With Donor Restriction	Total
REVENUES AND OTHER SUPPORT			
Contributions	\$ 1,905,201	\$ 1,628,553	\$ 3,533,754
Interest	96,084	-	96,084
Other income	15,032	-	15,032
Net assets released from restriction	<u>2,671,242</u>	<u>(2,671,242)</u>	<u>-</u>
Total Revenues and Other Support	<u>4,687,559</u>	<u>(1,042,689)</u>	<u>3,644,870</u>
EXPENSES			
Program Services	3,649,906	-	3,649,906
Supporting Services			
Management and general	<u>309,110</u>	<u>-</u>	<u>309,110</u>
Total Expenses	<u>3,959,016</u>	<u>-</u>	<u>3,959,016</u>
Change in Net Assets	<u>728,543</u>	<u>(1,042,689)</u>	<u>(314,146)</u>
Net Assets, Beginning of Year	<u>1,230,797</u>	<u>7,671,474</u>	<u>8,902,271</u>
Net Assets, End of Year	<u>\$ 1,959,340</u>	<u>\$ 6,628,785</u>	<u>\$ 8,588,125</u>

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

GROWING INLAND ACHIEVEMENT, INC.

STATEMENTS OF ACTIVITIES (Continued)

For the Year Ended December 31, 2023

	Without Donor Restriction	With Donor Restriction	Total
REVENUES AND OTHER SUPPORT			
Contributions	\$ 10,947	\$ 854,556	\$ 865,503
Interest	14,784	-	14,784
Other income	276,426	-	276,426
Net assets released from restriction	<u>3,227,041</u>	<u>(3,227,041)</u>	<u>-</u>
Total Revenues and Other Support	<u>3,529,198</u>	<u>(2,372,485)</u>	<u>1,156,713</u>
EXPENSES			
Program Services	2,633,801	-	2,633,801
Supporting Services			
Management and general	<u>373,854</u>	<u>-</u>	<u>373,854</u>
Total Expenses	<u>3,007,655</u>	<u>-</u>	<u>3,007,655</u>
Change in Net Assets	<u>521,543</u>	<u>(2,372,485)</u>	<u>(1,850,942)</u>
Net Assets, Beginning of Year	<u>709,254</u>	<u>10,043,959</u>	<u>10,753,213</u>
Net Assets, End of Year	<u>\$ 1,230,797</u>	<u>\$ 7,671,474</u>	<u>\$ 8,902,271</u>

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

GROWING INLAND ACHIEVEMENT, INC.

STATEMENTS OF FUNCTIONAL EXPENSES

For the Year Ended December 31, 2024

	Program Services	Management and General	Total
Salaries and wages	\$ 1,576,057	\$ 71,292	\$ 1,647,349
Payroll taxes and benefits	244,948	16,871	261,819
	<u>1,821,005</u>	<u>88,163</u>	<u>1,909,168</u>
Contractors	929,867	-	929,867
Charitable contributions and sponsorship	218,670	9,198	227,868
Professional development	18,575	6,672	25,247
Professional fees	-	37,502	37,502
Occupancy	-	11,565	11,565
Dues and subscriptions	267	28,739	29,006
Insurance	-	8,686	8,686
Meals and entertainment	63,775	14,952	78,727
Travel	60,694	14,321	75,015
Workers compensation	8,881	177	9,058
Postage and shipping	-	331	331
Payroll processing fees	38,236	2,859	41,095
Recruitment	-	78,000	78,000
Advertising	487,801	3,201	491,002
Supplies	2,128	4,277	6,405
Miscellaneous expenses	7	467	474
Total Expenses	<u>\$ 3,649,906</u>	<u>\$ 309,110</u>	<u>\$ 3,959,016</u>

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

GROWING INLAND ACHIEVEMENT, INC.
STATEMENTS OF FUNCTIONAL EXPENSES (Continued)
For the Year Ended December 31, 2023

	Program Services	Management and General	Total
Salaries and wages	\$ 1,108,286	\$ 122,196	\$ 1,230,482
Payroll taxes and benefits	170,193	25,063	195,256
	<u>1,278,479</u>	<u>147,259</u>	<u>1,425,738</u>
Contractors	797,643	-	797,643
Charitable contributions and sponsorship	375,958	1,500	377,458
Professional development	10,084	3,490	13,574
Professional fees	-	55,434	55,434
Occupancy	-	3,021	3,021
Dues and subscriptions	-	27,381	27,381
Insurance	-	7,526	7,526
Meals and entertainment	22,551	9,834	32,385
Travel	35,300	12,043	47,343
Workers compensation	6,721	486	7,207
Postage and shipping	28	484	512
Payroll processing fees	28,956	4,513	33,469
Recruitment	-	73,107	73,107
Advertising	69,421	13,468	82,889
Supplies	8,660	13,427	22,087
Miscellaneous expenses	-	881	881
Total Expenses	<u><u>\$ 2,633,801</u></u>	<u><u>\$ 373,854</u></u>	<u><u>\$ 3,007,655</u></u>

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

GROWING INLAND ACHIEVEMENT, INC.

STATEMENTS OF CASH FLOWS

For the Year Ended December 31, 2024 and 2023

	2024	2023
CASH FLOWS FROM OPERATING ACTIVITIES		
Change in net assets	\$ (314,146)	\$ (1,850,942)
Adjustments to Reconcile Change in Net Assets to Net Cash Provided By Operating Activities		
(Increase) Decrease in Operating Assets		
Contributions receivable, net of discount	(487,564)	2,115,486
Other current assets	(203)	-
Increase (Decrease) in Operating Liabilities		
Accounts payable	44,633	53,385
Accrued expenses	48,168	8,059
Deferred contributions	(443,000)	(400,000)
Net Cash Used in Operating Activities	<u>(1,152,112)</u>	<u>(74,012)</u>
Net Decrease in Cash and Cash Equivalents	(1,152,112)	(74,012)
Beginning Cash and Cash Equivalents	<u>3,535,238</u>	<u>3,609,250</u>
Ending Cash and Cash Equivalents	<u>\$ 2,383,126</u>	<u>\$ 3,535,238</u>

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

GROWING INLAND ACHIEVEMENT, INC.

NOTES TO FINANCIAL STATEMENTS

December 31, 2024 and 2023

1. NATURE OF ACTIVITIES

Growing Inland Achievement, Inc. (GIA) is a not-for-profit organization that was organized in April 2020 under the laws of the State of California. GIA is a regional, collective impact organization that works to achieve educational and economic equity in the Inland Empire. GIA accomplishes this by serving as a collective impact (backbone) organization that supports a cross-sector network of education, government, not-for-profit, and business institutions in the Inland Empire who are all collectively working towards a shared vision of educational and economic success. GIA researches issues and opportunities, resources innovations and solutions, and connects diverse stakeholders across the two-county region of the Inland Empire. GIA's vision is that by 2035, San Bernardino and Riverside Counties will be widely recognized for their educated workforce, thriving communities, and vibrant economy that creates prosperity for all. Everyone who lives, works, studies, and conducts business in the Inland Empire plays a critical role in achieving GIA's vision.

2. SUMMARY OF SIGNIFICANT ACCOUNTING POLICIES

A. Basis of Accounting

The financial statements are prepared using the accrual basis of accounting in accordance with accounting principles generally accepted in the United States of America.

Not-for-profit organizations are required to report information regarding financial position and activities according to the following net asset classifications:

Net assets without donor restrictions: Net assets that are not subject to donor-imposed restrictions and may be expended for any purpose in performing the primary objectives of GIA. These net assets may be used at the discretion of GIA's management and Board of Directors. All contributions are considered to be available for unrestricted use unless specifically restricted by the donor.

Net assets with donor restrictions: Net assets subject to stipulations imposed by donors, and grantors. Some donor restrictions are temporary in nature; those restrictions will be met by actions of GIA or by the passage of time. Other donor restrictions are perpetual in nature, where by the donor has stipulated the funds be maintained in perpetuity.

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

GROWING INLAND ACHIEVEMENT, INC.

NOTES TO FINANCIAL STATEMENTS

December 31, 2024 and 2023

2. SUMMARY OF SIGNIFICANT ACCOUNTING POLICIES (Continued)

B. Measure of Operations

The statements of activities report all changes in net assets. Operating activities consist of those items attributable to GIA's ongoing program services and interest and dividends earned on investments.

C. Cash and Cash Equivalents

For purposes of the statement of financial position and the statement of cash flows, cash and cash equivalents consist of cash and other highly liquid resources, such as investments in certificates of deposit and money market funds, with an original maturity of three months or less when purchased.

D. Contribution Receivable

Unconditional promises to give that are expected to be collected within one year are recorded at net realizable value. Unconditional promises to give that are expected to be collected in future years are recorded at the present value of their estimated future cash flows. The discounts on those amounts are computed using risk-adjusted interest rates applicable to the years in which the promises are received. Discount amortization is included in contribution revenue. Conditional promises to give are not included as support until the conditions are met.

E. Contributions

Contributions are recognized in the period received as assets, decreases of liabilities, or expenses depending on the form of benefit received, or if conditional, when the barriers are overcome. Unconditional contributions are recorded as net assets without donor restrictions or net assets with donor restrictions, depending on the existence and/or nature of any donor-imposed restrictions.

Contributions restricted by the donor are reported as increases in net assets without donor restrictions if the restriction expires in the reporting period in which the contribution is recognized. All other donor restricted contributions are reported as an increase in net assets with donor restrictions, depending on the nature of the restriction. When a restriction expires, net assets with donor restriction are reclassified to net assets without restrictions and reported in the statement of activities as net assets released from restrictions.

F. Deferred Contributions

Deferred contributions include grants and awards that have been received but have not overcome barriers for recognition.

GROWING INLAND ACHIEVEMENT, INC.
NOTES TO FINANCIAL STATEMENTS
December 31, 2024 and 2023

2. **SUMMARY OF SIGNIFICANT ACCOUNTING POLICIES (Continued)**

G. **Functional Expenses**

The costs of providing the various programs and other activities are shown on a functional basis in the statements of activities. Expenses that can be identified with a specific program or support service are charged directly to that program or service. Certain expenses have been allocated among the programs and supporting services benefited.

Expenses that are allocated include the following:

	<u>Method of Allocation</u>
Salaries and wages	Time and effort
Payroll taxes and benefits	Time and effort
Contractors	Time and effort

H. **Use of 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 and disclosures. Actual events and results could differ from those assumptions and estimates.

I. **Income Taxes**

GIA is exempt from federal and State income tax under Section 501(c)(3) of the Internal Revenue Code (IRC) and Section 23701(d) of the California Tax Code. Consequently, the accompanying financial statements do not reflect any provision for income taxes. Contributions to GIA are deductible for tax purposes under Section 170(c)(2) of the IRC. GIA is not a private foundation.

J. **Advertising**

Advertising costs are expensed as incurred. The total amount of advertising and marketing expenses for the years ended December 31, 2024 and 2023 was \$487,801 and \$69,421.

K. **Reclassifications**

Certain prior year amounts have been reclassified to conform to the current year presentation. There was no effect on prior year change in net assets.

GROWING INLAND ACHIEVEMENT, INC.

NOTES TO FINANCIAL STATEMENTS

December 31, 2024 and 2023

3. AVAILABILITY AND LIQUIDITY

The following represents GIA's financial assets available to meet general expenditures over the next twelve months:

	2024	2023
Financial assets at year end:		
Cash and cash equivalents	\$ 2,383,126	\$ 3,535,238
Contributions receivable, net of discount	6,497,378	6,009,814
Other current assets	203	-
Total financial assets	<u>8,880,707</u>	<u>9,545,052</u>
Less amounts not available to be used within one year:		
Net assets with donor restrictions	6,628,785	7,671,474
Less net assets with purpose restrictions to be met in less than a year	<u>(2,234,785)</u>	<u>(2,447,631)</u>
	<u>4,394,000</u>	<u>5,223,843</u>
Financial assets available to meet general expenditures over the next twelve months	<u>\$ 4,486,707</u>	<u>\$ 4,321,209</u>

As part of GIA's liquidity management, it has a policy to structure its financial assets to be available as its general expenditures, liabilities, and other obligations become due. GIA invests cash in excess of daily requirements in short-term investments. The Board has the right to change that designation at any time.

4. CONTRIBUTIONS RECEIVABLE

Contributions receivable are summarized as follows as of December 31, 2024 and 2023:

	2024	2023
Contributions receivable expected to be collected in:		
Less than 1 year	\$ 5,323,947	\$ 2,563,421
1 - 5 years	<u>1,493,701</u>	<u>3,766,663</u>
Gross contributions receivable	\$ 6,817,648	\$ 6,330,084
Less: Unamortized discount for time value of money	<u>320,270</u>	<u>320,270</u>
Net contributions receivable	<u>\$ 6,497,378</u>	<u>\$ 6,009,814</u>

GROWING INLAND ACHIEVEMENT, INC.

NOTES TO FINANCIAL STATEMENTS

December 31, 2024 and 2023

4. CONTRIBUTIONS RECEIVABLE (Continued)

The preceding contributions receivable contains a grant from the Bill and Melinda Gates Foundation to provide support to intermediaries and their institutional networks to achieve better outcomes for Black, Latino, and Indigenous students, and students from low-income backgrounds.

The grant which was effective in August 2022 amounts to \$9.676 million receivable over four years. Funding provided will be used for the period of August 2022 to September 2026. The risk-free discount rate used at the inception of the grant agreement was 2.98%. The gross contributions receivable related to this grant as of December 31, 2024 and 2023 was \$6,001,448.

5. RETIREMENT PLAN

GIA currently offers a Safe Harbor Basic Match defined contribution-profit sharing plan, with code section 401(k) salary deferral feature. The match formula is a 100% match of employee deferrals up to the first 3% of compensation and 50% of the next 2% of compensation per pay period. The GIA's employer contribution match for the years ended December 31, 2024 and 2023 are \$130,730 and \$80,806, respectively.

6. DEFERRED CONTRIBUTIONS

Deferred contributions as of December 31, 2023 consisted of College Futures Foundation Grant of \$443,000.

7. NET ASSETS

Net assets with donor restrictions were as follows as of December 31, 2024 and 2023.

	2024	2023
Subject to expenditure for specified purpose:		
Bank of America Grant	\$ -	\$ 57,543
ECMC Foundation Grant	1,095,000	206,615
IE College Corps Regional Collaboration Grant	-	107,702
Bill & Melinda Gates Foundation Grant	5,478,682	7,279,614
Equity Research Cooperative Grant	49,263	-
The Trustees of the CSU, CPI Grant	5,840	20,000
Total	\$ 6,628,785	\$ 7,671,474

GROWING INLAND ACHIEVEMENT, INC.

NOTES TO FINANCIAL STATEMENTS

December 31, 2024 and 2023

8. RISKS AND UNCERTAINTIES

Concentrations

GIA maintains its cash balances in financial institutions. The balances at the financial institutions are insured by the Federal Deposit Insurance Corporation (FDIC) up to \$250,000. At various times, there were balances in the bank that were over the FDIC limit. At December 31, 2024 and 2023, the uninsured cash balance was \$183,797 and \$567,397, respectively. GIA has not experienced any loss in such accounts and believes it is not exposed to any significant credit risk on its cash balances.

9. SUBSEQUENT EVENTS

Management has evaluated subsequent events through March 25, 2025, the date the financial statements were available to be issued. No events occurred through this date requiring disclosure.