JUNIOR ACHIEVEMENT
OF
NORTH CENTRAL OHIO, INC.

AUDITED FINANCIAL STATEMENTS

JUNE 30, 2025 AND 2024

Audited Financial Statements

JUNIOR ACHIEVEMENT OF NORTH CENTRAL OHIO, INC.

JUNE 30, 2025 AND 2024

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INDEPENDENT AUDITOR'S REPORT

To the Board of Directors of
Junior Achievement of North Central Ohio, Inc.

Opinion

We have audited the accompanying financial statements of Junior Achievement of North Central Ohio, Inc. (a nonprofit organization), which comprise the statements of financial position as of June 30, 2025 and 2024, and the related statements of activities, functional expenses, and cash flows for the years then ended, and the related notes to the financial statements.

In our opinion, the financial statements referred to above present fairly, in all material respects, the financial position of Junior Achievement of North Central Ohio, Inc. as of June 30, 2025 and 2024, and the changes in its net assets and its cash flows for the years then ended in accordance with accounting principles generally accepted in the United States of America.

Basis for Opinion

We conducted our audits in accordance with auditing standards generally accepted in the United States of America. 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 Junior Achievement of North Central Ohio, Inc. and to meet our other ethical responsibilities in accordance with the relevant ethical requirements relating to our audit. 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 Junior Achievement of North Central Ohio, Inc.'s ability to continue as a going concern within 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 generally accepted auditing standards 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 generally accepted auditing standards, 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 Junior Achievement of North Central Ohio, 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 Junior Achievement of North Central Ohio, 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.

Pease Bell CPAs, LLC

Cleveland, Ohio
November 24, 2025

JUNIOR ACHIEVEMENT OF NORTH CENTRAL OHIO, INC.

STATEMENTS OF FINANCIAL POSITION

JUNE 30, 2025 AND 2024

	2025	2024
ASSETS		
Current Assets		
Cash and cash equivalents	$ 1,410,124	$ 1,054,286
Contributions receivable	114,763	358,845
Prepaid expenses	15,455	15,077
Total Current Assets	1,540,342	1,428,208
Investments	882,199	827,609
Property and equipment, net	1,005,171	1,075,718
TOTAL ASSETS	$ 3,427,712	$ 3,331,535
LIABILITIES		
Current Liabilities		
Accounts payable	$ 17,315	$ 46,970
Accrued expenses	148,285	128,239
Deferred revenue	14,840	37,000
Long-term debt - current maturities	4,552	4,349
Total Current Liabilities	184,992	216,558
Long-term debt, net of current maturities	193,057	198,294
TOTAL LIABILITIES	378,049	414,852
NET ASSETS		
Without donor restrictions:		
Operating	2,195,350	1,821,655
Board designated	192,810	182,967
Total net assets without donor restrictions	2,388,160	2,004,622
With donor restrictions	661,503	912,061
TOTAL NET ASSETS	3,049,663	2,916,683
TOTAL LIABILITIES AND NET ASSETS	$ 3,427,712	$ 3,331,535

See notes to financial statements.

JUNIOR ACHIEVEMENT OF NORTH CENTRAL OHIO, INC.

STATEMENT OF ACTIVITIES

YEAR ENDED JUNE 30, 2025

	Without Donor Restrictions			With Donor Restrictions	
	Operating	Board designated	Total		Total
PUBLIC SUPPORT AND REVENUE					
Contributions					
Corporate	$ 382,931	$ -	$ 382,931	$ 300	$ 383,231
Individual	28,202	-	28,202	-	28,202
Foundations	244,028	-	244,028	20,000	264,028
Total contributions	655,161	-	655,161	20,300	675,461
Special events, gross	74,833	-	74,833	-	74,833
Less: special event expenses	(26,212)	-	(26,212)	-	(26,212)
Special events, net	48,621	-	48,621	-	48,621
Governmental revenue	796,300	-	796,300	-	796,300
Investment return, net	58,282	4,090	62,372	13,431	75,803
Unrealized gain (loss) on investments	6,419	12,819	19,238	37,949	57,187
Realized gain on investments	(2,602)	59	(2,543)	(3,149)	(5,692)
Contributions of nonfinancial assets	31,198	-	31,198	-	31,198
Other income	250	-	250	-	250
Net assets released from restrictions:					-
Purpose restrictions	94,102	(7,125)	86,977	(86,977)	-
Time restrictions	232,112	-	232,112	(232,112)	-
TOTAL PUBLIC SUPPORT AND REVENUE	1,919,843	9,843	1,929,686	(270,858)	1,679,128
EXPENSES					
Program services:					
High school	521,344	-	521,344	-	521,344
Middle grades	330,579	-	330,579	-	330,579
Elementary	270,673	-	270,673	-	270,673
	1,122,596	-	1,122,596	-	1,122,596
Supporting services:					
Management and general	169,039	-	169,039	-	169,039
Fund raising	254,513	-	254,513	-	254,513
TOTAL EXPENSES	1,546,148	-	1,546,148	-	1,546,148
CHANGE IN NET ASSETS	373,695	9,843	383,538	(250,558)	132,980
NET ASSETS AT BEGINNING OF YEAR	1,821,655	182,967	2,004,622	912,061	2,916,683
NET ASSETS AT END OF YEAR	$ 2,195,350	$ 192,810	$ 2,388,160	$ 661,503	$ 3,049,663

See notes to financial statements.

JUNIOR ACHIEVEMENT OF NORTH CENTRAL OHIO, INC.

STATEMENT OF ACTIVITIES

YEAR ENDED JUNE 30, 2024

	Without Donor Restrictions			With	
		Board		Donor	
	Operating	designated	Total	Restrictions	Total
PUBLIC SUPPORT AND REVENUE					
Contributions					
Corporate	$ 499,630	$ -	$ 499,630	$ 19,674	$ 519,304
Individual	67,444	-	67,444	50,000	117,444
Foundations	140,704	-	140,704	387,112	527,816
Total contributions	707,778	-	707,778	456,786	1,164,564
Special events, gross	94,548	-	94,548	-	94,548
Less: special event expenses	(31,011)	-	(31,011)	-	(31,011)
Special events, net	63,537	-	63,537	-	63,537
Governmental revenue	912,504	-	912,504	-	912,504
Investment return, net	36,987	5,139	42,126	11,526	53,652
Unrealized gain on investments	14,722	11,955	26,677	25,434	52,111
Realized gain on investments	752	-	752	1,404	2,156
Contributions of nonfinancial assets	66,528	-	66,528	-	66,528
Other income	1,100	-	1,100	-	1,100
Net assets released from restrictions:					-
Purpose restrictions	220,599	(8,500)	212,099	(212,099)	-
Time restrictions	210,000	-	210,000	(210,000)	-
TOTAL PUBLIC SUPPORT AND REVENUE	2,234,507	8,594	2,243,101	73,051	2,316,152
EXPENSES					
Program serivces:					
High school	614,751	-	614,751	-	614,751
Middle grades	366,166	-	366,166	-	366,166
Elementary	295,919	-	295,919	-	295,919
	1,276,836	-	1,276,836	-	1,276,836
Supporting services:					
Management and general	191,632	-	191,632	-	191,632
Fund raising	222,035	-	222,035	-	222,035
TOTAL EXPENSES	1,690,503	-	1,690,503	-	1,690,503
CHANGE IN NET ASSETS	544,004	8,594	552,598	73,051	625,649
NET ASSETS AT BEGINNING OF YEAR	1,277,651	174,373	1,452,024	839,010	2,291,034
NET ASSETS AT END OF YEAR	$ 1,821,655	$ 182,967	$ 2,004,622	$ 912,061	$ 2,916,683

See notes to financial statements.

JUNIOR ACHIEVEMENT OF NORTH CENTRAL OHIO, INC.

STATEMENT OF FUNCTIONAL EXPENSES

YEAR ENDED JUNE 30, 2025

	Program Services				Supporting Services		
	High School	Middle Grades	Elementary	Total	Management and General	Fund Raising	Total
Salaries	$ 314,263	199,382	$ 163,303	$ 676,948	$ 107,286	$ 165,202	$ 949,436
Payroll taxes	24,415	15,490	12,687	52,592	8,335	12,835	73,762
Employee insurance	18,879	11,978	9,810	40,667	6,445	9,924	57,036
Pension plan	9,162	5,813	4,761	19,736	3,128	4,817	27,681
	366,719	232,663	190,561	789,943	125,194	192,778	1,107,915
Professional fees	14,669	9,307	7,622	31,598	5,008	7,711	44,317
Advertising	625	397	325	1,347	213	328	1,888
Office expenses	4,371	2,772	2,271	9,414	1,492	2,297	13,203
IT expenses	1,851	1,174	962	3,987	632	973	5,592
Occupancy	3,458	2,194	1,796	7,448	1,180	1,818	10,446
Travel	7,074	4,488	3,676	15,238	3,719	2,415	21,372
Conferences and meetings	1,440	914	748	3,102	492	756	4,350
National license fee	37,506	23,796	19,490	80,792	12,804	19,716	113,312
Depreciation	23,352	14,815	12,134	50,301	7,972	12,274	70,547
Insurance	5,686	3,608	2,956	12,250	2,989	1,941	17,180
Interest expense	5,345	3,391	2,777	11,513	1,825	2,809	16,147
Program materials	2,377	1,512	1,235	5,124	-	-	5,124
Fundraising materials	-	-	-	-	-	214	214
Program events	24,856	15,803	12,909	53,568	-	-	53,568
Scholarships	5,838	3,483	2,804	12,125	-	-	12,125
Miscellaneous	10,674	6,772	5,548	22,994	3,644	5,611	32,249
Training	4,229	2,683	2,197	9,109	1,443	2,223	12,775
Volunteer recruiting	60	37	31	128	17	11	156
Dues and subscriptions	1,214	770	631	2,615	415	638	3,668
Cost of direct benefit to donors	-	-	-	-	-	26,212	26,212
Gross functional expenses	521,344	330,579	270,673	1,122,596	169,039	280,725	1,572,360
Less items included in Statement of Activities:							
Special events expense	-	-	-	-	-	(26,212)	(26,212)
Total functional expenses	$ 521,344	$ 330,579	$ 270,673	$ 1,122,596	$ 169,039	$ 254,513	$ 1,546,148

See notes to financial statements.

JUNIOR ACHIEVEMENT OF NORTH CENTRAL OHIO, INC.

STATEMENT OF FUNCTIONAL EXPENSES

YEAR ENDED JUNE 30, 2024

	Program Services				Supporting Services		
	High School	Middle Grades	Elementary	Total	Management and General	Fund Raising	Total
Salaries	$ 348,444	$ 207,478	$ 167,770	$ 723,692	$ 125,083	$ 143,944	$ 992,719
Payroll taxes	26,734	15,918	12,871	55,523	9,596	11,043	76,162
Employee insurance	17,662	10,518	8,505	36,685	6,341	7,297	50,323
Pension plan	8,623	5,135	4,152	17,910	3,095	3,562	24,567
	401,463	239,049	193,298	833,810	144,115	165,846	1,143,771
Professional fees	14,722	8,765	7,088	30,575	5,284	6,081	41,940
Advertising	2,267	1,350	1,092	4,709	814	937	6,460
Office expenses	4,958	2,952	2,387	10,297	1,780	2,048	14,125
IT expenses	5,619	3,346	2,706	11,671	2,017	2,321	16,009
Occupancy	4,322	2,573	2,081	8,976	1,551	1,785	12,312
Travel	8,315	4,951	4,003	17,269	2,985	3,435	23,689
Conferences and meetings	1,225	729	590	2,544	440	505	3,489
National license fee	30,151	17,954	14,517	62,622	10,824	12,456	85,902
Depreciation	18,362	10,933	8,841	38,136	6,592	7,585	52,313
Insurance	4,597	2,738	2,214	9,549	1,651	1,900	13,100
Repairs and maintenance	4,664	2,777	2,246	9,687	1,675	1,927	13,289
Program materials	18,495	11,035	8,882	38,412	-	-	38,412
Fundraising materials	-	-	-	-	-	1,509	1,509
Program events	55,797	33,310	26,819	115,926	-	-	115,926
Scholarships	6,494	3,875	3,119	13,488	-	-	13,488
Miscellaneous	25,536	15,205	12,295	53,036	9,167	10,549	72,752
Training	5,752	3,426	2,770	11,948	2,065	2,377	16,390
Volunteer recruiting	139	83	68	290	-	-	290
Dues and subscriptions	1,873	1,115	903	3,891	672	774	5,337
Cost of direct benefit to donors	-	-	-	-	-	31,011	31,011
Gross functional expenses	614,751	366,166	295,919	1,276,836	191,632	253,046	1,721,514
Less items included in Statement of Activities:							
Special events expense	-	-	-	-	-	(31,011)	(31,011)
Total functional expenses	$ 614,751	$ 366,166	$ 295,919	$ 1,276,836	$ 191,632	$ 222,035	$ 1,690,503

See notes to financial statements.

JUNIOR ACHIEVEMENT OF NORTH CENTRAL OHIO, INC.

STATEMENTS OF CASH FLOWS

YEARS ENDED JUNE 30, 2025 AND 2024

	2025	2024
CASH FLOWS FROM OPERATING ACTIVITIES		
Change in net assets	$ 132,980	$ 625,649
Adjustments to reconcile change in net assets to net cash and cash equivalents provided by operating activities:		
Depreciation	70,547	52,313
Unrealized gains on investments and beneficial interest	(57,187)	(52,111)
Realized (gains) losses on investments and beneficial interest	5,692	(2,156)
Interest and dividends reinvested, net of fees	(75,803)	(53,652)
Loss on disposal of property and equipment	-	907
Contributions received restricted for long-term investment	(300)	(19,674)
Changes in assets and liabilities:		
Contributions receivable, net	244,082	49,092
Prepaid expenses	(378)	(897)
Accounts payable	(29,655)	(2,987)
Accrued expenses	20,046	23,028
Deferred revenue	(22,160)	(14,350)
NET CASH AND CASH EQUIVALENTS PROVIDED BY OPERATING ACTIVITIES	287,864	605,162
CASH FLOWS FROM INVESTING ACTIVITIES		
Proceeds from sale of investments	72,708	68,210
Purchases of investments	-	(20,197)
Purchases of fixed assets	-	(540,913)
NET CASH AND CASH EQUIVALENTS PROVIDED BY (USED IN) INVESTING ACTIVITIES	72,708	(492,900)
CASH FLOWS FROM FINANCING ACTIVITIES		
Repayments of long-term debt	(5,034)	(260,317)
Proceeds from construction loan	-	347,060
Contributions received restricted for long-term investment	300	19,674
NET CASH AND CASH EQUIVALENTS (USED IN) PROVIDED BY FINANCING ACTIVITIES	(4,734)	106,417
NET INCREASE IN CASH AND CASH EQUIVALENTS	355,838	218,679
CASH AND CASH EQUIVALENTS, beginning of year	1,054,286	835,607
CASH AND CASH EQUIVALENTS, end of year	$ 1,410,124	$ 1,054,286

See notes to financial statements.

NOTE 1 – NATURE OF ACTIVITIES AND SUMMARY OF SIGNIFICANT ACCOUNTING POLICIES

Nature of activities: Junior Achievement of North Central Ohio, Inc. (a not-for-profit organization) (the "Organization") is an affiliate of Junior Achievement USA® (the "National Organization"). The Organization inspires and prepares young people to succeed in the global economy. Volunteer delivered, experiential programs give students knowledge and skills in financial literacy, work readiness and entrepreneurship. The Organization helps to enhance the relevance of students' classroom learning and increase their understanding of the value of staying in school. The Organization maintains its operating center in Canton, which serves Medina, Portage, Summit, Holmes, Coshocton, Ashland, Richland, Knox, Crawford, Morrow, Wayne, Stark, Carroll, Tuscarawas, Wyandot and Marion counties.

The Organization currently supplements current school curriculum with the following sequential economic programs taught by local area business and community volunteers (consultants):

> The elementary school program is designed to enhance basic understanding of a free market economy. By learning the principles of economics at an early age, students are better prepared to make decisions about their future because they understand the economic impact of those decisions.
>
> The middle school program develops the desire in young people to value education and stay in school. Students learn critical skills from business consultants who build a bridge between the classroom and the workplace.
>
> The high school program promotes understanding of economic principles for students nearly ready to enter college and the workforce. Many of the activities allow examination of the rewards and responsibilities of business through hands-on experiences in a virtually risk-free setting.

Students participating in the above programs totaled 30,232 and 27,407 for the years ended June 30, 2025 and 2024, respectively.

Basis of accounting: The financial statements of the Organization have been prepared on the accrual basis of accounting and accordingly reflect all significant receivables, payables and other liabilities. Furthermore, the accounting policies adhered to by the Organization are generally consistent with the *Audit and Accounting Guide for Not-For-Profit Organizations* issued by the American Institute of Certified Public Accountants.

Basis of presentation: The financial statements of the Organization have been prepared in accordance with accounting principles generally accepted in the United States of America. Net assets and revenues, and gains and losses are classified based on the existence or absence of donor-imposed restrictions. Accordingly, the net assets of the Organization and changes therein are classified as follows:

> ***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 the Organization. The Organization's board may designate net assets without donor restrictions for specific operational purposes from time to time.

Net assets with donor restrictions: Net assets subject to stipulations imposed by donors and grantors. Donor restrictions can be temporary in nature and those restrictions will be met by actions of the Organization or by the passage of time. Other donor restrictions can be perpetual in nature, whereby the donor stipulates that the funds be maintained in perpetuity.

Use of estimates: 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 certain reported amounts and disclosures. Accordingly, actual results could differ from those estimates.

Cash and cash equivalents: The Organization considers all highly-liquid investments with an initial maturity of three months or less when purchased to be cash equivalents, except where such cash equivalents are held as part of a long-term investment strategy. Cash at June 30, 2025 and 2024 consists of two checking and one sweep accounts with commercial banks. The cash balances, at times, may exceed the federal insurance limit; however, management does not believe that the Organization is exposed to any substantial risk.

Contributions receivable: Contributions receivable are stated at the amount management expects to collect from outstanding balances. Management provides for uncollectible amounts through a provision for credit losses and an adjustment to a valuation allowance based on its assessment of the current status of individual accounts. Contributions receivable are considered impaired if payments are not received in accordance with the pledge terms. Balances that are still outstanding after management has used reasonable collection efforts are written off through a charge to the valuation allowance and a credit to contributions receivable. The contributions receivable have been adjusted for all known uncollectible contributions receivable. The Organization did not record any allowance for uncollectible contributions receivable as of June 30, 2025 and 2024. Contributions receivable consist of unconditional promises to give due in one year or less.

Investments: Investments in equity securities, with readily determinable fair values, and all investments in debt securities are stated at fair value. Organizational funds are associated with pooled investment accounts held and managed by the Akron Community Foundation and Stark Community Foundation. These funds are stated at estimated fair value based on net asset value as a practical expedient. See Note 5 for a discussion of fair value measurements. Realized and unrealized gains and losses, dividend and interest income (collectively, investment income or loss) are included in the change in net assets in the accompanying statements of activities. Such amounts are reported as a change in net assets without donor restrictions unless the appreciation (depreciation) is restricted by explicit donor-imposed stipulations or by law.

Property and equipment: Property and equipment purchases are recorded at cost or, if donated, at their estimated fair value. Such donations are reported as support without donor restrictions unless the donor has restricted the donated asset to a specific purpose. Repair and maintenance costs that do not improve service potential or extend economic useful life are expensed as incurred. Interest expense incurred on borrowed funds during the period of construction of capital assets is capitalized as a component of the cost of acquiring those assets. There was no capitalized interest in fiscal year 2025. Interest cost capitalized totaled approximately $20,687 during fiscal year 2024. Depreciation is computed using the straight-line method over the estimated useful lives of the assets, which are 15 to 39 years for building, 5 to 10 years for office equipment, and 5 to 10 years for furniture and fixtures.

Property and equipment are reviewed for impairment whenever events or changes in circumstances indicate that the carrying amount of an asset may not be recoverable. If circumstances require a long-lived asset be tested for possible impairment, the Organization first compares undiscounted cash flows expected to be generated by an asset to the carrying value of the asset. If the carrying value of the long-lived asset is not recoverable on an undiscounted cash flow basis, an impairment is recognized to the extent that the carrying value exceeds its fair value. Fair value is determined through various valuation techniques including discounted cash flow models, quoted market values and third-party independent appraisals, as considered necessary. Based on the Organization's evaluation, there is no impairment at June 30, 2025 and 2024.

Revenue recognition: Generally, grants and contributions, including promises to give (contributions receivable), are recognized as revenue when the donor/grantor makes a promise to give that is, in substance, unconditional. All contributions are available for unrestricted use, unless specifically restricted by the donor. Conditional promises to give are not recognized in the financial statements until the condition is satisfied. Conditional contributions and grants contain barriers that must be overcome or explicitly waived by the donor before the promises become unconditional. Unconditional promises to give to be received in future years are reported at the present value of the contribution using risk-free interest rates. As of June 30, 2025 and 2024, there had been no conditional grants received from foundations or corporations.

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 an increase in net assets with donor restrictions, depending on the nature of the restrictions. When a restriction expires, that is, when a stipulated time restriction ends or purpose restriction is accomplished, net assets with donor restrictions are reclassified to net assets without donor restrictions and reported in the statement of activities as net assets released from restrictions.

Special event revenue is recognized at a point in time when the event takes place.

Special event revenue is made up of sponsorships and ticket sales. The portion that relates to the commensurate value the sponsor and attendee receives in return is recognized when the related events are held, and performance obligations are met. If an event is not held, the sponsorships and ticket sales are refundable. The excess amounts over commensurate value are considered a contribution that is recognized at a point in time when the related events are held.

Deferred revenue: Deferred revenue represents payments received for special events held after the fiscal year end.

Contributed goods and services: Donated services are recognized as contributions if the services (a) create or enhance nonfinancial assets or (b) require specialized skills, are performed by people with those skills, and would otherwise be purchased by the organization. Noncash donations of services and assets are recorded as contributions at their estimated fair value at the date of donation. The majority of donated items were utilized in the Organization's program and special events and consist mostly of event prizes. The donated services and assets for the years ended June 30, 2025 and 2024 totaled $31,198 and $66,528, respectively.

The value of the services provided by volunteers in the Organization's classroom programs are not reflected in the financial statements since the services do not meet the criteria for recognition.

Functional allocation of expenses: The financial statements report certain categories of expenses that are attributable to more than one program or supporting function. Therefore, these expenses require allocation on a reasonable basis that is consistently applied. Where practicable, expenses are directly classified to specific program or supporting service categories. Expenses, including salaries, payroll taxes, employee insurance, pension plan, repairs and maintenance, and depreciation, that are not specifically identifiable within functional categories are classified using allocation methods that best reflect the actual costs associated with each function, primarily based on management's estimates of time and effort.

Fair value measurements: Fair value is defined as the price that would be received to sell an asset or paid to transfer a liability (i.e., the "exit price") in an orderly transaction between market participants at the measurement date. Note 5 provides a description of the valuation methodologies used by the Organization for assets measured at fair value.

Concentrations of credit risk: Financial instruments which potentially subject the Organization to concentrations of credit risk consist of investments in mutual funds. The investments are managed by investment advisors who are supervised by the Organization's Finance Committee. Though the market value of investments is subject to fluctuations on a year-to-year basis, the Finance Committee believes that the investment policy is prudent for the long-term welfare of the Organization.

Income taxes: The Organization is a non-profit organization exempt from federal income taxes under Section 501(c)(3) of the Internal Revenue Code. The Organization has been classified as an organization that is not a private foundation under section 509(a) of the Internal Revenue Code.

Subsequent events: In preparing these financial statements, management has evaluated events and transactions for potential recognition or disclosure through November 24, 2025, the date the financial statements were available to be issued.

NOTE 2 – NET ASSETS WITH DONOR RESTRICTIONS

Net assets with donor restrictions at June 30, 2025 and 2024 are restricted for the following purposes or periods:

	2025	2024
Subject to the passage of time	$ 135,000	$ 367,112
Subject to expenditure for specified purpose:		
Tuscarawas County scholarships	13,131	14,122
JA Company Program expansion	-	20,000
Entrepreneurship programming in Stark County	-	50,000
Stark County Future Bound programming	20,000	-
Subject to spending policy or appropriation:		
Richard W. and Ruth C. Niemiec scholarship endowment fund:		
Accumulated earnings	36,777	27,320
Funds restricted in perpetuity	90,515	90,215
Investments held at ACF:		
Accumulated earnings	46,734	23,946
Funds restricted in perpetuity	319,346	319,346
	$ 661,503	$ 912,061

NOTE 3 – BOARD DESIGNATED FUNDS

Net assets without donor restrictions at June 30, 2025 and 2024 includes the following board designated funds to provide scholarships:

	2025	2024
Rowekamp funds	$ 88,352	$ 82,453
Fund functioning as endowment	104,458	100,514
	$ 192,810	$ 182,967

NOTE 4 – GOVERNMENTAL REVENUE

In each of the fiscal years ended June 30, 2025 and 2024, the Organization received $750,000 from the Ohio Department of Education for general programming purposes. The funds are recorded as unrestricted governmental revenue in the accompanying statements of activities.

NOTE 5 – FAIR VALUE MEASUREMENTS

The framework for measuring fair value provides a fair value hierarchy that prioritizes the inputs to valuation techniques used to measure fair value. The hierarchy gives the highest priority to unadjusted quoted prices in active markets for identical assets or liabilities (Level 1) and the lowest priority to unobservable inputs (Level 3). Valuation techniques maximize the use of relevant observable inputs and minimize the use of unobservable inputs. The three levels of the fair value hierarchy are described as follows:

Level 1 - inputs to the valuation methodology are unadjusted quoted prices for identical assets or liabilities in active markets that the Organization has the ability to access as of the reporting date.

Level 2 - inputs to the valuation methodology include:

- Quoted prices for similar assets or liabilities in active markets;
- Quoted prices for identical or similar assets or liabilities in inactive markets;
- Inputs other than quoted prices that are observable for the asset or liability;
- Inputs that are derived principally from or corroborated by observable market data by correlation or other means.

If the asset or liability has a specified contractual term, the Level 2 input must be observable for substantially the full term of the asset or liability.

Level 3 - inputs to the valuation methodology are unobservable and significant to the fair value measurement.

The asset's or liability's fair value measurement level within the fair value hierarchy is based on the lowest level of any input that is significant to the fair value measurement. Valuation techniques used need to maximize the use of observable inputs and minimize the use of unobservable inputs.

The following is a description of the valuation methodologies used for assets measured at fair value. There have been no changes in the methodologies used at June 30, 2025 and 2024.

1. *Mutual funds*: The mutual funds are valued based on the closing price reported on the active market on which the individual securities are traded and are classified within Level 1 of the fair value hierarchy.

2. *Money market accounts*: The money market accounts are valued using models or other valuation methodologies based on assumptions that are observed in the active market and are classified within Level 2 of the fair value hierarchy.

3. *Investments held at ACF and SCF*: The fair value of the Organization's investments in pooled funds of the Akron Community Foundation ("ACF") and Stark Community Foundation ("SCF") is estimated using the net asset value of the Organization's share of the units held by ACF and SCF based on information provided by the ACF and SCF. The underlying assets in the pooled funds consists of fixed income and cash, equities, alternative investments, real estate and real assets, private equity, and private debt. In accordance with the terms of the agreement between the Organization and the ACF and SCF, upon the affirmative vote of the Organization's Board of Directors and approval from ACF and SCF, respectively, the Organization may request partial or complete distribution of the pooled funds.

The methods described above may produce a fair value calculation that may not be indicative of net realizable value or reflective of future fair values. Furthermore, although the Plan believes its valuation methods are appropriate and consistent with other market participants, the use of different methodologies or assumptions to determine the fair value of certain financial instruments could result in a different fair value measurement at the reporting date.

The Organization's investments, reported at fair value within the fair value hierarchy, as of June 30, 2025 and 2024 are as follows:

	June 30, 2025				
	Fair Value Measurements Using				
	Level 1	Level 2	Level 3	Investments Measured at Net Asset Value (a)	Total
Mutual funds	$ 211,432	$ -	$ -	$ -	$ 211,432
Money market fund	-	4,212	-	-	4,212
Investments held at ACF	-	-	-	562,097	562,097
Investments held at SCF	-	-	-	104,458	104,458
	$ 211,432	$ 4,212	$ -	$ 666,555	$ 882,199

	June 30, 2024				
	Fair Value Measurements Using				
	Level 1	Level 2	Level 3	Investments Measured at Net Asset Value (a)	Total
Mutual funds	$ 195,957	$ -	$ -	$ -	$ 195,957
Money market fund	-	4,031	-	-	4,031
Investments held at ACF	-	-	-	527,107	527,107
Investments held at SCF	-	-	-	100,514	100,514
	$ 195,957	$ 4,031	$ -	$ 627,621	$ 827,609

(a) Certain investments are measured at fair value using the net asset value per share as provided by ACF and SCF and have not been classified in the fair value hierarchy. The fair value amounts presented in these tables are intended to permit reconciliation of the fair value hierarchy to the amounts presented in the statements of financial position.

NOTE 6 – PROPERTY AND EQUIPMENT

Property and equipment at June 30, 2025 and 2024 is comprised of the following:

	2025	2024
Land	$ 150,000	$ 150,000
Building	1,095,296	1,095,296
Office equipment	10,480	10,480
Furniture and fixtures	123,361	123,361
	1,379,137	1,379,137
Less - accumulated depreciation	373,966	303,419
	$ 1,005,171	$ 1,075,718

Depreciation expense for the years ended June 30, 2025 and 2024 totaled $70,547 and $52,313, respectively.

NOTE 7 – LINE OF CREDIT

The Organization has a line of credit with a financial institution totaling $50,000. Borrowings under this line bear interest at the bank's prime lending rate (7.50% and 8.50% at June 30, 2025 and 2024, respectively) plus 1% and are secured by certain investments of the Organization. There were no outstanding borrowings as of June 30, 2025 and 2024.

NOTE 8 – LONG-TERM DEBT

During May 2020, the Organization received an unsecured loan from the Achievement Foundation for $40,000 to assist with operations during the pandemic. The loan requires twelve (12) quarterly payments of $3,333 starting June 30, 2021 through March 31, 2024. The loan bears no interest if all payments are made according to the schedule. If the Organization fails to make any of the required payments by the due date, the loan reverts to a demand note bearing interest at 2%. The loan was paid in full during fiscal year 2024.

During May 2023, the Organization obtained a construction loan in the amount up to $475,000 to fund the office building renovations which could be drawn on through May 1, 2024. The note bears interest at the one month SOFR (4.32% and 5.33% at June 30, 2025 and 2024, respectively) plus 2.62% with a minimum interest rate of 4.25% and is secured by the land and building. The loan requires 12 consecutive payments of interest only beginning on June 1, 2023 and continuing on the same day of each month thereafter. This will be followed by 119 consecutive payments of principal and interest beginning on June 1, 2024. The monthly payment amount will be determined based on the amortization period of 240 months beginning June 1, 2024 and then one final balloon payment will be due on May 1, 2034. In December 2023, the Organization made a lump sum payment on the principal balance in the amount of $250,000. As of June 30, 2025 and 2024, the outstanding balance of the construction loan was $197,609 and $202,643, respectively.

Future minimum principal payments on the note payable at June 30, 2025 due in each of the next five years and thereafter are as follows:

Year ending June 30,	Amount
2026	$ 4,552
2027	4,931
2028	5,340
2029	5,784
2030	6,265
Thereafter	170,737
	$ 197,609

NOTE 9 – ENDOWMENTS

The Organization restricts net assets in accordance with the fund agreement: (a) the original value of the gifts donated to the endowment, and (b) accumulations to the endowment made in accordance with the directions of the applicable fund agreement. The Organization has adopted investment and spending policies for the endowment funds that provides for the preservation of capital while providing for the long-term growth of principal without undue exposure to risk.

The State of Ohio has passed a version of the Uniform Prudent Management of Institutional Funds Act ("UPMIFA"). The Board of Directors of the Organization has interpreted UPMIFA as requiring the preservation of the fair value of the original gift as of the gift date of donor-restricted endowment funds absent explicit donor stipulations to the contrary. As a result of this interpretation, the Organization classifies net assets with perpetual restrictions as (a) the original value of gifts donated to the donor restricted endowment, (b) the original value of subsequent gifts to the donor restricted endowment, and (c) accumulations to the donor restricted endowment made in accordance with the direction of the applicable donor gift instrument at the time the accumulation is added to the fund. The remaining portion of the donor-restricted endowment fund that is not held in perpetuity is classified as net assets with donor restrictions until those amounts are appropriated for expenditure by the Organization in a manner consistent with the standard of prudence prescribed by UPMIFA.

In accordance with UPMIFA, the Organization considers the following factors in making a determination to appropriate or accumulate donor-restricted endowment funds:

(1) The duration and preservation of the fund
(2) The purposes of the Organization and the donor-restricted endowment fund
(3) General economic conditions
(4) The possible effect of inflation and deflation
(5) The expected total return from income and appreciation of investments
(6) Other resources of the Organization
(7) The investment policies of the Organization

From time to time, the fair market value of assets associated with individual donor-restricted funds may fall below the level that the donor requires the Organization to retain as a fund of perpetual duration. The Organization interprets UPMIFA to permit spending from underwater endowments in accordance with prudent measures required under law. No endowment was underwater as of June 30, 2025 or 2024.

The Organization's endowment funds include donor restricted endowments and funds without donor restrictions that have been designated by the Board of Directors to function as an endowment.

The changes in endowment net assets during the year ended June 30, 2025 are as follows:

		With Donor Restrictions			
	Without Donor Restrictions	Original Gift	Accumulated Gains	Total	Total
Endowment net assets - beginning of year	$ 100,514	$ 409,561	$ 51,266	$ 460,827	$ 561,341
Investment return, net	8,569	-	48,231	48,231	56,800
Contributions	-	300	-	300	300
Appropriation of endowment assets for expenditure	(4,625)	-	(15,986)	(15,986)	(20,611)
Endowment net assets - end of year	$ 104,458	$ 409,861	$ 83,511	$ 493,372	$ 597,830

The changes in endowment net assets during the year ended June 30, 2024 are as follows:

	Without Donor Restrictions	With Donor Restrictions Original Gift	With Donor Restrictions Accumulated Gains	With Donor Restrictions Total	Total
Endowment net assets - beginning of year	$ 94,366	$ 389,887	$ 28,108	$ 417,995	$ 512,361
Investment return, net	10,698	-	38,364	38,364	49,062
Contributions	-	19,674	-	19,674	19,674
Appropriation of endowment assets for expenditure	(4,550)	-	(15,206)	(15,206)	(19,756)
Endowment net assets - end of year	$ 100,514	$ 409,561	$ 51,266	$ 460,827	$ 561,341

NOTE 10 – 401(K) PLAN

The Organization participates in a 401(k) multiple employer profit-sharing plan covering substantially all employees offered by Junior Achievement USA. Eligible employees may contribute a percentage of compensation up to the maximum allowed under the Internal Revenue Code. The Organization can contribute a discretionary amount as determined by the Organization. During the years ended June 30, 2025 and 2024, the Organization contributed $27,681 and $24,567, respectively.

NOTE 11 – INCENTIVE PLAN

The Organization has an incentive plan for substantially all full-time employees. Incentives are paid annually to employees based on program, revenue and strategic objective goals being met for the fiscal year. Incentive plan accrual was $48,750 and $56,800 at June 30, 2025 and 2024, respectively.

NOTE 12 – LEASE COMMITMENTS

The Organization has an operating lease for a copier which requires monthly payments of $192 and expires in January 2028. Rent expense for the lease totaled $5,558 and $3,867 for the years ended June 30, 2025 and 2024, respectively.

Future minimum lease payments as of June 30, 2025 under the above operating lease are expected to be $2,300 per year for fiscal years 2026 through 2027 and $1,342 for fiscal year 2028.

NOTE 13 – NATIONAL LICENSE FEE

The Organization is supported by the National Organization which seeks to ensure uniform standards of local programs. The National Organization provides staff assistance, training manuals, training programs and other supporting services. Participation in the National Organization requires a fee of 11.5% of the Organization's cash-basis public support received up to $1,000,000 and 9.5% of cash-basis public support on the next $1,000,000. The Organization has an agreement with the National Organization whereby the Organization pays fees in ten equal installments based on audited revenues from the previous year. National license fee expense was $113,312 and $85,902, respectively, for the years ended June 30, 2025 and 2024. There was no payable as of June 30, 2025 and 2024 to the National Organization.

NOTE 14 – LIQUIDITY

The following reflects the Organization’s financial assets as of June 30, 2025 and 2024, reduced by amounts not available for general use because of donor-imposed restrictions or other restrictions within one year of the statements of financial position dates.

	2025	2024
Financial assets, at year-end	$ 2,407,086	$ 2,240,740
Less those unavailable for general expenditures within one year, due to:		
Donor-imposed restrictions due to time or purpose restrictions	(168,131)	(451,234)
Donor-restricted endowment funds	(493,372)	(460,827)
Board designated	(192,810)	(182,967)
Financial assets available to meet cash needs for general expenditures within one year	$ 1,552,773	$ 1,145,712

Financial assets available for general expenditures, that is, without donor or other restrictions limiting their use, within one year of the statements of financial position dates, comprise the following:

	2025	2024
Cash and cash equivalents	$ 1,262,718	$ 905,164
Investments	196,017	183,815
Contributions receivable	94,038	56,733
	$ 1,552,773	$ 1,145,712

The Organization's goal is generally to maintain financial assets to meet 90 days of operating expenses. As of June 30, 2025 and 2024, the Organization has a board-designated endowment fund of $104,458 and $100,514, respectively. Although the Organization does not intend to spend from its board-designated endowment other than amounts appropriated as part of its annual budget approval and appropriation process, amounts from its board-designated endowment could be made available if necessary. In the event of an unanticipated liquidity need, the Organization also could draw upon its $50,000 available line of credit (as further discussed in Note 7).