

GENESYS WORKS AND SUBSIDIARIES
CONSOLIDATED FINANCIAL STATEMENTS
AND SUPPLEMENTARY INFORMATION
YEARS ENDED DECEMBER 31, 2024 AND 2023



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GENESYS WORKS AND SUBSIDIARIES
TABLE OF CONTENTS
YEARS ENDED DECEMBER 31, 2024 AND 2023

INDEPENDENT AUDITORS' REPORT	1
CONSOLIDATED FINANCIAL STATEMENTS	
CONSOLIDATED STATEMENTS OF FINANCIAL POSITION	4
CONSOLIDATED STATEMENTS OF ACTIVITIES	5
CONSOLIDATED STATEMENTS OF FUNCTIONAL EXPENSES	7
CONSOLIDATED STATEMENTS OF CASH FLOWS	9
NOTES TO CONSOLIDATED FINANCIAL STATEMENTS	10
SUPPLEMENTARY INFORMATION	
BAY AREA – STATEMENTS OF FINANCIAL POSITION AND STATEMENTS OF ACTIVITIES AND CHANGES IN NET ASSETS	23
CHICAGO – STATEMENTS OF FINANCIAL POSITION AND STATEMENTS OF ACTIVITIES AND CHANGES IN NET ASSETS	26
HOUSTON – STATEMENTS OF FINANCIAL POSITION AND STATEMENTS OF ACTIVITIES AND CHANGES IN NET ASSETS	29
NATIONAL CAPITAL REGION – STATEMENTS OF FINANCIAL POSITION AND STATEMENTS OF ACTIVITIES AND CHANGES IN NET ASSETS	32
NEW YORK CITY – STATEMENTS OF FINANCIAL POSITION AND STATEMENTS OF ACTIVITIES AND CHANGES IN NET ASSETS	35
TWIN CITIES – STATEMENTS OF FINANCIAL POSITION AND STATEMENTS OF ACTIVITIES AND CHANGES IN NET ASSETS	38
NATIONAL – STATEMENTS OF FINANCIAL POSITION AND STATEMENTS OF ACTIVITIES AND CHANGES IN NET ASSETS	41



INDEPENDENT AUDITORS' REPORT

Board of Directors
Genesys Works and Subsidiaries
Houston, Texas

Report on the Audit of the Consolidated Financial Statements

Opinion

We have audited the accompanying consolidated financial statements of Genesys Works and Subsidiaries, which comprise the consolidated statements of financial position as of December 31, 2024 and 2023, and the related consolidated statements of activities, functional expenses, and cash flows for the years then ended, and the related notes to the consolidated financial statements.

In our opinion, the consolidated financial statements referred to above present fairly, in all material respects, the financial position of Genesys Works and Subsidiaries as of December 31, 2024 and 2023, and the changes in net assets and its cash flows for the years then ended in accordance with accounting principles generally accepted in the United States of America.

Basis for Opinion

We conducted our audits in accordance with auditing standards generally accepted in the United States of America (GAAS). Our responsibilities under those standards are further described in the Auditors' Responsibilities for the Audit of the Consolidated Financial Statements section of our report. We are required to be independent of Genesys Works and Subsidiaries 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 Consolidated Financial Statements

Management is responsible for the preparation and fair presentation of the consolidated 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 consolidated financial statements that are free from material misstatement, whether due to fraud or error.

In preparing the consolidated financial statements, management is required to evaluate whether there are conditions or events, considered in the aggregate, that raise substantial doubt about Genesys Works and Subsidiaries' ability to continue as a going concern for one year after the date the consolidated financial statements are available to be issued.

Auditors' Responsibilities for the Audit of the Consolidated Financial Statements

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

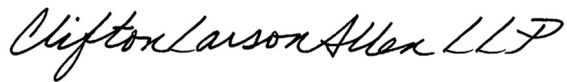
In performing an audit in accordance with GAAS, we:

- Exercise professional judgment and maintain professional skepticism throughout the audit.
- Identify and assess the risks of material misstatement of the consolidated 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 consolidated 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 Genesys Works and Subsidiaries' 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 consolidated financial statements.
- Conclude whether, in our judgment, there are conditions or events, considered in the aggregate, that raise substantial doubt about Genesys Works and Subsidiaries' 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.

Supplementary Information

Our audits were conducted for the purpose of forming an opinion on the consolidated financial statements as a whole. The site-specific statements of financial position and activities are presented for purposes of additional analysis and are not a required part of the consolidated financial statements. Such information is the responsibility of management and was derived from and relates directly to the underlying accounting and other records used to prepare the consolidated financial statements. The information has been subjected to the auditing procedures applied in the audits of the consolidated financial statements and certain additional procedures, including comparing and reconciling such information directly to the underlying accounting and other records used to prepare the consolidated financial statements or to the consolidated financial statements themselves, and other additional procedures in accordance with GAAS. In our opinion, the information is fairly stated in all material respects in relation to the consolidated financial statements as a whole.

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

CliftonLarsonAllen LLP

Minneapolis, Minnesota
May 7, 2025

GENESYS WORKS AND SUBSIDIARIES
CONSOLIDATED STATEMENTS OF FINANCIAL POSITION
DECEMBER 31, 2024 AND 2023

	<u>2024</u>	<u>2023</u>
ASSETS		
CURRENT ASSETS		
Cash and Cash Equivalents	\$ 12,457,000	\$ 12,199,775
Investments	4,428,822	-
Accounts Receivable, Net of Allowance of \$28,593 in 2024 and \$77,199 in 2023	3,805,379	3,370,808
Contributions Receivable	82,000	587,500
Prepaid Expenses and Other Assets	<u>932,088</u>	<u>447,341</u>
Total Current Assets	21,705,289	16,605,424
OTHER ASSETS		
Property and Equipment, Net	114,551	198,195
Right-of-Use Asset, Net	<u>1,540,976</u>	<u>2,055,194</u>
Total Other Assets	<u>1,655,527</u>	<u>2,253,389</u>
Total Assets	<u><u>\$ 23,360,816</u></u>	<u><u>\$ 18,858,813</u></u>
LIABILITIES AND NET ASSETS		
LIABILITIES		
Accounts Payable and Accrued Expenses	\$ 513,619	\$ 331,705
Accrued Wages and Benefits	889,556	1,130,685
Deferred Revenue	113,653	101,283
Lease Liabilities	<u>1,867,288</u>	<u>2,472,871</u>
Total Liabilities	3,384,116	4,036,544
NET ASSETS		
Without Donor Restrictions	18,494,826	11,985,811
With Donor Restrictions	<u>1,481,874</u>	<u>2,836,458</u>
Total Net Assets	<u>19,976,700</u>	<u>14,822,269</u>
Total Liabilities and Net Assets	<u><u>\$ 23,360,816</u></u>	<u><u>\$ 18,858,813</u></u>

See accompanying Notes to Consolidated Financial Statements.

GENESYS WORKS AND SUBSIDIARIES
CONSOLIDATED STATEMENT OF ACTIVITIES
YEAR ENDED DECEMBER 31, 2024

	Without Donor Restrictions	With Donor Restrictions	Total
PUBLIC SUPPORT, REVENUES, AND OTHER			
Public Support:			
General Public	\$ 16,680,621	\$ 1,538,714	\$ 18,219,335
In-Kind Contributions	173,427	-	173,427
Net Assets Released from Restrictions	2,893,298	(2,893,298)	-
Total Public Support	19,747,346	(1,354,584)	18,392,762
Revenues - Program Service Fees	21,210,867	-	21,210,867
Investment Income	12,493	-	12,493
Other Income	755,325	-	755,325
Total Public Support, Revenues, and Other	41,726,031	(1,354,584)	40,371,447
EXPENSES			
Student Program	26,456,832	-	26,456,832
Management and General	5,563,597	-	5,563,597
Fundraising	3,196,587	-	3,196,587
Total Expenses	35,217,016	-	35,217,016
CHANGE IN NET ASSETS	6,509,015	(1,354,584)	5,154,431
Net Assets - Beginning of Year	11,985,811	2,836,458	14,822,269
NET ASSETS - END OF YEAR	<u>\$ 18,494,826</u>	<u>\$ 1,481,874</u>	<u>\$ 19,976,700</u>

See accompanying Notes to Consolidated Financial Statements.

GENESYS WORKS AND SUBSIDIARIES
CONSOLIDATED STATEMENT OF ACTIVITIES
YEAR ENDED DECEMBER 31, 2023

	Without Donor Restrictions	With Donor Restrictions	Total
PUBLIC SUPPORT, REVENUES, AND OTHER			
Public Support:			
General Public	\$ 9,736,734	\$ 3,256,209	\$ 12,992,943
In-Kind Contributions	253,836	-	253,836
Net Assets Released from Restrictions	2,940,735	(2,940,735)	-
Total Public Support	12,931,305	315,474	13,246,779
Revenues - Program Service Fees	21,577,822	-	21,577,822
Other Income	378,513	-	378,513
Total Public Support, Revenues, and Other	34,887,640	315,474	35,203,114
EXPENSES			
Student Program	26,170,039	-	26,170,039
Management and General	4,916,551	-	4,916,551
Fundraising	2,693,138	-	2,693,138
Total Expenses	33,779,728	-	33,779,728
CHANGE IN NET ASSETS	1,107,912	315,474	1,423,386
Net Assets - Beginning of Year	10,877,899	2,520,984	13,398,883
NET ASSETS - END OF YEAR	<u>\$ 11,985,811</u>	<u>\$ 2,836,458</u>	<u>\$ 14,822,269</u>

See accompanying Notes to Consolidated Financial Statements.

GENESYS WORKS AND SUBSIDIARIES
CONSOLIDATED STATEMENT OF FUNCTIONAL EXPENSES
YEAR ENDED DECEMBER 31, 2024

	Student Program	Management and General	Fundraising	Total
Salaries, Benefits, and Taxes - Students	\$ 13,163,794	\$ -	\$ -	\$ 13,163,794
Salaries, Benefits, and Taxes - Staff	10,432,778	3,170,858	2,474,516	16,078,152
Other Expenses:				
Facilities Rent and Expenses	488,946	180,321	72,104	741,371
Professional Services	602,962	940,680	228,304	1,771,946
Technology and Communications	784,741	474,181	29,092	1,288,014
Transportation	278,750	24,804	3,882	307,436
Events/Celebrations	227,674	51,407	284,833	563,914
Other Miscellaneous Expenses	176,722	263,101	46,533	486,356
Professional Development	145,174	216,009	30,815	391,998
Marketing Expenses	41,983	6,172	16,781	64,936
Insurance	8,423	185,302	-	193,725
Supplies and Materials	65,684	10,232	5,814	81,730
Total Expenses by Function	26,417,631	5,523,067	3,192,674	35,133,372
Depreciation of Property and Equipment	39,201	40,530	3,913	83,644
Total Expenses Included in the Expense Section on the Consolidated Statement of Activities	<u>\$ 26,456,832</u>	<u>\$ 5,563,597</u>	<u>\$ 3,196,587</u>	<u>\$ 35,217,016</u>

See accompanying Notes to Consolidated Financial Statements.

GENESYS WORKS AND SUBSIDIARIES
CONSOLIDATED STATEMENT OF FUNCTIONAL EXPENSES
YEAR ENDED DECEMBER 31, 2023

	Student Program	Management and General	Fundraising	Total
Salaries, Benefits, and Taxes - Students	\$ 13,550,015	\$ -	\$ -	\$ 13,550,015
Salaries, Benefits, and Taxes - Staff	9,672,248	2,385,262	2,026,296	14,083,806
Other Expenses:				
Facilities Rent and Expenses	513,966	192,868	122,774	829,608
Professional Services	445,056	1,087,831	73,541	1,606,428
Technology and Communications	850,613	701,369	11,396	1,563,378
Transportation	260,261	34,626	6,050	300,937
Fundraising Events	224,078	20,614	311,081	555,773
Other Miscellaneous Expenses	251,609	131,263	90,210	473,082
Professional Development	114,006	150,315	27,956	292,277
Marketing Expenses	31,579	1,000	7,493	40,072
Insurance	5,735	151,055	-	156,790
Supplies and Materials	112,167	9,046	1,655	122,868
Total Expenses by Function	26,031,333	4,865,249	2,678,452	33,575,034
Depreciation of Property and Equipment	138,706	51,302	14,686	204,694
Total Expenses Included in the Expense Section on the Consolidated Statement of Activities	<u>\$ 26,170,039</u>	<u>\$ 4,916,551</u>	<u>\$ 2,693,138</u>	<u>\$ 33,779,728</u>

See accompanying Notes to Consolidated Financial Statements.

GENESYS WORKS AND SUBSIDIARIES
CONSOLIDATED STATEMENTS OF CASH FLOWS
YEARS ENDED DECEMBER 31, 2024 AND 2023

	<u>2024</u>	<u>2023</u>
CASH FLOWS FROM OPERATING ACTIVITIES		
Change in Net Assets	\$ 5,154,431	\$ 1,423,386
Adjustments to Reconcile Change in Net Assets to Net Cash		
Provided by Operating Activities:		
Depreciation and Amortization	83,644	204,694
Unrealized Gains/Losses	12,493	-
Receipts of Restricted Contributions to be Held in Perpetuity	(7,246)	(227,026)
Credit Loss Expense	-	41,344
(Increase) Decrease in Assets:		
Accounts Receivable, Net	(434,571)	(124,952)
Contributions Receivable	505,500	69,428
Prepaid Expenses and Other Assets	(484,747)	6,868
Right-of-Use Asset, Net	514,218	215,925
Increase (Decrease) in Liabilities:		
Accounts Payable	181,914	69,685
Accrued Expenses and Other Payables	(241,129)	(82,532)
Lease Liabilities	(605,583)	(79,813)
Deferred Revenue	12,370	(82,086)
Net Cash Provided by Operating Activities	<u>4,691,294</u>	<u>1,434,921</u>
CASH FLOWS FROM INVESTING ACTIVITIES		
Purchases of Investments	(4,441,315)	-
Net Cash Used by Investing Activities	<u>(4,441,315)</u>	<u>-</u>
CASH FLOWS FROM FINANCING ACTIVITIES		
Receipts of Restricted Contributions to be Held in Perpetuity	7,246	227,026
Payments on Line of Credit	-	(200,500)
Net Cash Provided by Financing Activities	<u>7,246</u>	<u>26,526</u>
CHANGE IN CASH AND CASH EQUIVALENTS	257,225	1,461,447
Cash and Cash Equivalents - Beginning of Year	<u>12,199,775</u>	<u>10,738,328</u>
CASH AND CASH EQUIVALENTS - END OF YEAR	<u><u>\$ 12,457,000</u></u>	<u><u>\$ 12,199,775</u></u>

See accompanying Notes to Consolidated Financial Statements.

GENESYS WORKS AND SUBSIDIARIES
NOTES TO CONSOLIDATED FINANCIAL STATEMENTS
DECEMBER 31, 2024 AND 2023

NOTE 1 PRINCIPAL ACTIVITY AND SIGNIFICANT ACCOUNTING POLICIES

Organization

Genesys Works is a Texas nonprofit corporation incorporated on April 7, 2002. Genesys Works is the sole member in the following subsidiaries: Genesys Works Twin Cities, which was formed April 7, 2009 as a Minnesota nonprofit corporation; Genesys Works Houston, which was formed December 21, 2009 as a Texas nonprofit corporation; Genesys Works Chicago, which was formed December 21, 2009 as a Texas nonprofit corporation; and Genesys Works Bay Area, which was formed December 13, 2012 as a Texas nonprofit corporation. Genesys Works also has sites in the National Capital Region, New York City, and Tulsa, which have been formed under the Genesys Works incorporation. Each of the subsidiaries have independent boards of directors and local leadership.

Genesys Works and its subsidiaries (hereafter referred to as Genesys, we, us, our) provide pathways to career success for high school students in underserved communities through skills training, meaningful work experiences, and impactful relationships.

Principles of Consolidation

The accompanying consolidated financial statements include the accounts of Genesys and its subsidiaries. All significant intercompany balances and transactions have been eliminated upon consolidation.

Financial Statement Presentation

The consolidated financial statements have been prepared on the accrual basis of accounting in accordance with accounting principles generally accepted in the United States of America (U.S. GAAP). Net assets, revenues, gains, and losses are classified 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 without donor restrictions are available for operations and are not limited by donor restrictions. The board of directors (board) may designate a portion of these net assets for specific purposes which makes them unavailable for use at management’s discretion. As of December 31, 2024 and 2023, we did not have any funds designated by the board for specific purposes.

Net Assets With Donor Restrictions – Net assets with donor restrictions consist of assets whose use is limited by donor- or grantor-imposed time and/or purpose restrictions. Some restrictions are temporary in nature, such as those that will be met by the passage of time or other events specified by the donor or grantor. Other restrictions are perpetual in nature, where the donor or grantor stipulates that resources be maintained in perpetuity.

All contributions are considered to be available for use without donor restrictions unless specifically restricted by the donor or by law. Amounts received that are designated for future periods or restricted by the donor for specific purposes are reported as with donor restrictions and increases those net asset classes. When a donor restriction expires, net assets with donor restrictions are reclassified to net assets without donor restriction and reported in the consolidated statements of activities as net assets released from restrictions.

GENESYS WORKS AND SUBSIDIARIES
NOTES TO CONSOLIDATED FINANCIAL STATEMENTS
DECEMBER 31, 2024 AND 2023

NOTE 1 PRINCIPAL ACTIVITY AND SIGNIFICANT ACCOUNTING POLICIES (CONTINUED)

Cash and Cash Equivalents

We consider all cash and highly liquid investments with an initial maturity of three months or less, which are neither held for, nor restricted by donors for long-term purposes, to be cash and cash equivalents and available for current use. The organization keeps cash deposits at high-credit-quality institutes which, at times, may exceed federally insured limits. We have not experienced any losses on such amounts.

Investments

Investments are recorded at fair value. Investment income, including gains and losses on investments, is recorded as increases or decreases in net assets without donor restrictions unless its use is limited by donor-imposed restrictions or law.

Genesys Works' investments are exposed to various risks, such as interest rate, credit, and overall market volatility. Due to the level of risk associated with certain investments, it is reasonably possible that those changes in the values of investments will occur in the near term and that such changes could be material to the amounts reported in the statements of financial position.

Accounts Receivable

Accounts receivable consists primarily of amounts owed to us by the private and public sector for services provided through our internship training program. Management determines the allowance for credit losses based on historical experience, current economic conditions, forward-looking information and management's evaluation of individual outstanding receivables. Accounts receivable are written off when deemed uncollectible, generally after a year.

Changes in the allowance for the years ended December 31 were as follows:

	2024	2023
Balance, Beginning of Year	\$ 77,199	\$ 85,504
Provisions	(63,469)	33,039
Write-Offs, Net of Recoveries	14,863	(41,344)
Balance, End of Year	<u>\$ 28,593</u>	<u>\$ 77,199</u>

For the years ended December 31, 2024 and 2023, 27% of receivables were from two vendors and 12% of receivables were from one vendor, respectively.

Contributions Receivable

We record unconditional promises to give that are expected to be collected within one year at net realizable value. If material, discounts to present value are recorded for unconditional promises to give that are expected to be collected over periods in excess of one year. The present value discounts, if any, are computed using risk-free interest rates applicable to the years in which the promises are received. Amortization of the discounts is included in contribution revenue and is reported within the asset class in which the contribution was originally reported.

GENESYS WORKS AND SUBSIDIARIES
NOTES TO CONSOLIDATED FINANCIAL STATEMENTS
DECEMBER 31, 2024 AND 2023

NOTE 1 PRINCIPAL ACTIVITY AND SIGNIFICANT ACCOUNTING POLICIES (CONTINUED)

Property and Equipment

We record property and equipment at acquisition cost or, if donated, at estimated fair value at the date of donation. We have established a \$5,000 threshold amount for minimum capitalization. Depreciation and amortization is computed by the straight-line method over the following estimated useful lives:

Equipment	5 to 7 Years
Furniture and Fixtures	5 to 10 Years
Vehicles	5 Years
Software	5 Years
Leasehold Improvements	Remaining Term of Lease

When assets are sold or otherwise disposed of, the cost and related accumulated depreciation and amortization are removed from the accounts, and any remaining gain or loss is included in the consolidated statements of activities. Costs of maintenance and repairs that do not improve or extend the useful lives of the respective assets or do not meet the \$5,000 threshold are expensed currently.

Revenue Recognition

Program service fees represent amounts charged to customers based on established hourly billing rates for services provided by the students through our internship training program. Program service fees received in advance are deferred to the applicable period in which the related services are performed.

Contributions are recognized contributions when cash, securities or other assets, an unconditional promise to give, or notification of a beneficial interest is received. Conditional promises to give, that is, those with a measurable performance or other barrier, and a right of return, are not recognized until the conditions on which they depend have been substantially met.

Conditional promises to give are those that contain a measurable performance obligation or other barrier, as well as a right of return, and are not recognized until the conditions on which they depend have been met. If funds are received in advance of the condition being met, they are recorded as deferred revenue and are recognized as revenue once the conditions have been met.

Consequently, at December 31, 2024 and 2023, contributions totaling \$25,000 and \$310,969, respectively, have not been recognized in the accompanying consolidated statements of activities because the conditions on which they depend has not yet been met.

Contributed property and equipment is recorded at fair value at the date of donation and recognized as unrestricted support unless the donor specifies how the assets must be used. Gifts of long-lived assets with explicit restrictions that specify how the assets are to be used and gifts of cash or other assets that must be used to acquire long-lived assets are reported as donor-restricted support and absent explicit donor stipulations about how long those long-lived assets must be maintained, are released from donor restrictions when the donated or acquired long-lived assets are placed in service.

GENESYS WORKS AND SUBSIDIARIES
NOTES TO CONSOLIDATED FINANCIAL STATEMENTS
DECEMBER 31, 2024 AND 2023

NOTE 1 PRINCIPAL ACTIVITY AND SIGNIFICANT ACCOUNTING POLICIES (CONTINUED)

Revenue Recognition (Continued)

Contributed services that meet the recognition requirements of U.S. GAAP are recorded at fair value.

Leases

Genesys determines if an arrangement is a lease at inception. Leases are reported on the consolidated statements of financial position as a right-of-use (ROU) asset and lease liability.

ROU assets represent Genesys' right to use an underlying asset for the lease term and lease liabilities represent the obligation to make lease payments arising from the lease. ROU assets and liabilities are recognized at commencement date based on the present value of lease payments over the lease term. Lease terms may include options to extend or terminate the lease when it is reasonably certain that Genesys will exercise that option. Lease expense for operating lease payments is recognized on a straight-line basis over the lease term. Genesys has elected to recognize payments for short-term leases with a lease term of 12 months or less as expense as incurred and these leases are not included as lease liabilities or right-of-use assets on the consolidated statements of financial position.

The individual lease contracts do not provide information about the discount rate implicit in the lease. Therefore, Genesys has elected to use a risk-free discount rate determined using a period comparable with that of the lease term for computing the present value of lease liability.

Genesys has elected not to separate nonlease components from lease components and instead accounts for each separate lease component and the nonlease component as a single lease component.

Functional Allocation of Expenses

The expenses of providing the program and activities have been summarized on a functional basis in the consolidated statements of activities. The consolidated statements of functional expenses present the natural classification detail of expenses by function. Certain expenses have been allocated among the program and supporting services benefited on a reasonable basis that is consistently applied. The expenses that are allocated include occupancy, depreciation, salaries and wages, benefits, payroll taxes, professional services, office expenses, information technology, insurance, and other, which are allocated based on estimates of time and effort.

Income Taxes

Genesys Works is a nonprofit corporation and has been recognized by the Internal Revenue Service (IRS) as exempt from federal income taxes pursuant to Section 501(c)(3) of the Internal Revenue Code (IRC). The subsidiaries of Genesys Works are recognized as tax exempt under the IRS group exemption number 5640. We file two Return of Organization Exempt From Income Tax (Form 990) with the IRS – one return for Genesys Works and one group return for the subsidiaries.

GENESYS WORKS AND SUBSIDIARIES
NOTES TO CONSOLIDATED FINANCIAL STATEMENTS
DECEMBER 31, 2024 AND 2023

NOTE 1 PRINCIPAL ACTIVITY AND SIGNIFICANT ACCOUNTING POLICIES (CONTINUED)

Income Taxes (Continued)

All entities are subject to income tax on net income that is derived from business activities that are unrelated to their exempt purposes. We have determined that each entity is not subject to unrelated business income tax and accordingly, have not filed an Exempt Organization Business Income Tax Return (Form 990-T) with the IRS.

U.S. GAAP requires that management evaluate tax positions taken by Genesys and recognize a tax liability (or asset) if Genesys has taken an uncertain position that more likely than not would not be sustained upon examination by the IRS. Management has analyzed the tax positions taken by Genesys and has concluded that as of December 31, 2024 and 2023, there are no uncertain positions taken or expected to be taken that would require recognition or disclosure in the consolidated financial statements. Genesys is subject to routine audits by taxing jurisdictions; however, there are currently no audits for any tax periods in progress.

Use of Estimates

The preparation of consolidated financial statements in conformity with U.S. GAAP requires us to make estimates and assumptions that affect the reported amounts of assets and liabilities at the date of the consolidated 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

Genesys has evaluated subsequent events through May 7, 2025, which is the date that consolidated financial statements were available to be issued. There was a new 12-month lease signed for the Jacksonville location starting in March 2025 and an extension on the Chicago lease from November 2025 – May 2033.

NOTE 2 LIQUIDITY AND AVAILABILITY

The following table reflects financial assets at December 31, 2024 and 2023, reduced by amounts not anticipated to be available for general expenditure within one year of the consolidated statement of financial position date. Financial assets are considered unavailable when illiquid or they are not convertible to cash within one year. Financial assets are available for general expenditure if they do not have donor or other restrictions limiting their use.

	2024	2023
Financial Assets Available Within One Year:		
Cash and Cash Equivalents	\$ 12,457,000	\$ 12,199,775
Accounts Receivable	3,805,379	3,370,808
Contributions Receivable	82,000	587,500
Total With Donor Restrictions	16,344,379	16,158,083
Amounts Unavailable for General Expenditure		
Within One Year:		
Restricted by Donors	(1,481,874)	(2,836,458)
Total Financial Assets Available to Meet Cash		
Needs for General Expenditures Within One Year	<u>\$ 14,862,505</u>	<u>\$ 13,321,625</u>

GENESYS WORKS AND SUBSIDIARIES
NOTES TO CONSOLIDATED FINANCIAL STATEMENTS
DECEMBER 31, 2024 AND 2023

NOTE 2 LIQUIDITY AND AVAILABILITY (CONTINUED)

As part of our liquidity management plan, we invest cash through a daily sweep program with our financial institution, which sweeps a portion of our available cash in our bank accounts into overnight money market mutual fund investments. These short-term investment earnings are deposited to the accounts monthly.

As more fully described in Note 8, we have committed lines of credit totaling \$1,200,000, which we can draw upon in the event of an unanticipated liquidity level. At December 31, 2024, these lines of credit had \$1,200,000 available to be drawn.

NOTE 3 FAIR VALUE MEASUREMENTS

Fair value is defined as the amount that would be received to sell an asset or paid to transfer a liability in an orderly transaction between market participants at the measurement date.

The fair values of the financial instruments shown in the following table as of December 31, 2024 and 2023, represent the amounts that would be received to sell those assets or that would be paid to transfer those liabilities in an orderly transaction between market participants at that date. Those fair value measurements maximize the use of observable inputs. However, in situations where this is little, if any, market activity for the asset or liability at the measurement date, the fair value measurement reflects the Organization's own judgments about the assumptions that market participants would use in pricing the asset or liability. Those judgments are developed by the Organization based on the best information available in the circumstances, including expected cash flows and appropriately risk-adjusted discount rates, and available observable and unobservable inputs.

Fair Value Hierarchy

The following table presents the fair value hierarchy of assets that are measured at fair value on a recurring basis at December 31, 2024:

	Level 1	Level 2	Level 3	Cash	Total
<u>December 31, 2024</u>					
Assets:					
Investments:					
Mutual Funds	\$ 1,015,828	\$ -	\$ -	\$ -	\$ 1,015,828
Exchange-Traded Funds	3,071,824	-	-	-	3,071,824
Cash	-	-	-	341,170	341,170
Total Investments	<u>4,087,652</u>	<u>-</u>	<u>-</u>	<u>341,170</u>	<u>4,428,822</u>
Total Assets	<u>\$ 4,087,652</u>	<u>\$ -</u>	<u>\$ -</u>	<u>\$ 341,170</u>	<u>\$ 4,428,822</u>

There were no investments at December 31, 2023.

GENESYS WORKS AND SUBSIDIARIES
NOTES TO CONSOLIDATED FINANCIAL STATEMENTS
DECEMBER 31, 2024 AND 2023

NOTE 4 CONTRIBUTIONS RECEIVABLE

Contributions receivable at December 31 are estimated to be collected as follows:

	2024	2023
Contributions and Grants Receivable:		
Within One Year	\$ 82,000	\$ 587,500

NOTE 5 PROPERTY AND EQUIPMENT

Property and equipment at December 31 consist of the following:

	2024	2023
Equipment	\$ 300,308	\$ 300,308
Furniture and Fixtures	216,153	216,153
Vehicles	27,218	27,218
Software	277,784	277,784
Leasehold Improvements	1,128,242	1,128,242
Total	1,949,705	1,949,705
Less: Accumulated Depreciation and Amortization	(1,835,154)	(1,751,510)
Property and Equipment, Net	<u>\$ 114,551</u>	<u>\$ 198,195</u>

Depreciation and amortization expense for the years ended December 31, 2024 and 2023 was \$83,643 and \$204,694, respectively.

NOTE 6 NET ASSETS WITH DONOR RESTRICTIONS

At December 31, net assets with donor restrictions were available for the following:

	2024	2023
Subject to Expenditure for Specified Purpose:		
Internship Training Program	\$ 92,134	\$ 367,509
Site Growth	81,996	250,000
Computers and Training Materials	-	37,500
Enablement Hub	349,165	375,000
Technology Infrastructure, Partner Engagement,		
Data Reporting	110,573	705,127
Student Success Fund	195,427	201,133
Total	829,295	1,936,269
Subject to Expenditure for Time:		
Time Restricted Contributions	287,000	545,000
Endowment Earnings Subject to Endowment Spending		
Policy and Appropriations:	13,554	3,163
Endowment Held in Perpetuity - General Operations	352,025	352,026
Total	365,579	355,189
Total Net Assets With Donor Restrictions	<u>\$ 1,481,874</u>	<u>\$ 2,836,458</u>

GENESYS WORKS AND SUBSIDIARIES
NOTES TO CONSOLIDATED FINANCIAL STATEMENTS
DECEMBER 31, 2024 AND 2023

NOTE 7 ENDOWMENTS

The endowment consists of donor-restricted funds established to provide for the long-term support of Genesys and its programs.

Interpretation of Relevant Law

Genesys has interpreted the Uniform Prudent Management of Institutional Funds Act (UPMIFA) as requiring the preservation of the fair value of the original gift as of the gift date of the donor-restricted endowment fund absent explicit donor stipulations to the contrary. As a result of this interpretation, we retain in perpetuity (a) the original value of initial and subsequent gift amounts donated to the Endowment and (b) any accumulations to the endowment made in accordance with the direction of the applicable donor gift instrument at the time the accumulation is added. Donor-restricted amounts not retained in perpetuity are subject to appropriation for expenditure by us in a manner consistent with the standard of prudence prescribed by UPMIFA. We consider 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 Genesys 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 Genesys
- The investment policies of Genesys

Endowment net asset composition by type and changes in endowment net assets are as follows for the years ending December 31:

	Without Donor Restrictions	With Donor Restrictions	Total
Balance as of January 1, 2024	\$ -	\$ 355,189	\$ 355,189
Investment Income	-	3,144	3,144
Cash Additions to Endowment Fund	-	7,246	7,246
Pledge Additions to Endowment Fund	-	-	-
Appropriations of Endowment			
Assets for Expenditure	-	-	-
Balance as of December 31, 2024	<u>\$ -</u>	<u>\$ 365,579</u>	<u>\$ 365,579</u>
Balance as of January 1, 2023	\$ -	\$ -	\$ -
Investment Income	-	3,163	3,163
Cash Additions to Endowment Fund	-	227,026	227,026
Pledge Additions to Endowment Fund	-	125,000	125,000
Appropriations of Endowment			
Assets for Expenditure	-	-	-
Balance as of December 31, 2023	<u>\$ -</u>	<u>\$ 355,189</u>	<u>\$ 355,189</u>

GENESYS WORKS AND SUBSIDIARIES
NOTES TO CONSOLIDATED FINANCIAL STATEMENTS
DECEMBER 31, 2024 AND 2023

NOTE 7 ENDOWMENTS (CONTINUED)

Interpretation of Relevant Law (Continued)

The following is a summary of endowment funds subject to Uniform Prudent Management of Institutional Funds Act of 2006 (UPMIFA) for the years ended December 31:

	2024		
	Without Donor Restrictions	With Donor Restrictions	Total
Endowment Funds - Donor-Restricted	\$ -	\$ 365,579	\$ 365,579

	2023		
	Without Donor Restrictions	With Donor Restrictions	Total
Endowment Funds - Donor-Restricted	\$ -	\$ 355,189	\$ 355,189

From time to time, the fair market value of assets associated with individual donor-restricted endowment funds may fall below the level that the donor or UPMIFA requires Genesys to retain as a fund of perpetual duration. At December 31, 2024 and 2023, there were no underwater funds.

Investment Objectives and Strategies

The Endowment Fund is invested with the objective of preserving the long-term, real purchasing power of assets in the Fund while providing a relatively predictable and growing stream of annual distributions to support Genesys' programs.

Spending Policy

Subject to the specific intent of a donor expressed in writing in a gift instrument, Genesys may appropriate for expenditure so much of the Fund as Genesys determines is prudent for the uses, benefits, purposes, and duration for which the Fund is established. As of December 31, 2024, the Organization is currently in the process of developing a spending policy.

NOTE 8 EMPLOYEE BENEFIT PLAN

We sponsor a tax-deferred profit-sharing plan qualified under IRC Section 403(b) covering substantially all full-time employees. Employee contributions are voluntary and may not exceed the limit allowed by the IRS. We match 50% of the amount contributed by the employee, up to 6% of the employee's base salary. During the years ended December 31, 2024 and 2023, we matched employee voluntary contributions, resulting in contributions to the plan of \$177,677 and \$128,756, respectively.

GENESYS WORKS AND SUBSIDIARIES
NOTES TO CONSOLIDATED FINANCIAL STATEMENTS
DECEMBER 31, 2024 AND 2023

NOTE 9 LINES OF CREDIT

Genesys Works has separate lines of credit of \$400,000 for Genesys Works Bay Area, Genesys Works Chicago, and Genesys Works. The final availability date for these lines of credit may be determined by the bank at any time, at which time any amounts outstanding under the lines of credit convert to a term note. The Genesys Works Bay Area line of credit is guaranteed by Genesys Works and bears interest at the LIBOR Rate plus 3.12%, payable monthly. As of December 31, 2024 and 2023, the outstanding balance on the line of credit was \$-0- and \$-0-, respectively.

NOTE 10 RIGHT-OF-USE ASSET AND LIABILITY

Genesys leases office space under noncancelable lease agreements that expire through the year 2031. Under the terms of the agreement, Genesys is committed to annual rental adjusted for defined escalations.

The following table provides Genesys' right-of-use assets and lease liability for the years ended December 31:

	2024	2023
Right-of-use Assets:		
Operating Leases	\$ 1,540,976	\$ 2,055,194
Total	<u>\$ 1,540,976</u>	<u>\$ 2,055,194</u>
Lease Liabilities:		
Current:		
Operating Leases	\$ 608,126	\$ 608,126
Noncurrent:		
Operating Leases	1,259,162	1,864,745
Total	<u>\$ 1,867,288</u>	<u>\$ 2,472,871</u>

The following tables provides quantitative information concerning Genesys' leases for years ended December 31:

	2024	2023
Amortization of Right-of-Use Assets	\$ 2,823	\$ -
Interest on Lease Liabilities	\$ 4	\$ -
Operating Lease Costs	\$ 592,667	\$ 614,203
Other Information:		
Operating Cash Flows from Finance Leases	\$ 4	\$ -
Operating Cash Flows from Operating Leases	\$ 616,255	\$ 642,153
Financing Cash Flows from Finance Leases	\$ 2,854	\$ -
Weighted-Average Remaining Lease Term	4.7 Years	5.2 Years
Weighted-Average Discount Rate	0.5%	0.5%

GENESYS WORKS AND SUBSIDIARIES
NOTES TO CONSOLIDATED FINANCIAL STATEMENTS
DECEMBER 31, 2024 AND 2023

NOTE 10 RIGHT-OF-USE ASSET AND LIABILITY (CONTINUED)

A maturity analysis of annual undiscounted cash flows for lease liability as of December 31, 2024, is as follows:

<u>Year Ending December 31,</u>	<u>Operating Leases</u>
2025	\$ 623,576
2026	320,058
2027	329,291
2028	212,885
2029	140,779
Thereafter	278,070
Total Lease Payments	1,904,659
Less: Interest	(23,040)
Present Value of Lease Liabilities	<u>\$ 1,881,619</u>

NOTE 11 CONTRACT REVENUE, ASSETS, AND LIABILITIES

	<u>2024</u>	<u>2023</u>
Revenue Recognized Over Time:		
Alumni Services	\$ 6,633,914	\$ 6,142,632
IT Services	14,671,667	15,480,651
Net of Accounts Receivable Processing Fees	(94,714)	(45,461)
Total Revenue Recognized Over Time	<u>\$ 21,210,867</u>	<u>\$ 21,577,822</u>

	<u>2024</u>	<u>2023</u>	<u>2022</u>
Accounts Receivable:			
Intern and Participant Services			
Provided	<u>\$ 3,805,379</u>	<u>\$ 3,370,808</u>	<u>\$ 3,275,856</u>
Total Accounts Receivable	<u>\$ 3,805,379</u>	<u>\$ 3,370,808</u>	<u>\$ 3,275,856</u>
Deferred Revenue:			
Proceeds Received for Which			
Conditions not Met	\$ -	\$ -	\$ -
Prepayments in Advance of Earned			
Services Performed	113,653	183,369	183,369
Total Deferred Revenue	<u>\$ 113,653</u>	<u>\$ 183,369</u>	<u>\$ 183,369</u>

GENESYS WORKS AND SUBSIDIARIES
NOTES TO CONSOLIDATED FINANCIAL STATEMENTS
DECEMBER 31, 2024 AND 2023

NOTE 12 RELATED PARTY TRANSACTIONS

Throughout the year, we will receive gifts from related parties, including employees, board members, and organizations related to these individuals. During the years ended December 31, 2024 and 2023, we received \$353,105 and \$588,622, respectively, in gifts from related individuals and related entities.

As of December 31, 2024 and 2023, \$8,678 and \$112,774, respectively, in reimbursements were owed to employees.

As of December 31, Genesys Works National had the following net amounts due from its subsidiaries:

	2024	2023
Genesys Works Twin Cities	\$ -	\$ 145,874
Genesys Works Bay Area	120,381	39,666
Genesys Works National Capital Region	-	55,458
Genesys Works Chicago	-	40,517
Total Due from National	<u>\$ 120,381</u>	<u>\$ 281,515</u>

As of December 31, Genesys Works National had the following net amounts due to its subsidiaries:

	2024	2023
Genesys Works Houston	\$ 10,189	\$ 48,342
Genesys Works Chicago	2,229	-
Genesys Works Twin Cities	130,024	-
Genesys Works National Capital Region	370,536	-
Genesys Works New York City	107,695	223,648
Total Due to National	<u>\$ 620,673</u>	<u>\$ 271,990</u>

These intercompany amounts are eliminated upon consolidation.

NOTE 13 IN-KIND CONTRIBUTIONS

Genesys records in-kind contributions at fair market value at the date of donation. In-kind contributions consist of the following for the years ended December 31:

	2024	2023
Rent and Occupancy Provided	\$ 25,400	\$ 21,000
Legal Services	143,027	69,652
Intern Wages	-	80,424
Consulting	5,000	80,560
Events	-	2,200
Total In-Kind Revenue	<u>\$ 173,427</u>	<u>\$ 253,836</u>

GENESYS WORKS AND SUBSIDIARIES
NOTES TO CONSOLIDATED FINANCIAL STATEMENTS
DECEMBER 31, 2024 AND 2023

NOTE 13 IN-KIND CONTRIBUTIONS (CONTINUED)

All donated services and assets were utilized by Genesys' programs and supporting services. There were no donor-imposed restrictions associated with the donated services and assets. Donated software and equipment is valued at the estimated fair value to purchase similar items. Donated legal and consulting services are valued at the estimated fair value based on normal market hourly rates of providing similar services. The Organization received contributed intern wages that are reported using current rates for similar services.

Genesys receives use of donated facilities for its program operations and supporting services. In-kind contribution revenue and a corresponding expense is recognized in an amount approximating the estimated fair value at the time of the donation. Fair value is estimated using the average price per square foot of similar rental listings. The contributed rent expense is allocated based on percentage of time and effort of staff members.

**GENESYS WORKS
BAY AREA
STATEMENTS OF FINANCIAL POSITION
DECEMBER 31, 2024 AND 2023
(SEE INDEPENDENT AUDITORS' REPORT)**

	<u>2024</u>	<u>2023</u>
ASSETS		
Cash and Cash Equivalents	\$ 2,537,755	\$ 2,443,581
Accounts Receivable, Net	222,091	198,982
Contributions Receivable	-	250,000
Prepaid Expenses and Other Assets	<u>362,927</u>	<u>21,605</u>
Total Assets	<u><u>\$ 3,122,773</u></u>	<u><u>\$ 2,914,168</u></u>
LIABILITIES AND NET ASSETS		
LIABILITIES		
Accounts Payable and Accrued Expenses	\$ 11,870	\$ 5,015
Accrued Wages and Benefits	294,372	162,790
Deferred Revenue	64,034	57,139
Line of Credit	-	-
Total Liabilities	<u>370,276</u>	<u>224,944</u>
NET ASSETS		
Without Donor Restrictions	<u>2,735,044</u>	<u>2,689,224</u>
Total Net Assets	<u><u>2,752,497</u></u>	<u><u>2,689,224</u></u>
Total Liabilities and Net Assets	<u><u>\$ 3,122,773</u></u>	<u><u>\$ 2,914,168</u></u>

**GENESYS WORKS
BAY AREA
STATEMENT OF ACTIVITIES AND CHANGES IN NET ASSETS
YEAR ENDED DECEMBER 31, 2024
(SEE INDEPENDENT AUDITORS' REPORT)**

	Without Donor Restrictions	With Donor Restrictions	Total
PUBLIC SUPPORT, REVENUES, AND OTHER			
Public Support:			
General Public	\$ 888,402	\$ 318,850	\$ 1,207,252
Net Assets Released from Restrictions	301,397	(301,397)	-
Total Public Support	1,189,799	17,453	1,207,252
Revenues - Program Service Fees	1,720,504	-	1,720,504
Other Income	117,566	-	117,566
Total Public Support, Revenues, and Other	3,027,869	17,453	3,045,322
EXPENSES			
Student Program	2,309,210	-	2,309,210
Management and General	462,733	-	462,733
Fundraising	210,106	-	210,106
Total Expenses	2,982,049	-	2,982,049
CHANGE IN NET ASSETS	45,820	17,453	63,273
Net Assets - Beginning of Year	2,689,224	-	2,689,224
NET ASSETS - END OF YEAR	<u>\$ 2,735,044</u>	<u>\$ 17,453</u>	<u>\$ 2,752,497</u>

**GENESYS WORKS
BAY AREA
STATEMENT OF ACTIVITIES AND CHANGES IN NET ASSETS
YEAR ENDED DECEMBER 31, 2023
(SEE INDEPENDENT AUDITORS' REPORT)**

	Without Donor Restrictions	With Donor Restrictions	Total
PUBLIC SUPPORT, REVENUES, AND OTHER			
Public Support:			
General Public	\$ 1,734,206	\$ 418,550	\$ 2,152,756
In-Kind Contributions	-	-	-
Net Assets Released from Restrictions	418,550	(418,550)	-
Total Public Support	2,152,756	-	2,152,756
Revenues - Program Service Fees	1,795,824	-	1,795,824
Other Income	83,510	-	83,510
Total Public Support, Revenues, and Other	4,032,090	-	4,032,090
EXPENSES			
Student Program	2,149,100	-	2,149,100
Management and General	384,007	-	384,007
Fundraising	235,507	-	235,507
Total Expenses	2,768,614	-	2,768,614
CHANGE IN NET ASSETS	1,263,476	-	1,263,476
Net Assets - Beginning of Year	1,425,748	-	1,425,748
NET ASSETS - END OF YEAR	<u>\$ 2,689,224</u>	<u>\$ -</u>	<u>\$ 2,689,224</u>

**GENESYS WORKS
CHICAGO
STATEMENTS OF FINANCIAL POSITION
DECEMBER 31, 2024 AND 2023
(SEE INDEPENDENT AUDITORS' REPORT)**

	<u>2024</u>	<u>2023</u>
ASSETS		
Cash and Cash Equivalents	\$ 219,835	\$ 257,811
Accounts Receivable, Net	430,648	448,603
Contributions Receivable	-	32,500
Prepaid Expenses and Other Assets	83,952	70,130
Property and Equipment, Net	15,658	21,719
Right-of-Use Asset, Net	<u>140,129</u>	<u>307,503</u>
Total Assets	<u><u>\$ 890,222</u></u>	<u><u>\$ 1,138,266</u></u>
LIABILITIES AND NET ASSETS		
LIABILITIES		
Accounts Payable and Accrued Expenses	\$ 7,327	\$ 27,482
Accrued Wages and Benefits	190,797	193,379
Lease Liability	<u>129,241</u>	<u>298,654</u>
Total Liabilities	327,365	519,515
NET ASSETS		
Without Donor Restrictions	562,857	598,751
With Donor Restrictions	<u>-</u>	<u>20,000</u>
Total Net Assets	<u><u>562,857</u></u>	<u><u>618,751</u></u>
Total Liabilities and Net Assets	<u><u>\$ 890,222</u></u>	<u><u>\$ 1,138,266</u></u>

**GENESYS WORKS
CHICAGO
STATEMENT OF ACTIVITIES AND CHANGES IN NET ASSETS
YEAR ENDED DECEMBER 31, 2024
(SEE INDEPENDENT AUDITORS' REPORT)**

	Without Donor Restrictions	With Donor Restrictions	Total
PUBLIC SUPPORT, REVENUES, AND OTHER			
Public Support:			
General Public	\$ 1,117,552	\$ 139,200	\$ 1,256,752
Net Assets Released from Restrictions	159,200	(159,200)	-
Total Public Support	<u>1,276,752</u>	<u>(20,000)</u>	<u>1,256,752</u>
Revenues - Program Service Fees	3,296,475	-	3,296,475
Other Income	13,246	-	13,246
Total Public Support, Revenues, and Other	<u>4,586,473</u>	<u>(20,000)</u>	<u>4,566,473</u>
EXPENSES			
Student Program	3,963,684	-	3,963,684
Management and General	413,228	-	413,228
Fundraising	245,455	-	245,455
Total Expenses	<u>4,622,367</u>	<u>-</u>	<u>4,622,367</u>
CHANGE IN NET ASSETS	(35,894)	(20,000)	(55,894)
Net Assets - Beginning of Year	<u>598,751</u>	<u>20,000</u>	<u>618,751</u>
NET ASSETS - END OF YEAR	<u><u>\$ 562,857</u></u>	<u><u>\$ -</u></u>	<u><u>\$ 562,857</u></u>

**GENESYS WORKS
CHICAGO
STATEMENT OF ACTIVITIES AND CHANGES IN NET ASSETS
YEAR ENDED DECEMBER 31, 2023
(SEE INDEPENDENT AUDITORS' REPORT)**

	Without Donor Restrictions	With Donor Restrictions	Total
PUBLIC SUPPORT, REVENUES, AND OTHER			
Public Support:			
General Public	\$ 886,947	\$ 95,000	\$ 981,947
Net Assets Released from Restrictions	95,000	(95,000)	-
Total Public Support	981,947	-	981,947
Revenues - Program Service Fees	3,800,628	-	3,800,628
Other Income	17,424	-	17,424
Total Public Support, Revenues, and Other	4,799,999	-	4,799,999
EXPENSES			
Student Program	4,268,528	-	4,268,528
Management and General	439,324	-	439,324
Fundraising	296,745	-	296,745
Total Expenses	5,004,597	-	5,004,597
CHANGE IN NET ASSETS	(204,598)	-	(204,598)
Net Assets - Beginning of Year	803,349	20,000	823,349
NET ASSETS - END OF YEAR	<u>\$ 598,751</u>	<u>\$ 20,000</u>	<u>\$ 618,751</u>

**GENESYS WORKS
HOUSTON
STATEMENTS OF FINANCIAL POSITION
DECEMBER 31, 2024 AND 2023
(SEE INDEPENDENT AUDITORS' REPORT)**

	<u>2024</u>	<u>2023</u>
ASSETS		
Cash and Cash Equivalents	\$ 2,503,363	\$ 3,073,762
Accounts Receivable, Net	570,324	539,686
Contributions Receivable	5,000	50,000
Prepaid Expenses and Other Assets	119,938	207,978
Property and Equipment, Net	11,568	24,191
Right-of-Use Asset, Net	<u>751,327</u>	<u>858,505</u>
Total Assets	<u><u>\$ 3,961,520</u></u>	<u><u>\$ 4,754,122</u></u>
LIABILITIES AND NET ASSETS		
LIABILITIES		
Accounts Payable and Accrued Expenses	\$ 40,367	\$ 80,305
Accrued Wages and Benefits	255,014	305,089
Deferred Revenue	21,922	23,385
Lease Liability	<u>935,201</u>	<u>1,056,026</u>
Total Liabilities	1,252,504	1,464,805
NET ASSETS		
Without Donor Restrictions	2,709,016	3,024,317
With Donor Restrictions	<u>-</u>	<u>265,000</u>
Total Net Assets	<u><u>2,709,016</u></u>	<u><u>3,289,317</u></u>
Total Liabilities and Net Assets	<u><u>\$ 3,961,520</u></u>	<u><u>\$ 4,754,122</u></u>

**GENESYS WORKS
HOUSTON
STATEMENT OF ACTIVITIES AND CHANGES IN NET ASSETS
YEAR ENDED DECEMBER 31, 2024
(SEE INDEPENDENT AUDITORS' REPORT)**

	Without Donor Restrictions	With Donor Restrictions	Total
PUBLIC SUPPORT, REVENUES, AND OTHER			
Public Support:			
General Public	\$ 1,592,090	\$ 25,000	\$ 1,617,090
Net Assets Released from Restrictions	290,000	(290,000)	-
Total Public Support	1,882,090	(265,000)	1,617,090
Revenues - Program Service Fees	3,895,379	-	3,895,379
Other Income	127,357	-	127,357
Total Public Support, Revenues, and Other	5,904,826	(265,000)	5,639,826
EXPENSES			
Student Program	5,162,877	-	5,162,877
Management and General	596,854	-	596,854
Fundraising	460,396	-	460,396
Total Expenses	6,220,127	-	6,220,127
CHANGE IN NET ASSETS	(315,301)	(265,000)	(580,301)
Net Assets - Beginning of Year	3,024,317	265,000	3,289,317
NET ASSETS - END OF YEAR	<u>\$ 2,709,016</u>	<u>\$ -</u>	<u>\$ 2,709,016</u>

**GENESYS WORKS
HOUSTON
STATEMENT OF ACTIVITIES AND CHANGES IN NET ASSETS
YEAR ENDED DECEMBER 31, 2023
(SEE INDEPENDENT AUDITORS' REPORT)**

	Without Donor Restrictions	With Donor Restrictions	Total
PUBLIC SUPPORT, REVENUES, AND OTHER			
Public Support:			
General Public	\$ 1,420,584	\$ 444,171	\$ 1,864,755
In-Kind Contributions	-	-	-
Net Assets Released from Restrictions	568,437	(568,437)	-
Total Public Support	1,989,021	(124,266)	1,864,755
Revenues - Program Service Fees	3,834,164	-	3,834,164
Other Income	144,268	-	144,268
Total Public Support, Revenues, and Other	5,967,453	(124,266)	5,843,187
EXPENSES			
Student Program	5,187,980	-	5,187,980
Management and General	635,486	-	635,486
Fundraising	443,946	-	443,946
Total Expenses	6,267,412	-	6,267,412
CHANGE IN NET ASSETS	(299,959)	(124,266)	(424,225)
Net Assets - Beginning of Year	3,324,276	389,266	3,713,542
NET ASSETS - END OF YEAR	<u>\$ 3,024,317</u>	<u>\$ 265,000</u>	<u>\$ 3,289,317</u>

**GENESYS WORKS
NATIONAL CAPITAL REGION
STATEMENTS OF FINANCIAL POSITION
DECEMBER 31, 2024 AND 2023
(SEE INDEPENDENT AUDITORS' REPORT)**

	<u>2024</u>	<u>2023</u>
ASSETS		
Cash and Cash Equivalents	\$ 52,919	\$ 32,062
Accounts Receivable, Net	156,551	159,204
Contributions Receivable	75,000	10,000
Prepaid Expenses and Other Assets	68,823	128,527
Right-of-Use Asset, Net	<u>330,465</u>	<u>426,099</u>
Total Assets	<u><u>\$ 683,758</u></u>	<u><u>\$ 755,892</u></u>
LIABILITIES AND NET ASSETS		
LIABILITIES		
Accounts Payable and Accrued Expenses	\$ 17,953	\$ 16,687
Accrued Wages and Benefits	478,453	258,111
Lease Liability	<u>349,960</u>	<u>442,691</u>
Total Liabilities	846,366	717,489
NET ASSETS		
Without Donor Restrictions	(162,608)	38,403
With Donor Restrictions	<u>-</u>	<u>-</u>
Total Net Assets	<u>(162,608)</u>	<u>38,403</u>
Total Liabilities and Net Assets	<u><u>\$ 683,758</u></u>	<u><u>\$ 755,892</u></u>

**GENESYS WORKS
NATIONAL CAPITAL REGION
STATEMENT OF ACTIVITIES AND CHANGES IN NET ASSETS
YEAR ENDED DECEMBER 31, 2024
(SEE INDEPENDENT AUDITORS' REPORT)**

	Without Donor Restrictions	With Donor Restrictions	Total
PUBLIC SUPPORT, REVENUES, AND OTHER			
Public Support:			
General Public	\$ 595,770	\$ 181,500	\$ 777,270
In-Kind Contributions	5,000	-	5,000
Net Assets Released from Restrictions	181,500	(181,500)	-
Total Public Support	782,270	-	782,270
Revenues - Program Service Fees	1,222,042	-	1,222,042
Other Income	52,263	-	52,263
Total Public Support, Revenues, and Other	2,056,575	-	2,056,575
EXPENSES			
Student Program	1,686,369	-	1,686,369
Management and General	405,098	-	405,098
Fundraising	166,119	-	166,119
Total Expenses	2,257,586	-	2,257,586
CHANGE IN NET ASSETS	(201,011)	-	(201,011)
Net Assets - Beginning of Year	38,403	-	38,403
NET ASSETS - END OF YEAR	<u>\$ (162,608)</u>	<u>\$ -</u>	<u>\$ (162,608)</u>

**GENESYS WORKS
NATIONAL CAPITAL REGION
STATEMENT OF ACTIVITIES AND CHANGES IN NET ASSETS
YEAR ENDED DECEMBER 31, 2023
(SEE INDEPENDENT AUDITORS' REPORT)**

	Without Donor Restrictions	With Donor Restrictions	Total
PUBLIC SUPPORT, REVENUES, AND OTHER			
Public Support:			
General Public	\$ 452,758	\$ 25,000	\$ 477,758
In-Kind Contributions	163,184	-	163,184
Net Assets Released from Restrictions	60,438	(60,438)	-
Total Public Support	676,380	(35,438)	640,942
Revenues - Program Service Fees	1,208,233	-	1,208,233
Other Income	77,072	-	77,072
Total Public Support, Revenues, and Other	1,961,685	(35,438)	1,926,247
EXPENSES			
Student Program	1,840,638	-	1,840,638
Management and General	341,201	-	341,201
Fundraising	202,205	-	202,205
Total Expenses	2,384,044	-	2,384,044
CHANGE IN NET ASSETS	(422,359)	(35,438)	(457,797)
Net Assets - Beginning of Year	460,762	35,438	496,200
NET ASSETS - END OF YEAR	<u>\$ 38,403</u>	<u>\$ -</u>	<u>\$ 38,403</u>

**GENESYS WORKS
NEW YORK CITY
STATEMENTS OF FINANCIAL POSITION
DECEMBER 31, 2024 AND 2023
(SEE INDEPENDENT AUDITORS' REPORT)**

	<u>2024</u>	<u>2023</u>
ASSETS		
Cash and Cash Equivalents	\$ 496,403	\$ 716,211
Accounts Receivable, Net	462,840	228,893
Contributions Receivable	-	-
Prepaid Expenses and Other Assets	<u>146,161</u>	<u>303,284</u>
Total Assets	<u><u>\$ 1,105,404</u></u>	<u><u>\$ 1,248,388</u></u>
LIABILITIES AND NET ASSETS		
LIABILITIES		
Accounts Payable and Accrued Expenses	\$ 22,527	\$ 24,400
Accrued Wages and Benefits	<u>314,090</u>	<u>151,241</u>
Total Liabilities	336,617	175,641
NET ASSETS		
Without Donor Restrictions	701,607	950,881
With Donor Restrictions	<u>67,180</u>	<u>121,866</u>
Total Net Assets	<u><u>768,787</u></u>	<u><u>1,072,747</u></u>
Total Liabilities and Net Assets	<u><u>\$ 1,105,404</u></u>	<u><u>\$ 1,248,388</u></u>

**GENESYS WORKS
NEW YORK CITY
STATEMENT OF ACTIVITIES AND CHANGES IN NET ASSETS
YEAR ENDED DECEMBER 31, 2024
(SEE INDEPENDENT AUDITORS' REPORT)**

	Without Donor Restrictions	With Donor Restrictions	Total
PUBLIC SUPPORT, REVENUES, AND OTHER			
Public Support:			
General Public	\$ 703,055	\$ 100,495	\$ 803,550
In-Kind Contributions	25,400	-	25,400
Net Assets Released from Restrictions	155,181	(155,181)	-
Total Public Support	883,636	(54,686)	828,950
Revenues - Program Service Fees	1,559,880	-	1,559,880
Total Public Support, Revenues, and Other	2,450,381	(54,686)	2,395,695
EXPENSES			
Student Program	2,186,627	-	2,186,627
Management and General	277,145	-	277,145
Fundraising	235,883	-	235,883
Total Expenses	2,699,655	-	2,699,655
CHANGE IN NET ASSETS	(249,274)	(54,686)	(303,960)
Net Assets - Beginning of Year	950,881	121,866	1,072,747
NET ASSETS - END OF YEAR	<u>\$ 701,607</u>	<u>\$ 67,180</u>	<u>\$ 768,787</u>

**GENESYS WORKS
NEW YORK CITY
STATEMENT OF ACTIVITIES AND CHANGES IN NET ASSETS
YEAR ENDED DECEMBER 31, 2023
(SEE INDEPENDENT AUDITORS' REPORT)**

	Without Donor Restrictions	With Donor Restrictions	Total
PUBLIC SUPPORT, REVENUES, AND OTHER			
Public Support:			
General Public	\$ 794,717	\$ 76,981	\$ 871,698
In-Kind Contributions	25,917	-	25,917
Net Assets Released from Restrictions	306,786	(306,786)	-
Total Public Support	1,127,420	(229,805)	897,615
Revenues - Program Service Fees	1,311,249	-	1,311,249
Total Public Support, Revenues, and Other	2,438,669	(229,805)	2,208,864
EXPENSES			
Student Program	1,918,823	-	1,918,823
Management and General	243,369	-	243,369
Fundraising	96,037	-	96,037
Total Expenses	2,258,229	-	2,258,229
CHANGE IN NET ASSETS	180,440	(229,805)	(49,365)
Net Assets - Beginning of Year	770,441	351,671	1,122,112
NET ASSETS - END OF YEAR	<u>\$ 950,881</u>	<u>\$ 121,866</u>	<u>\$ 1,072,747</u>

**GENESYS WORKS
TWIN CITIES
STATEMENTS OF FINANCIAL POSITION
DECEMBER 31, 2024 AND 2023
(SEE INDEPENDENT AUDITORS' REPORT)**

	<u>2024</u>	<u>2023</u>
ASSETS		
Cash and Cash Equivalents	\$ 1,580,075	\$ 2,274,928
Accounts Receivable, Net	1,894,106	1,747,962
Contributions Receivable	-	78,500
Prepaid Expenses and Other Assets	54,232	39,741
Property and Equipment, Net	-	-
Right-of-Use Asset, Net	<u>248,770</u>	<u>322,517</u>
Total Assets	<u><u>\$ 3,777,183</u></u>	<u><u>\$ 4,463,648</u></u>
LIABILITIES AND NET ASSETS		
LIABILITIES		
Accounts Payable and Accrued Expenses	\$ 22,548	\$ 42,799
Accrued Wages and Benefits	470,826	497,926
Deferred Revenue	20,759	20,759
Lease Liability	<u>284,632</u>	<u>344,779</u>
Total Liabilities	798,765	906,263
NET ASSETS		
Without Donor Restrictions	2,727,981	3,091,520
With Donor Restrictions	<u>250,437</u>	<u>465,865</u>
Total Net Assets	<u><u>2,978,418</u></u>	<u><u>3,557,385</u></u>
Total Liabilities and Net Assets	<u><u>\$ 3,777,183</u></u>	<u><u>\$ 4,463,648</u></u>

**GENESYS WORKS
TWIN CITIES
STATEMENT OF ACTIVITIES AND CHANGES IN NET ASSETS
YEAR ENDED DECEMBER 31, 2024
(SEE INDEPENDENT AUDITORS' REPORT)**

	Without Donor Restrictions	With Donor Restrictions	Total
PUBLIC SUPPORT, REVENUES, AND OTHER			
Public Support:			
General Public	\$ 1,035,238	\$ 144,147	\$ 1,179,385
Net Assets Released from Restrictions	359,575	(359,575)	-
Total Public Support	<u>1,394,813</u>	<u>(215,428)</u>	<u>1,179,385</u>
Revenues - Program Service Fees	9,292,247	-	9,292,247
Other Income	87,200	-	87,200
Total Public Support, Revenues, and Other	<u>10,774,260</u>	<u>(215,428)</u>	<u>10,558,832</u>
EXPENSES			
Student Program	9,862,846	-	9,862,846
Management and General	905,623	-	905,623
Fundraising	369,330	-	369,330
Total Expenses	<u>11,137,799</u>	<u>-</u>	<u>11,137,799</u>
CHANGE IN NET ASSETS	(363,539)	(215,428)	(578,967)
Net Assets - Beginning of Year	<u>3,091,520</u>	<u>465,865</u>	<u>3,557,385</u>
NET ASSETS - END OF YEAR	<u><u>\$ 2,727,981</u></u>	<u><u>\$ 250,437</u></u>	<u><u>\$ 2,978,418</u></u>

**GENESYS WORKS
TWIN CITIES
STATEMENT OF ACTIVITIES AND CHANGES IN NET ASSETS
YEAR ENDED DECEMBER 31, 2023
(SEE INDEPENDENT AUDITORS' REPORT)**

	Without Donor Restrictions	With Donor Restrictions	Total
PUBLIC SUPPORT, REVENUES, AND OTHER			
Public Support:			
General Public	\$ 1,232,142	\$ 663,849	\$ 1,895,991
Net Assets Released from Restrictions	323,546	(323,546)	-
Total Public Support	1,555,688	340,303	1,895,991
Revenues - Program Service Fees	9,523,918	-	9,523,918
Other Income	98,036	-	98,036
Total Public Support, Revenues, and Other	11,178,262	340,303	11,518,565
EXPENSES			
Student Program	9,979,382	-	9,979,382
Management and General	1,054,855	-	1,054,855
Fundraising	418,934	-	418,934
Total Expenses	11,453,171	-	11,453,171
CHANGE IN NET ASSETS	(274,909)	340,303	65,394
Net Assets - Beginning of Year	3,366,429	125,562	3,491,991
NET ASSETS - END OF YEAR	<u>\$ 3,091,520</u>	<u>\$ 465,865</u>	<u>\$ 3,557,385</u>

**GENESYS WORKS
NATIONAL**
(EXCLUDING WASHINGTON, DC AND NEW YORK CITY)
STATEMENTS OF FINANCIAL POSITION
DECEMBER 31, 2024 AND 2023
(SEE INDEPENDENT AUDITORS' REPORT)

	<u>2024</u>	<u>2023</u>
ASSETS		
Cash and Cash Equivalents	\$ 5,066,650	\$ 3,401,420
Investments	4,428,822	-
Accounts Receivable, Net	68,819	47,478
Contributions Receivable	2,000	166,500
Prepaid Expenses and Other Assets	2,133,114	1,033,792
Property and Equipment, Net	87,325	152,285
Right-of-Use Asset, Net	<u>70,285</u>	<u>140,570</u>
Total Assets	<u><u>\$ 11,857,015</u></u>	<u><u>\$ 4,942,045</u></u>
LIABILITIES AND NET ASSETS		
LIABILITIES		
Accounts Payable and Accrued Expenses	\$ 399,716	\$ 147,802
Accrued Wages and Benefits	921,313	907,351
Lease Liability	<u>168,254</u>	<u>330,721</u>
Total Liabilities	<u>1,489,283</u>	<u>1,385,874</u>
NET ASSETS		
Without Donor Restrictions	9,220,928	1,592,444
With Donor Restrictions	<u>1,146,804</u>	<u>1,963,727</u>
Total Net Assets	<u>10,367,732</u>	<u>3,556,171</u>
Total Liabilities and Net Assets	<u><u>\$ 11,857,015</u></u>	<u><u>\$ 4,942,045</u></u>

**GENESYS WORKS
NATIONAL**
(EXCLUDING WASHINGTON, DC AND NEW YORK CITY)
STATEMENT OF ACTIVITIES AND CHANGES IN NET ASSETS
YEAR ENDED DECEMBER 31, 2024
(SEE INDEPENDENT AUDITORS' REPORT)

	Without Donor Restrictions	With Donor Restrictions	Total
PUBLIC SUPPORT, REVENUES, AND OTHER			
Public Support:			
General Public	\$ 11,097,190	\$ 629,522	\$ 11,726,712
In-Kind Contributions	143,027	-	143,027
Net Assets Released from Restrictions	1,446,445	(1,446,445)	-
Total Public Support	12,686,662	(816,923)	11,869,739
Revenues - Program Service Fees	4,526,903	-	4,526,903
Other Loss	291,509	-	291,509
Total Public Support, Revenues, and Other	17,505,074	(816,923)	16,688,151
EXPENSES			
Student Program	3,790,248	-	3,790,248
Management and General	4,577,043	-	4,577,043
Fundraising	1,509,299	-	1,509,299
Total Expenses	9,876,590	-	9,876,590
CHANGE IN NET ASSETS	7,628,484	(816,923)	6,811,561
Net Assets - Beginning of Year	1,592,444	1,963,727	3,556,171
NET ASSETS - END OF YEAR	<u>\$ 9,220,928</u>	<u>\$ 1,146,804</u>	<u>\$ 10,367,732</u>

**GENESYS WORKS
NATIONAL**
(EXCLUDING WASHINGTON, DC AND NEW YORK CITY)
STATEMENT OF ACTIVITIES AND CHANGES IN NET ASSETS
YEAR ENDED DECEMBER 31, 2023
(SEE INDEPENDENT AUDITORS' REPORT)

	Without Donor Restrictions	With Donor Restrictions	Total
PUBLIC SUPPORT, REVENUES, AND OTHER			
Public Support:			
General Public	\$ 3,287,154	\$ 1,532,658	\$ 4,819,812
In-Kind Contributions	64,138	-	64,138
Net Assets Released from Restrictions	1,167,978	(1,167,978)	-
Total Public Support	4,519,270	364,680	4,883,950
Revenues - Program Service Fees	4,218,307	-	4,218,307
Other Loss	(66,120)	-	(66,120)
Total Public Support, Revenues, and Other	8,671,457	364,680	9,036,137
EXPENSES			
Student Program	2,919,444	-	2,919,444
Management and General	3,899,008	-	3,899,008
Fundraising	987,456	-	987,456
Total Expenses	7,805,908	-	7,805,908
CHANGE IN NET ASSETS	865,549	364,680	1,230,229
Net Assets - Beginning of Year	726,895	1,599,047	2,325,942
NET ASSETS - END OF YEAR	<u>\$ 1,592,444</u>	<u>\$ 1,963,727</u>	<u>\$ 3,556,171</u>

