



STATE OF INDIANA
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STATE BOARD OF ACCOUNTS
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August 3, 2023

Board of Directors
Real Services, Inc.
1151 S. Michigan St.
South Bend, IN 46634

We have reviewed the audit report of Real Services, Inc. which was opined upon by DWC CPAs LLC, Independent Public Accountants, for the period July 1, 2021 to June 30, 2022. Per the *Independent Auditor's Report* the financial statements included in the report present fairly the financial condition of Real Services, Inc. as of June 30, 2022 and the results of its operations for the period then ended, on the basis of accounting described in the report.

We call your attention to the findings in the report on pages 35 through 39. Please see the Schedule of Findings and Questioned Costs for complete details related to the findings. Management's Corrective Action Plan appears on pages 40 through 42.

In our opinion, DWC CPAs LLC prepared the audit report in accordance with guidelines established by the Indiana State Board of Accounts.

The report is filed with this letter in our office as a matter of public record.

A handwritten signature in cursive script that reads "Tammy R. White".

Tammy R. White, CPA
Deputy State Examiner

CONSOLIDATED FINANCIAL AND COMPLIANCE REPORT

REAL SERVICES, INC. AND AFFILIATES

June 30, 2022 and 2021

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INDEPENDENT AUDITOR'S REPORT ON THE CONSOLIDATED FINANCIAL STATEMENTS AND SUPPLEMENTARY INFORMATION

To the Board of Directors
REAL Services, Inc. and Affiliates
South Bend, Indiana

Report on the Audit of the Consolidated Financial Statements

Opinion

We have audited the 2022 consolidated financial statements of REAL Services, Inc. and Affiliates, which comprise the consolidated statement of financial position as of June 30, 2022, and the related consolidated statements of activities, functional expenses, and cash flows for the year then ended, and the related notes to consolidated financial statements.

In our opinion, the accompanying 2022 consolidated financial statements present fairly, in all material respects, the consolidated financial position of REAL Services, Inc. and Affiliates as of June 30, 2022, and the changes in its consolidated net assets and its consolidated cash flows for the year then ended in accordance with accounting principles generally accepted in the United States of America.

Basis for Opinion

We conducted our audit in accordance with auditing standards generally accepted in the United States of America (GAAS) and the standards applicable to financial audits contained in *Government Auditing Standards (Government Auditing Standards)* issued by the Comptroller General of the United States. Our responsibilities under those standards are further described in the Auditor's Responsibilities for the Audit of the Consolidated Financial Statements section of our report. We are required to be independent of REAL Services, Inc. and Affiliates 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.

Prior Period Consolidated Financial Statements

The 2021 consolidated financial statements of REAL Services, Inc. and Affiliates were audited by Cullar & Associates, PC, a firm with which we merged, whose report dated January 19, 2022 expressed an unmodified opinion on those consolidated statements.

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 REAL Services, Inc. and Affiliates' ability to continue as a going concern within one year after the date that the consolidated financial statements are available to be issued.

Auditor's 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 auditor's report that includes our opinion. Reasonable assurance is a high level of assurance but is not absolute assurance and therefore is not a guarantee that an audit conducted in accordance with GAAS and *Government 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 consolidated financial statements.

In performing an audit in accordance with GAAS and *Government Auditing Standards*, 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 REAL Services, Inc. and Affiliates' 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 REAL Services, Inc. and Affiliates' 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 audit was conducted for the purpose of forming an opinion on the 2022 consolidated financial statements as a whole. The accompanying consolidated schedule of expenditures of federal and nonfederal awards, as required by Title 2 U.S. Code of Federal Regulations Part 200, *Uniform Administrative Requirements, Cost Principles, and Audit Requirements for Federal Awards* and *Uniform Compliance Guidelines for Examination of Entities Receiving Financial Assistance from Government Sources* issued by the Indiana State Board of Accounts, is presented for purposes of additional analysis and is 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 audit of the 2022 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 consolidated schedule of expenditures of federal and nonfederal awards is fairly stated, in all material respects, in relation to the consolidated financial statements as a whole.

Other Reporting Required by *Government Auditing Standards*

In accordance with *Government Auditing Standards*, we have also issued our report dated March 10, 2023 on our consideration of REAL Services, Inc. and Affiliates' internal control over financial reporting and on our tests of its compliance with certain provisions of laws, regulations, contracts, and grant agreements and other matters. The purpose of that report is solely to describe the scope of our testing of internal control over financial reporting and compliance and the results of that testing, and not to provide an opinion on the effectiveness of REAL Services, Inc. and Affiliates' internal control over financial reporting or on compliance. That report is an integral part of an audit performed in accordance with *Government Auditing Standards* in considering REAL Services, Inc. and Affiliates' internal control over financial reporting and compliance.

DWC CPAs LLC

South Bend, Indiana
March 10, 2023

REAL SERVICES, INC. AND AFFILIATES
CONSOLIDATED STATEMENTS OF FINANCIAL POSITION
June 30, 2022 and 2021

	<u>2022</u>	<u>2021</u>
Assets:		
Cash and cash equivalents	\$ 6,274,829	\$ 7,312,646
Grants and contracts receivable	3,459,117	3,239,875
Operating investments	3,249,028	3,396,225
Prepaid expenses	1,280	158,583
Beneficial interests in assets held by Community Foundation	217,323	336,368
Property and equipment	2,709,555	2,474,478
Cash held in escrow for employee benefits	490,617	1,152,285
Assets held for deferred compensation plan benefits	231,703	206,918
Assets held for others under guardianship	215,148	114,851
Endowment:		
Investments	980,847	1,190,975
Beneficial interests in assets held by Community Foundation	<u>1,036,672</u>	<u>1,126,165</u>
<i>Total assets</i>	<u>\$ 18,866,119</u>	<u>\$ 20,709,369</u>
Liabilities and Net Assets:		
Liabilities:		
Accounts payable and accrued liabilities	\$ 1,109,341	\$ 1,221,564
Refundable advances	248,407	772,122
Deferred revenues	59,040	82,650
Accrued employee benefits	1,122,068	1,152,285
Accrued deferred compensation plan benefits	237,703	221,418
Liability for assets held under guardianships	215,148	114,851
Agency funds held for others	<u>4,381</u>	<u>630,558</u>
<i>Total liabilities</i>	<u>2,996,088</u>	<u>4,195,448</u>
Net Assets:		
Without donor restrictions:		
Undesignated	8,856,728	9,506,110
Designated by Board for endowment	1,232,634	1,469,505
Invested in property and equipment	<u>2,709,555</u>	<u>2,474,478</u>
	<u>12,798,917</u>	<u>13,450,093</u>
With donor restrictions:		
Purpose restricted	2,571,114	2,563,828
Perpetual in nature	<u>500,000</u>	<u>500,000</u>
	<u>3,071,114</u>	<u>3,063,828</u>
<i>Total net assets</i>	<u>15,870,031</u>	<u>16,513,921</u>
<i>Total liabilities and net assets</i>	<u>\$ 18,866,119</u>	<u>\$ 20,709,369</u>

The accompanying notes are an integral part of these consolidated financial statements.

REAL SERVICES, INC. AND AFFILIATES
CONSOLIDATED STATEMENTS OF ACTIVITIES
Years Ended June 30, 2022 and 2021

	2022			2021		
	Without Donor	With Donor	Totals	Without Donor	With Donor	Totals
	Restrictions	Restrictions		Restrictions	Restrictions	
Revenue, Support, and Gains:						
Government-funded awards:						
Financial assets	\$ 17,246,152	\$ 316,435	\$ 17,562,587	\$ 17,045,023	\$ 154,827	\$ 17,199,850
Nonfinancial assets	11,648,047	-	11,648,047	5,824,764	-	5,824,764
Program service revenue	526,225	66,451	592,676	785,533	99,328	884,861
Contributions:						
Financial assets	769,591	223,033	992,624	575,336	484,220	1,059,556
Nonfinancial assets	145,048	-	145,048	145,048	-	145,048
Net investment return	(804,404)	36,167	(768,237)	1,081,264	33,470	1,114,734
Change in value of beneficial interests	(89,493)	(119,045)	(208,538)	133,734	177,625	311,359
Other	188,028	46,331	234,359	142,989	43,881	186,870
Net assets released from restrictions	562,086	(562,086)	-	1,000,195	(1,000,195)	-
<i>Total revenue, support, and gains</i>	<u>30,191,280</u>	<u>7,286</u>	<u>30,198,566</u>	<u>26,733,886</u>	<u>(6,844)</u>	<u>26,727,042</u>
Expenses:						
Program services expenses:						
Alzheimer's and Dementia Services	152,796	-	152,796	99,362	-	99,362
Area Agency on Aging	838,298	-	838,298	921,704	-	921,704
Case Management	6,658,505	-	6,658,505	5,652,399	-	5,652,399
Community Services	764,736	-	764,736	781,935	-	781,935
COVID-19	9,431,499	-	9,431,499	4,829,391	-	4,829,391
Energy Assistance	6,440,568	-	6,440,568	5,958,180	-	5,958,180
Foster Grandparents	184,290	-	184,290	172,929	-	172,929
Guardianship	228,051	-	228,051	225,960	-	225,960
Home Health Care	1,354,739	-	1,354,739	1,562,371	-	1,562,371
Nutrition	2,481,330	-	2,481,330	1,924,050	-	1,924,050
Transportation	280,757	-	280,757	267,448	-	267,448
Weatherization	294,199	-	294,199	402,346	-	402,346
<i>Total program services expenses</i>	<u>29,109,768</u>	<u>-</u>	<u>29,109,768</u>	<u>22,798,075</u>	<u>-</u>	<u>22,798,075</u>
Supporting services expenses:						
Management and general	1,546,827	-	1,546,827	995,357	-	995,357
Development and fundraising	185,861	-	185,861	111,004	-	111,004
<i>Total supporting services expenses</i>	<u>1,732,688</u>	<u>-</u>	<u>1,732,688</u>	<u>1,106,361</u>	<u>-</u>	<u>1,106,361</u>
<i>Total expenses</i>	<u>30,842,456</u>	<u>-</u>	<u>30,842,456</u>	<u>23,904,436</u>	<u>-</u>	<u>23,904,436</u>
Change in net assets	(651,176)	7,286	(643,890)	2,829,450	(6,844)	2,822,606
Net assets, beginning of year	13,450,093	3,063,828	16,513,921	10,620,643	3,070,672	13,691,315
<i>Net assets, end of year</i>	<u>\$ 12,798,917</u>	<u>\$ 3,071,114</u>	<u>\$ 15,870,031</u>	<u>\$ 13,450,093</u>	<u>\$ 3,063,828</u>	<u>\$ 16,513,921</u>

The accompanying notes are an integral part of these consolidated financial statements.

REAL SERVICES, INC. AND AFFILIATES
CONSOLIDATED STATEMENT OF FUNCTIONAL EXPENSES
Year Ended June 30, 2022

	Alzheimer's and Dementia Services	Area Agency on Aging	Case Management	Community Services	COVID-19	Energy Assistance	Foster Grandparents	Guardian- ship	Home Health Care	Nutrition	Transportation	Weather- ization	Management and General	Development and Fundraising	Totals
Personnel:															
Wages	\$ 67,392	\$ 506,921	\$ 4,481,019	\$ 223,158	\$ 511,907	\$ 60,211	\$ 77,391	\$ 129,328	\$ -	\$ 950,288	\$ 134,571	\$ 84,652	\$ 838,712	\$ 48,275	\$ 8,113,825
Retirement	2,684	10,868	152,706	21,378	11,777	4,229	1,717	6,078	-	26,671	6,687	3,177	42,103	1,984	292,059
Other benefits	13,276	59,778	1,012,546	96,302	34,733	14,924	4,892	61,304	-	204,535	10,063	23,654	260,944	13,572	1,810,523
Payroll taxes	5,584	37,492	332,802	16,603	38,895	4,565	5,590	8,495	-	72,327	10,506	6,805	61,444	3,526	604,634
<i>Total personnel</i>	<u>88,936</u>	<u>615,059</u>	<u>5,979,073</u>	<u>357,441</u>	<u>597,312</u>	<u>83,929</u>	<u>89,590</u>	<u>205,205</u>	<u>-</u>	<u>1,253,821</u>	<u>161,827</u>	<u>118,288</u>	<u>1,203,203</u>	<u>67,357</u>	<u>10,821,041</u>
Assistance to individuals	10,682	123,041	91,910	319,001	8,614,513	6,176,160	47,191	2,250	1,083,319	52,003	14,410	146,272	-	-	16,680,752
Occupancy	9,556	15,768	258,357	30,281	63,345	140,433	3,311	10,142	-	208,738	3,410	6,366	63,700	17,678	831,085
Contract services	-	-	-	-	-	-	-	-	-	-	-	-	98,342	1,042	99,384
IT services	3,567	18,030	116,377	12,711	10,532	9,852	3,779	2,672	-	27,283	9,402	382	29,410	4,253	248,250
Food	2	1,088	4,287	186	5,931	-	977	2	270,304	628,329	2	-	1,381	(1,556)	910,933
Program supplies	4,302	9,783	10,412	2,230	1,824	-	2,276	105	-	96,325	69	(30)	688	333	128,317
Office supplies	684	5,067	28,127	1,711	19,598	4,418	853	1,153	-	6,498	474	2,761	30,024	2,193	103,561
Duplicating	1,124	4,483	10,868	4,015	835	280	357	109	-	4,872	644	658	1,642	1,976	31,863
Recognition	637	3,362	1,248	3	1	654	932	1	-	657	608	631	2,963	2,748	14,445
Communications	4,017	2,774	18,495	134	1,359	20	1,834	1,402	-	24,330	5,548	811	4,607	-	65,331
Postage	1,564	1,620	9,425	638	8,580	3,960	881	865	-	2,407	563	172	24,266	1,864	56,805
Insurance	2,533	3,883	16,504	228	2,005	3,224	583	203	-	6,927	221	1,508	1,078	(2)	38,895
Printing and advertising	4,336	8,266	9,631	1,402	81,596	14,340	10,457	179	-	8,797	730	54	1,700	64,156	205,644
Vehicle expenses	-	220	216	-	6,403	-	19,682	-	-	73,876	35,354	4,341	-	-	140,092
Travel and conferences	10,795	5,159	17,351	1,181	3,135	463	751	2,936	(44)	17,842	117	1,220	5,085	243	66,234
Dues and subscriptions	1,099	14,364	15,116	10,475	17	-	300	200	-	1,708	-	-	1,552	1,712	46,543
Training	399	2,625	804	12,875	2	-	-	225	-	24	-	9,000	8,244	-	34,198
Equipment expense	4,357	2,511	50,898	10,110	14,533	48	387	377	-	2,014	76	-	8,232	953	94,496
Equipment depreciation	-	-	-	-	-	-	-	-	-	43,985	47,150	-	27,966	-	119,101
Other	4,206	1,195	19,406	114	(22)	2,787	149	25	1,160	20,894	152	1,765	32,744	20,911	105,486
<i>Totals</i>	<u>\$ 152,796</u>	<u>\$ 838,298</u>	<u>\$ 6,658,505</u>	<u>\$ 764,736</u>	<u>\$ 9,431,499</u>	<u>\$ 6,440,568</u>	<u>\$ 184,290</u>	<u>\$ 228,051</u>	<u>\$ 1,354,739</u>	<u>\$ 2,481,330</u>	<u>\$ 280,757</u>	<u>\$ 294,199</u>	<u>\$ 1,546,827</u>	<u>\$ 185,861</u>	<u>\$ 30,842,456</u>

The accompanying notes are an integral part of these consolidated financial statements.

REAL SERVICES, INC. AND AFFILIATES
CONSOLIDATED STATEMENT OF FUNCTIONAL EXPENSES
Year Ended June 30, 2021

	Alzheimer's and Dementia Services	Area Agency on Aging	Case Management	Community Services	COVID-19	Energy Assistance	Foster Grandparents	Guardian- ship	Home Health Care	Nutrition	Transportation	Weather- ization	Management and General	Development and Fundraising	Totals
Personnel:															
Salaries and wages	\$ 38,578	\$ 250,782	\$ 3,684,057	\$ 306,195	\$ 396,321	\$ 225,015	\$ 38,990	\$ 131,947	\$ -	\$ 668,998	\$ 82,743	\$ 155,427	\$ 625,745	\$ 32,792	\$ 6,637,590
Retirement	2,524	10,255	139,341	22,439	14,559	9,007	514	6,237	-	21,565	3,468	7,403	43,591	785	281,688
Other benefits	13,290	54,229	955,131	76,188	42,020	28,277	1,610	56,529	-	133,376	6,167	37,321	55,031	6,288	1,465,457
Payroll taxes	2,605	18,854	266,827	22,301	29,312	17,341	2,994	8,388	-	50,166	6,386	11,180	31,318	2,803	470,475
<i>Total personnel</i>	56,997	334,120	5,045,356	427,123	482,212	279,640	44,108	203,101	-	874,105	98,764	211,331	755,685	42,668	8,855,210
Assistance to															
individuals	7,888	21,200	85,579	287,517	4,079,573	5,464,579	102,766	442	1,414,377	43,540	89,258	157,541	-	-	11,754,260
Occupancy	8,630	46,188	240,034	28,060	25,859	128,395	2,805	10,691	-	191,351	2,744	13,565	21,938	20,331	740,591
Contract services	-	-	-	-	-	-	-	-	-	-	-	-	99,165	13,998	113,163
IT services	2,666	5,466	102,792	14,086	5,472	18,433	1,631	2,190	-	33,588	5,456	487	7,153	2,733	202,153
Food	-	-	11,236	9	151,589	-	-	-	146,751	535,825	-	-	-	-	845,410
Program supplies	3,884	9,875	8,006	197	13,577	1,074	2,507	90	-	80,029	214	949	5,487	64	125,953
Office supplies	573	885	16,544	1,738	9,043	6,000	179	1,066	-	4,946	392	903	6,139	1,601	50,009
Duplicating	705	921	5,023	2,398	862	1,053	41	160	-	3,692	136	304	1,361	6,257	22,913
Recognition	106	1,954	259	-	-	262	-	-	-	806	-	41	5,642	-	9,070
Communications	2,874	3,194	39,872	3,616	6,240	4,091	1,350	3,625	-	21,023	3,667	4,190	7,727	2,035	103,504
Postage	2,424	3,090	10,803	970	2,599	12,076	893	712	-	4,470	612	963	31,262	2,997	73,871
Insurance	2,895	492	27,293	2,259	3,914	5,796	995	613	-	6,021	178	7,575	2,680	516	61,227
Printing and advertising	2,074	19,215	3,209	872	1,219	18,712	69	107	-	2,584	66	270	441	2,790	51,628
Vehicle expenses	-	-	1,079	-	9,922	-	1,006	-	-	44,267	24,570	4,202	-	-	85,046
Travel and conferences	1,397	3,401	1,437	70	1,076	506	7	1,486	-	9,936	-	-	333	128	19,777
Dues and subscriptions	1,308	15,059	16,954	9,160	7,363	96	452	182	-	591	2	-	318	1,837	53,322
Contribution	-	442,175	-	-	-	-	-	-	-	-	-	-	-	-	442,175
Training	217	1,008	3,047	125	844	5	1	327	-	12	1	-	378	1,801	7,766
Equipment expense	1,274	2,856	32,633	3,563	27,995	15,804	14,055	1,056	-	10,718	534	-	7,544	2,866	120,898
Equipment depreciation	-	-	-	-	-	-	-	-	-	42,009	37,471	-	29,800	-	109,280
Other	3,450	10,605	1,243	172	32	1,658	64	112	1,243	14,537	3,383	25	12,304	8,382	57,210
<i>Totals</i>	<u>\$ 99,362</u>	<u>\$ 921,704</u>	<u>\$ 5,652,399</u>	<u>\$ 781,935</u>	<u>\$ 4,829,391</u>	<u>\$ 5,958,180</u>	<u>\$ 172,929</u>	<u>\$ 225,960</u>	<u>\$ 1,562,371</u>	<u>\$ 1,924,050</u>	<u>\$ 267,448</u>	<u>\$ 402,346</u>	<u>\$ 995,357</u>	<u>\$ 111,004</u>	<u>\$ 23,904,436</u>

The accompanying notes are an integral part of these consolidated financial statements.

REAL SERVICES, INC. AND AFFILIATES
CONSOLIDATED STATEMENTS OF CASH FLOWS
Years Ended June 30, 2022 and 2021

Change in Cash and Cash Equivalents:	<u>2022</u>	<u>2021</u>
Cash Flows from Operating Activities:		
Cash received from grants and contracts, program services, contributions, and others	\$ 17,959,659	\$ 19,355,499
Investment income received	188,134	137,650
Payments for wages, benefits, and payroll taxes	(10,919,079)	(8,864,193)
Payments to vendors and others	(7,278,309)	(8,935,717)
Payments of income taxes	<u>(3,735)</u>	<u>(685)</u>
<i>Net cash provided by (used in) operating activities</i>	<u>(53,330)</u>	<u>1,692,554</u>
Cash Flows from Investing Activities:		
Purchase of property and equipment	(436,705)	(73,529)
Proceeds from disposition of property and equipment	32,796	-
Purchase of investments	(1,201,055)	(490,277)
Proceeds from sale of investments	<u>620,477</u>	<u>302,022</u>
<i>Net cash (used in) investing activities</i>	<u>(984,487)</u>	<u>(261,784)</u>
Net change in cash and cash equivalents	(1,037,817)	1,430,770
Cash and cash equivalents, beginning of year	<u>7,312,646</u>	<u>5,881,876</u>
<i>Cash and cash equivalents, end of year</i>	<u>\$ 6,274,829</u>	<u>\$ 7,312,646</u>
Reconciliation of Change in Net Assets to Net Cash Provided by (Used in) Operating Activities:		
Change in net assets	\$ (643,890)	\$ 2,822,606
Adjustments to reconcile change in net assets to net cash provided by (used in) operating activities:		
Forgiveness of Payroll Protection Program loan	-	(830,000)
Depreciation	198,675	185,036
Investment (gains) losses	937,903	(992,786)
Change in value of beneficial interests	208,538	(311,359)
(Gain) on disposition of property and equipment	(29,843)	-
Changes in operating assets and liabilities:		
Grants and contracts receivable	(219,242)	(490,682)
Prepaid expenses	157,303	(152,379)
Accounts payable and accrued liabilities	510,728	117,074
Refundable advances	(523,715)	731,686
Deferred revenues	(23,610)	(17,200)
Agency funds held for others	<u>(626,177)</u>	<u>630,558</u>
<i>Net cash provided by (used in) operating activities</i>	<u>\$ (53,330)</u>	<u>\$ 1,692,554</u>

The accompanying notes are an integral part of these consolidated financial statements.

REAL SERVICES, INC. AND AFFILIATES
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NOTE 1. NATURE OF ORGANIZATION AND SIGNIFICANT ACCOUNTING POLICIES

The accompanying consolidated financial statements include the accounts of REAL Services, Inc. and its controlled affiliates, REAL Services Foundation, Inc. and REAL Services Housing, Inc. (collectively, the Organization, we, us, our). Our operations are supported primarily by grants and contracts from governmental agencies and contributions from the public.

REAL Services, Inc. is a tax-exempt, Indiana nonprofit corporation formed to assist in establishing a community in which older adults can maintain their independence to the maximum extent possible and find meaning and satisfaction throughout their lives. We also administer programs assisting low-income persons. REAL Services Foundation, Inc. is a tax-exempt, Indiana nonprofit corporation formed to solicit and administer contributions received for the benefit of REAL Services, Inc. REAL Services Housing, Inc. is a tax-exempt, Indiana nonprofit corporation formed to hold property for, and lease it to, REAL Services, Inc. We fulfill our mission by focusing our efforts in the following primary service areas:

- *Alzheimer's and Dementia Services* – Alzheimer's and Dementia Services program provides families with support and education throughout the region.
- *Area Agency on Aging* – Designated as an Area Agency on Aging, we conduct needs assessments and contract for services that assist older adults in the region.
- *Case Management* – Care Managers assess older adults throughout the region to determine what the older adults need to remain safely living at home.
- *Community Services* – Our Community Services programs assists low-income families in the region to become financially self-sufficient.
- *COVID-19* – We provide multiple programs to support individuals and families during the economic contraction and social restrictions caused by the COVID-19 pandemic.
- *Energy Assistance* – The Energy Assistance program helps low-income households in the region with their heating expenses during the winter months and cooling during the summer months.
- *Foster Grandparents* – Our Foster Grandparents program provides an opportunity for low-income seniors to support children in day care, and schools in Elkhart and St. Joseph Counties.
- *Guardianship* – REAL Services becomes legal guardian for incapacitated older adults in the region who have no other appropriate advocate to assist them.
- *Home Health Care* – The Area Agency on Aging subcontracts with home care agencies to help older adults throughout the region live at home for as long as possible.
- *Nutrition* - Our Nutrition program provides older adults with nutritious meals and activities at approximately thirty centers in the region.
- *Transportation* – Our Transportation program assists older adults by providing rides to the doctor, grocery, or bank in St. Joseph County.
- *Weatherization* – The Weatherization program helps low-income households in the region to reduce fuel consumption.

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Significant Accounting Policies:

Use of Estimates:

The process of preparing consolidated financial statements in conformity with accounting principles generally accepted in the United States of America requires the use of estimates and assumptions regarding certain types of assets, liabilities, revenues, and expenses. Such estimates primarily relate to unsettled transactions and events as of the date of the consolidated financial statements. Accordingly, upon settlement, actual results may differ from estimated amounts. Significant estimates used in the accompanying consolidated financial statements include-

- Revenue earned from government-funded awards. The majority of our revenue is earned on such awards that are governed by cost principles and other administrative and programmatic regulations and are subject to audit by regulatory authorities. It is at least reasonably possible that revenue earned under such awards will be adjusted upon audit.
- The valuation of beneficial interests in assets held by Community Foundation, which is based on the value of the underlying assets, as provided by the community foundation that holds the assets and which approximates the present value of expected future distributions.
- The valuation of contributed facilities, which is based on rents for comparable facilities.
- Allocations of expenses among program and supporting service functions, which are based on factors discussed later in this note.

Consolidation:

The affiliates are organized and operated exclusively to carry out the purposes of REAL Services, Inc., and the Board of Directors of REAL Services, Inc. elects all members of the affiliates' Boards. All material transactions and balances between the Organizations have been eliminated in these consolidated financial statements.

Net Asset Classes:

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

- *Net assets without donor restrictions* – Net assets available for use in general operations and not subject to donor restrictions. The governing board has designated, from net assets without donor restrictions, net assets for a board-designated endowment.
- *Net assets with donor restrictions* – Net assets subject to donor-imposed restrictions. Some donor-imposed restrictions are temporary in nature, such as those that will be met by the passage of time or other events specified by the donor. Other donor-imposed restrictions are perpetual in nature, where the donor stipulates that resources be maintained in perpetuity. Donor-imposed restrictions are released when a restriction expires; that is, when the stipulated time has elapsed, when the stipulated purpose for which the resource was restricted has been fulfilled, or both.

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Cash and Cash Equivalents:

We consider highly liquid financial instruments with original maturities of three months or less and that are neither held for nor restricted by donors for long-term purposes to be cash and cash equivalents. However, cash and cash equivalents held in escrow for employee benefits and held for others under guardianships are not included in cash and cash equivalents but are reported separately.

Grants and Contracts Receivable:

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

Investments:

Investment purchases are recorded at cost, or if donated, at fair value on the date donated. Thereafter, investments are reported at fair value in the statements of financial position. Net investment return is reported in the statements of activities and consists of interest and dividend income and realized and unrealized gains and losses, less external and direct internal investment expenses.

Beneficial Interests in Assets Held by Community Foundation:

We have established two endowments funds that are perpetual in nature (the funds) with Community Foundation of St. Joseph County, Inc. (Community Foundation) to which both we and others have contributed and named ourselves as beneficiary, and we are the beneficiary of a third fund that was established solely by other donors. We and the other donors granted variance power to Community Foundation, which allows Community Foundation to modify any condition or restriction on its distributions for any specified charitable purpose or to any specified organization if, in its sole judgment, such restriction or condition becomes unnecessary, incapable of fulfillment, or inconsistent with the charitable needs of the community. The funds are held and invested by Community Foundation for our benefit. The portions of the funds that are attributable to our contributions are reported at fair value in the statements of financial position based on the value of the underlying assets, as provided by Community Foundation that holds the assets and which approximates the present value of expected future distributions. Distributions and changes in fair value of those portions of the funds are recognized in the statements of activities. The portions of the funds attributable to contributions from others are not reported as an asset in the statements of financial positions, and distributions from those portions are included in contributions revenue in the statements of activities.

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Property and Equipment:

Property and equipment is stated at cost, if acquired, or at fair value at the date of receipt, if donated, less accumulated depreciation. Depreciation is computed by the straight-line method over the estimated useful lives of the assets, which are generally as follows:

Buildings.....	40 years
Leasehold improvements.....	Lesser of lease term or 10 years
Program equipment	10 years
Vehicles	8 years
Office equipment.....	5 to 8 years

Most of our program equipment and vehicles have been purchased with governmental grant funds. Disposition of these assets, as well as the ownership of any sale proceeds, is subject to funding source and other regulatory directives. Because management expects such assets to be used in accordance with the funding source directives, the cost of such items has been recorded as assets when they were acquired.

Revenue and Revenue Recognition:

Contributions and grants:

Contributions and grants are recognized as revenue when cash, securities or other assets, an unconditional promise to give, or notification of a beneficial interest is received. Conditional contributions are not recognized as revenue until the conditions on which they depend have been substantially met. Amounts received from conditional contributions are reported as refundable advances in the statements of financial position until the conditions are satisfied. Revenue from cost-reimbursable and fee-for-service awards are recognized as revenue when allowable expenditures are incurred or allowable services are performed. Amounts received in advance of incurring allowable costs or performing allowable services are reported as refundable advances in the statements of financial position.

Donated marketable securities and other noncash donations are recorded as contributions at their fair values at the date of donation. Our policy is to sell donated securities as soon as practical after receipt. Contributions of property and equipment are recorded at fair value at the date of contribution and are reported as increases in net assets without donor restrictions unless the donor has restricted the contributed asset to a specific purpose. Assets contributed with explicit restrictions regarding their use, and contributions of cash that must be used to acquire property and equipment, are reported as net assets with donor restrictions. Absent donor stipulations regarding how long such donated assets must be maintained, we report expirations of donor restrictions when the donated or acquired assets are placed in service as instructed by the donor. We reclassify net assets with donor restrictions to net assets without donor restrictions at that time.

We consider all contributions to be available for unrestricted use unless specifically restricted by the donor. Amounts received that are designated for future periods or are restricted by the donor for specific purposes are reported as net assets with donor restrictions.

Contributions of goods and property are recorded at fair value at the date contributed. Contributions of the use of facilities at no charge or at below-market charge are recorded at fair value, less any charges.

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Payments made directly to vendors by governmental funding sources under awards in which we perform intake functions and are liable for errors made in determining participant eligibility are recorded as both revenue and expenses.

Contributions of services that create or enhance non-financial assets or that require specialized skills, are provided by individuals possessing those skills, and would typically need to be purchased if not donated, are recorded at their fair value in the period received. No contributed services are recognized in the accompanying consolidated financial statements because the criteria for recognition were not met. However, a substantial number of volunteers donate significant amounts of time to us.

Contracts with customers:

We earn revenue from customers by providing social services, primarily for elder care. Fees for such services are recognized as revenue at the point in time when the services are substantially performed and billed. For the years ended June 30, 2022 and 2021, we earned \$529,541 and \$474,275, respectively, for such services, which are included in program service revenue in the accompanying consolidated statements of activities.

A performance obligation is a promise in a contract with a customer to transfer a distinct good or service. All of our contracts with customers are considered to have a single performance obligation, whereby we provide a service to our customers.

Milton Village Agency Transactions:

In October 2020, we entered into a Memorandum of Understanding (MOU) with The Center for Hospice Care (CHC) related to fundraising activities for the construction of an Adult Day Care facility at Milton Village. The MOU states that we are to engage in fundraising activities for the sole purpose of covering part of the construction cost of this project. All funds received from the fundraising activities will be remitted directly to CHC to cover construction costs. We have no discretion over the use of the funds raised for this project.

In accordance with the MOU, we remit all donations received for the Milton Village project to CHC as agency transactions. No revenues or expenses for the project have been recognized in our financial statements subsequent to the signing of the MOU. At June 30, 2022 and 2021, the amount due to CHC for contributions collected on their behalf was \$4,381 and \$630,558, respectively, which is reported as agency funds held for others in the 2022 and 2021 consolidated statements of financial position.

Paycheck Protection Program Loan:

As discussed in Note 8, in 2020, we were granted an \$830,000 loan under the Paycheck Protection Program of the Small Business Administration (SBA). In May 2021, we applied for and received full forgiveness of the loan. Consequently, we recognized \$838,573, including \$8,573 in interest, as revenue in the 2021 statement of activities.

Functional Allocation of Expenses:

The costs of program and supporting services activities have been summarized on a functional basis in the statements of activities. The statements of functional expenses present the natural classification detail of expenses by function and report certain categories of expenses that are

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attributed to more than one program or supporting function. Therefore, expenses require allocation on a reasonable basis that is consistently applied. The expenses that are allocated include personnel, insurance, communications, office supplies, equipment maintenance, and others, which are allocated on the basis of estimates of time and effort or other factors driving expenses.

Income Taxes:

All three entities are exempt from income tax under Internal Revenue Code Section 501(c)(3) and a similar section of the Indiana Code, except for tax on unrelated business income. Consequently, the accompanying financial statements do not include any provision for income taxes except for tax on unrelated business income. The Internal Revenue Service classifies all three entities as other than private foundations under Internal Revenue Code Section 509(a)(1).

We recognize the tax benefit from an uncertain tax position only if it is more likely than not that the position will be sustained on examination by taxing authorities based on the technical merits of the position. The tax benefits recognized in the financial statements from such a position are measured based on the largest benefit that has a greater than 50% likelihood of being realized upon ultimate settlement. Examples of tax positions include our tax-exempt status and positions related to the potential sources of unrelated business taxable income. We have not identified any uncertain tax positions taken or expected to be taken in a tax return, and there are no unrecognized tax benefits recorded as liabilities in the accompanying financial statements. We classify interest and penalties, if any, associated with uncertain tax positions as a component of income tax expense, and there was no accrued interest or any penalties related to unrecognized tax benefits at either June 30, 2022 or 2021, or any interest or penalties expense related to unrecognized tax benefits for the years then ended. We are no longer subject to examination by the Internal Revenue Service or the State of Indiana for years prior to June 30, 2019.

Financial Instruments and Credit Risk:

We manage deposit concentration risk by placing cash, money market accounts, and certificates of deposit with financial institutions believed by us to be creditworthy. At times, amounts on deposit may exceed insured limits or include uninsured investments in money market mutual funds. To date, we have not experienced losses in any of these accounts. Credit risk associated with grants and contracts receivable is considered to be limited due to high historical collection rates and because substantial portions of the outstanding amounts are due from governmental agencies, local individuals, and others supportive of our mission. Investments are made by investment managers whose performance is monitored by us and the Board of Directors. Although the fair values of investments are subject to fluctuation on a year-to-year basis, we and the Board believe that the investment policies and guidelines are prudent for the long-term welfare of the organization.

Recent Accounting Pronouncements and Accounting Changes:

In 2022, we adopted Accounting Standards Update No. 2020-07, *Not-for-Profit Entities (Topic 958): Presentation and Disclosures for Contributed Nonfinancial Assets*. This guidance requires that contributed nonfinancial assets be separately reported in the statement of activities, and it requires additional disclosures about such contributions. The standard is required to be applied retrospectively; consequently, the 2021 financial statements reflect

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these provisions. There were no changes to the amounts of revenue or expenses reported in either 2022 or 2021 as a result of adopting this new standard.

Subsequent Events Information:

The date through which events occurring subsequent to June 30, 2022 have been evaluated for possible adjustment to the financial statements or disclosure is March 10, 2023, the date on which the financial statements were available to be issued.

NOTE 2. LIQUIDITY AND AVAILABILITY

Financial assets available for general expenditure (that is, without donor or other restrictions limiting their use) within one year of June 30, 2022 and 2021, respectively, are as follows:

	<u>2022</u>	<u>2021</u>
Cash and cash equivalents	\$ 3,703,715	\$ 4,748,818
Grants and contracts receivable	3,459,117	3,239,875
Investments	3,249,028	3,396,225
Distributions from:		
Endowment	39,234	-
Beneficial interests in assets held by Community Foundation	30,160	38,501
<i>Total financial assets available for general expenditure</i>	<u>\$ 10,481,254</u>	<u>\$ 11,423,419</u>

We are partially supported by restricted contributions. Because a donor's restriction requires resources to be used in a particular manner or in a future period, we must maintain sufficient resources to meet those responsibilities to our donors. Thus, financial assets may not be available for general expenditure within one year, and these have been excluded from the above amounts. As part of our liquidity management, we have a policy to structure our financial assets to be available as our general expenditures, liabilities, and other obligations come due. In addition, we may invest cash in excess of daily requirements in short-term investments.

Our investments include endowment funds, which are donor-restricted endowments and funds designated by the Board as endowments. Income from our endowment is without restriction and available for general use. These investments are subject to our spending policy discussed in Note 10. Although we don't intend to spend from the board-designated portion of the investment endowments of \$695,962 (other than amounts appropriated for general expenditure as part of our Board's annual budget), this amount could be made available if necessary. Distributions from the beneficial interests in assets held by Community Foundation are under the control of the Community Foundation and reflect expected distributions based on the historical 4%-5% distribution rate.

NOTE 3. GRANTS AND CONTRACTS RECEIVABLE

Grants and contracts receivable consist of reimbursements due under government cost-reimbursable and fee-for-service awards and unconditional promises to give to the Organization. All amounts are due in the next year, and no allowance for uncollectables is considered necessary.

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At June 30, 2022, we received approximately \$14,002,000 in conditional promises to give under cost-reimbursable and fee-for-service awards, which will be recognized as revenue if and when allowable costs are incurred or services rendered.

NOTE 4. INVESTMENTS INFORMATION

Investments consist of the following at June 30, 2022 and 2021, respectively:

	<u>2022</u>	<u>2021</u>
Mutual income funds	\$ 1,509,316	\$ 1,405,079
Mutual equity funds	2,572,460	3,028,461
Mutual alternative investment funds	<u>148,099</u>	<u>153,660</u>
<i>Total investments</i>	<u>\$ 4,229,875</u>	<u>\$ 4,587,200</u>

Reported in the accompanying consolidated statements of financial position as follows:

Operating investments	\$ 3,249,028	\$ 3,396,225
Endowment investments	<u>980,847</u>	<u>1,190,975</u>
<i>Total investments</i>	<u>\$ 4,229,875</u>	<u>\$ 4,587,200</u>

Net investment return consists of the following for the years ended June 30, 2022 and 2021, respectively:

Interest on cash and cash equivalents	\$ 7,866	\$ 5,804
Interest and dividends on investments	116,859	73,178
Realized investment gains	171,091	275,927
Unrealized investment gains (losses)	(1,108,994)	716,859
Investment fees	(18,468)	(15,702)
Distributions from beneficial interests in assets held by Community Foundation	<u>63,409</u>	<u>58,668</u>
<i>Net investment return</i>	<u>\$ (768,237)</u>	<u>\$ 1,114,734</u>

NOTE 5. BENEFICIAL INTERESTS IN ASSETS HELD BY COMMUNITY FOUNDATION

We are the beneficiary of two funds held by Community Foundation of St. Joseph County, Inc. (Community Foundation), to which both we and others have contributed. One of the funds was established using funds that were permanently restricted by the donor (see Note 9). We are also the beneficiary of a third fund that was established solely by contributions by other donors. We and the other donors have granted Community Foundation variance power in the determination of annual distributions and transfer of the accounts to other community organizations in certain circumstances. Distributions to us are under the control of Community Foundation.

The value of the portions of the funds attributable to our contributions was \$1,253,995 and \$1,462,533 at June 30, 2022 and 2021, respectively, which is reported as an asset in the accompanying consolidated statements of financial position. The change in value of those portions, net of distributions, for the years ended June 30, 2022 and 2021 was (\$208,538) and \$311,359, respectively, which is included in revenue in the accompanying consolidated statements of activities. We received distributions from those portions of the funds of \$63,409 and \$58,668

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during the years ended June 30, 2022 and 2021, respectively, which are included in net investment return.

The portions of the funds attributable to contributions by other donors are not recognized as assets since other donors established them and granted variance power to Community Foundation. We periodically receive distributions in the form of grants from those portions of the funds. The total value of those portions of the funds at June 30, 2022 and 2021 was \$4,706,689 and \$5,489,083, respectively. We received distributions from those portions of the funds of \$238,283 and \$220,063 during the years ended June 30, 2022 and 2021, respectively, which are included in contributions revenue.

NOTE 6. PROPERTY AND EQUIPMENT

Property and equipment consist of the following at June 30, 2022 and 2021, respectively:

	<u>2022</u>	<u>2021</u>
Land	\$ 207,630	\$ 207,630
Buildings	3,819,956	3,705,019
Leasehold improvements	48,411	48,411
Program equipment	266,642	235,257
Vehicles	938,248	968,213
Office equipment	<u>238,801</u>	<u>238,801</u>
	5,519,688	5,403,331
Less accumulated depreciation	<u>(3,100,413)</u>	<u>(2,981,677)</u>
	2,419,275	2,421,654
Assets not yet in service	<u>290,280</u>	<u>52,824</u>
<i>Net property and equipment</i>	<u>\$ 2,709,555</u>	<u>\$ 2,474,478</u>

NOTE 7. FAIR VALUE MEASUREMENTS

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

- Level 1: Quoted prices (unadjusted) for identical assets or liabilities in active markets that the entity has the ability to access as of the measurement date.
- Level 2: Significant other observable inputs other than Level 1 prices such as quoted prices for similar assets or liabilities; quoted prices in markets that are not active; or other inputs that are observable or can be corroborated by observable market data.

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- Level 3: Significant unobservable inputs that reflect a reporting entity's own assumptions about the assumptions that market participants would use in pricing an asset or liability.

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

The fair value of assets measured on a recurring basis at June 30, 2022 and 2021, respectively, is as follows:

	Fair Value	Level 1	Level 2	Level 3
<i>June 30, 2022:</i>				
Investments	\$ 4,229,875	\$4,229,875	\$ -	\$ -
Beneficial interests in assets held by Community Foundation	<u>1,253,995</u>	<u>-</u>	<u>-</u>	<u>1,253,995</u>
<i>Totals</i>	<u>\$ 5,483,870</u>	<u>\$4,229,875</u>	<u>\$ -</u>	<u>\$ 1,253,995</u>
<i>June 30, 2021:</i>				
Investments	\$ 4,587,200	\$4,587,200	\$ -	\$ -
Beneficial interests in assets held by Community Foundation	<u>1,462,533</u>	<u>-</u>	<u>-</u>	<u>1,462,533</u>
<i>Totals</i>	<u>\$ 6,049,733</u>	<u>\$4,587,200</u>	<u>\$ -</u>	<u>\$ 1,462,533</u>

Fair values for investments that are readily marketable are determined by reference to quoted market prices. Fair value for the beneficial interests in assets held by Community Foundation is based on the fair value of the underlying assets, as provided by the community foundation that holds the assets and which approximates the present value of expected future distributions.

The following is a reconciliation of beginning and ending balances of the beneficial interests in assets held by Community Foundation that is measured by Level 3 inputs for the years ended June 30, 2022 and 2021, respectively:

	<u>2022</u>	<u>2021</u>
Beginning fair value	\$ 1,462,533	\$ 1,151,174
Distributions	(63,409)	(58,668)
Change in value	<u>(145,129)</u>	<u>370,027</u>
<i>Ending fair value</i>	<u>\$ 1,253,995</u>	<u>\$ 1,462,533</u>

The change in value of the beneficial interests in assets held by Community Foundation is included in revenue in the accompanying consolidated statements of activities. All the above Level 3 changes in value are attributable to changes in the value of assets held by Community Foundation at June 30, 2022 and 2021, respectively.

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NOTE 8. DEBT INFORMATION

In April 2020, the Coronavirus Aid, Relief and Economic Security (CARES) Act, which includes the Paycheck Protection Program (PPP), was enacted into law. PPP is a loan program through U.S. Small Business Administration (SBA) and its participating banks in which loans can be forgiven for expenditures of loan proceeds incurred in the eight or twenty-four weeks following the origination date of the loan for certain payroll costs, rents, mortgage interest, and utilities. The amount forgiven is reduced proportionally by any reduction in employees retained or in payroll reduced. In May 2020 we received a PPP loan for \$830,000. The loan had no collateral or guarantees, was subject to an interest rate of 1%, with payments of principal and interest beginning in December 2020, and was due in full in May 2022. We received full forgiveness of this loan and accrued interest in May 2021, and consequently recognized the entire \$830,000 of principal and \$8,573 of accrued interest as revenue in the 2021 statement of activities.

NOTE 9. NET ASSETS WITH DONOR RESTRICTIONS

Net assets with donor restrictions are restricted for the following periods or purposes at June 30, 2022 and 2021, respectively:

	<u>2022</u>	<u>2021</u>
Subject to expenditure for specified purposes:		
Meal Program	\$ 688,146	\$ 683,841
Weatherization	62,984	48,406
Local crime victims	17,093	32,999
Care transitions	17,666	17,666
Caregiver Connection	673,486	718,915
Client self-sufficiency programs	30,057	29,967
Utility assistance programs	52,970	47,360
Guardianship programs	134,924	135,117
Alzheimer's programs	156,352	140,901
Kitchen project	243,760	243,760
Transportation vans	101,172	92,599
Foster Grandparents	55,958	56,041
Case Management	148,673	125,704
Meals on Wheels	151,269	163,716
Food truck	33,105	23,337
Other	3,499	3,499
	<u>2,571,114</u>	<u>2,563,828</u>
Not subject to spending policy or appropriation:		
Held by Community Foundation and restricted by donor for Caregiver Connection program	500,000	500,000
<i>Total net assets with donor restrictions</i>	<u>\$ 3,071,114</u>	<u>\$ 3,063,828</u>

Net assets were released from restrictions by incurring expenses satisfying restricted purposes specified by donors as follows for the years ended June 30, 2022 and 2021, respectively:

REAL SERVICES, INC. AND AFFILIATES
NOTES TO CONSOLIDATED FINANCIAL STATEMENTS
June 30, 2022 and 2021

	<u>2022</u>	<u>2021</u>
Case Management	\$ 5,681	\$ 34,640
Meals on Wheels	97,470	134,130
Utility assistance programs	13,640	9,632
Guardianship programs	174,634	224,657
Alzheimer's program	134,395	92,696
Meal program	47,725	5,107
Food truck	64,585	37,746
Transportation	4,219	3,364
Weatherization program	3,749	15,918
Milton Village	-	442,175
Local crime victims	15,906	-
Foster Grandparents	82	130
<i>Total net assets released</i>	<u>\$ 562,086</u>	<u>\$ 1,000,195</u>

NOTE 10. ENDOWMENT INFORMATION

Our endowment (the Endowment) consists of funds held at a local financial institution and the Community Foundation of St. Joseph County, Inc. The endowment held by a local financial institution consists of two funds, one of which was established with net assets without donor restrictions that have been designated for endowment by our governing board, and one of which was established with net assets restricted by donors. The endowment held by Community Foundation of St. Joseph County, Inc. consist of two funds, one of which was established with net assets without donor restrictions that have been designated for endowment by our governing board, and one of which was established with net assets restricted by donors.

Our governing board has interpreted the State of Indiana Uniform Prudent Management of Institutional Funds Act (UPMIFA) as requiring the preservation of the fair value of the original gift as of the date of the donor-restricted endowment funds, unless there are explicit donor stipulations to the contrary. At June 30, 2022 and 2021, there were no such donor stipulations. As a result of this interpretation, we retain in perpetuity a) the original value of initial and subsequent gift amounts (including promises to give net of discount and allowance for doubtful accounts) 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 the organization and the donor-restricted endowment fund
- General economic conditions
- The possible effect of inflation and deflation
- The expected total return from income and the appreciation of investments
- Other resources of the organization
- The investment policies of the organization

REAL SERVICES, INC. AND AFFILIATES
NOTES TO CONSOLIDATED FINANCIAL STATEMENTS
June 30, 2022 and 2021

The investment and spending policies for the Endowment are under our control except for assets held at the Community Foundation of St. Joseph County, Inc.

The Endowment was composed of the following net asset classes at June 30, 2022 and 2021, respectively:

	Without Donor <u>Restrictions</u>	With Donor <u>Restrictions</u>	<u>Total</u>
<u>At June 30, 2022</u>			
Board-designated endowment funds	\$1,232,634	\$ -	\$1,232,634
Donor-restricted endowment funds	-	284,885	284,885
Original donor-restricted gift amount and amounts required to be maintained in perpetuity by donors	-	500,000	500,000
<i>Totals</i>	<u>\$1,232,634</u>	<u>\$ 784,885</u>	<u>\$2,017,519</u>
<u>At June 30, 2021</u>			
Board-designated endowment funds	\$ 1,469,505	\$ -	\$ 1,469,505
Donor-restricted endowment funds	-	347,635	347,635
Original donor-restricted gift amount and amounts required to be maintained in perpetuity by donors	-	500,000	500,000
<i>Totals</i>	<u>\$ 1,469,505</u>	<u>\$ 847,635</u>	<u>\$ 2,317,140</u>

Changes in the Endowment for the years ended June 30, 2022 and 2021, respectively, are as follows:

	Without Donor <u>Restrictions</u>	With Donor <u>Restrictions</u>	<u>Total</u>
Balances June 30, 2020	\$ 997,937	\$ 756,850	\$ 1,754,787
Contributions	141,000	-	141,000
Investment return	355,766	124,255	480,021
Distributions by Community Foundation	(25,198)	(33,470)	(58,668)
<i>Balances June 30, 2021</i>	1,469,505	847,635	2,317,140
Investment return	(209,629)	(26,583)	(236,212)
Distributions by Community Foundation	(27,242)	(36,167)	(63,409)
<i>Balances June 30, 2022</i>	<u>\$ 1,232,634</u>	<u>\$ 784,885</u>	<u>\$ 2,017,519</u>

Investment Return Objectives, Risk Parameters, and Strategies. We have adopted investment and spending policies which attempt to provide a predictable stream of funding to the Organization while also maintaining the purchasing power of those assets over the long-term. Accordingly, the investment process seeks to achieve an after-cost total real rate of return, including investment income as well as capital appreciation, which exceeds the annual distribution with acceptable levels of risk. Assets are invested in a well-diversified asset mix, which includes equity and debt securities, that is intended to result in a consistent inflation-protected rate of return that has sufficient liquidity to make annual distributions to the Society as determined below, while growing the assets, if possible. Therefore, we have an objective for our endowment assets, over time, to produce an average annual rate of return of approximately 4%

REAL SERVICES, INC. AND AFFILIATES
NOTES TO CONSOLIDATED FINANCIAL STATEMENTS
June 30, 2022 and 2021

over inflation. Actual returns in any given year may vary from this amount. Investment risk is measured in terms of total invested assets; investment assets and allocation between asset classes and strategies are managed to not expose the invested assets to unacceptable levels of risk.

Spending Policy. Our spending policy is established by the governing trust agreement, which requires that annual distributions be made to us based on a “distribution percentage” times the average quarterly market value of our assets (excluding contributions receivable and the beneficial interest in assets held by Community Foundation) for the prior three years. The distribution percentage is based on the value of our assets at the June 30 prior to the end of the preceding fiscal year, and is generally as follows:

<u>Market Value of Assets</u>	<u>Distribution %</u>
\$0 to \$3,500,000	4.00%
\$3,500,001 to \$3,750,000	4.25%
\$3,750,001 to \$4,250,000	4.50%
\$4,250,001 to \$5,000,000	4.75%
Over \$5,000,000	5.00%

If the total return on investments (both income and appreciation) for the twelve months ending on the preceding June 30, less the sum of the Consumer Price Index for that year plus one percent, is less than the applicable distribution percentage, the distribution percentage is the greater of the result of that calculation or 4%. No distribution to us will be made during the first two fiscal years of the Endowment Funds.

In establishing this policy, we considered the long-term expected return on our investment assets and the possible effects of inflation. Our objective and goal, over time, is to not have distributions, plus inflation, exceed the rate of return of our endowment fund.

NOTE 11. LEASE INFORMATION

We lease certain facilities and equipment under non-cancelable operating leases expiring in various months through July 2024. Minimum future rental payments under these leases as of June 30, 2022 for each of the next three years and in the aggregate are as follows:

2023	\$ 50,375
2024	46,474
2025	<u>5,142</u>
<i>Total minimum future rental payments</i>	<u>\$ 101,991</u>

Total rent expense for these and other short-term leases was \$141,342 and \$137,663 for the years ended June 30, 2022 and 2021, respectively.

NOTE 12. EMPLOYEE BENEFIT PLANS

We maintain a defined-contribution tax-deferred annuity pension plan covering substantially all of our employees. Pension costs are funded in the period that they accrue. Pension expense was \$257,534 and \$252,688 for the years ended June 30, 2022 and 2021, respectively.

REAL SERVICES, INC. AND AFFILIATES
NOTES TO CONSOLIDATED FINANCIAL STATEMENTS
June 30, 2022 and 2021

We maintain a self-funded medical plan for our full-time employees that is managed by a third-party administrator. We have purchased a stop-loss insurance policy for the plan that reimburses us for individual claims in excess of \$30,000 annually. We fund a separate bank account that is restricted for payment of claims and insurance. We have recorded accruals for our estimated portion of self-insured claims based on estimated claims incurred through June 30, 2022 and 2021, respectively.

We also maintain an executive retirement plan that is designed in accordance with Section 457(b) of the Internal Revenue Code. Participants are designated by the Board of Directors. We generally make discretionary annual contributions on a calendar year basis into the plan on behalf of each participant. The funds deposited into this plan remain assets of the Organization until such time that the participant withdraws the funds in accordance with the plan provisions. Assets held in this plan were \$231,703 and \$206,918 at June 30, 2022 and 2021, respectively, and corresponding liabilities, including unfunded estimated accrued amounts, are reported in the consolidated statements of financial position. Retirement plan expense under this plan was \$34,625 and \$29,000, respectively, for the years ended June 30, 2022 and 2021.

NOTE 13. CONTRIBUTED NONFINANCIAL ASSETS

Contributed nonfinancial assets recognized in the accompanying statements of activities are as follows for the years ended June 30, 2022 and 2021, respectively:

	<u>2022</u>	<u>2021</u>
Use of facilities	\$ 145,048	\$ 145,048
Energy assistance payments	<u>11,648,047</u>	<u>5,824,764</u>
<i>Totals</i>	<u>\$ 11,793,095</u>	<u>\$ 5,969,812</u>

Contributed facilities is for space used for nutrition sites rented free of charge or at reduced charge. The difference between the fair value for the use of these facilities and the cost is recorded as revenue and expense.

Indiana Housing and Community Development Authority (IHCDA) makes energy assistance payments for participants in the Low-Income Home Energy Assistance Program directly to the energy providers on behalf of all entities administering the program. Because we perform all intake functions and are liable for errors made in determining participant eligibility, such payments made by IHCDA to the providers are recorded as both grants revenue and financial assistance expense in the accompanying consolidated financial statements.

NOTE 14. CONCENTRATIONS

All of our programs and activities occur in Northern Indiana; consequently, our sources of support and revenue may be affected by conditions in that area. In addition, for the year ended June 30, 2022, approximately 96% of total revenues were from state and federal government sources, with approximately 45% of total revenues from Indiana Housing and Community Development Authority, 24% from Indiana Family and Social Services Administration, and 14% from Indiana Medicaid. For the year ended June 30, 2021, approximately 83% of total revenues were from state and federal government sources, with approximately 36% of total revenues from Indiana

REAL SERVICES, INC. AND AFFILIATES
NOTES TO CONSOLIDATED FINANCIAL STATEMENTS
June 30, 2022 and 2021

Housing and Community Development Authority, 30% from Indiana Family and Social Services Administration, and 12% from Indiana Medicaid.

Financial instruments that expose us to concentrations of credit risk consist primarily of cash and cash equivalents and grants and contracts receivable. We have cash on deposit with financial institutions that, at times, may exceed the insurance limit of the Federal Deposit Insurance Corporation and are not otherwise collateralized. At June 30, 2022 we had approximately \$5,390,000 of cash on deposit with financial institutions that exceeded federal deposit insurance coverage and are not otherwise collateralized. In addition, grants and contracts receivable are due primarily from agencies of the State of Indiana, which represents a concentration of credit risk.

REAL SERVICES, INC. AND AFFILIATES
CONSOLIDATED SCHEDULE OF EXPENDITURES OF FEDERAL AND NONFEDERAL AWARDS
Year Ended June 30, 2022

<u>Grantor/Pass-Through Grantor/Program Title or Cluster</u>	<u>Federal Assistance Listing Number</u>	<u>Pass-Through Entity Identifying No.</u>	<u>Provided to Subrecipients</u>	<u>Total Expenditures</u>
Federal Assistance				
<i>Department of Housing and Urban Development:</i>				
CDBG - Entitlement Grants Cluster:				
Passed-through City of Mishawaka:				
Community Development Block Grants/ Entitlement Grants	14.218	n/a	\$ -	\$ 13,000
Passed-through City of South Bend:				
Community Development Block Grants/ Entitlement Grants	14.218	21-CV-51	-	28,898
<i>Total CDBG - Entitlement Grants Cluster</i>			-	41,898
Passed-through Indiana Housing and Community Development Authority:				
COVID-19 Emergency Solutions Grant Program	14.231	ESRR-CV-020-0015 & ESHP-CV-020-0021	-	472,395
<i>Total Department of Housing and Urban Development</i>			-	514,293
<i>Department of Transportation:</i>				
Transit Services Programs Cluster:				
Passed-through South Bend Public Transportation Corporation:				
Transit Services Programs Cluster:				
Enhanced Mobility of Seniors and Individuals with Disabilities	20.513	n/a	-	40,267
<i>Department of Treasury:</i>				
Passed-through Indiana Housing and Community Development Authority:				
COVID-19 Emergency Rental Assistance Program	21.023	IERA-PP-026	-	120,705
Passed-through St. Joseph County:				
COVID-19 Emergency Rental Assistance Program	21.023	n/a	-	1,631,433
<i>Total Emergency Rental Assistance Program</i>			-	1,752,138
<i>Department of Energy:</i>				
Passed-through Indiana Housing and Community Development Authority:				
Weatherization Assistance for Low-Income Persons	81.042	WX-021-020/WX-022-020	-	244,881
<i>Department of Health and Human Services:</i>				
Passed-through Indiana Family and Social Services Administration:				
Special Programs for the Aging, Title VII, Chapter 3, Programs for Prevention of Elder Abuse, Neglect, and Exploitation				
	93.041	49706	-	8,965
Special Programs for the Aging, Title VII, Chapter 2, Long Term Care Ombudsman Services for Older Individuals				
	93.042	49706/59399	-	15,474
Special Programs for the Aging, Title III, Part D, Disease Prevention and Health Promotion Services				
	93.043	49706/59399	-	89,379

The accompanying notes are an integral part of this schedule.

REAL SERVICES, INC. AND AFFILIATES
CONSOLIDATED SCHEDULE OF EXPENDITURES OF FEDERAL AND NONFEDERAL AWARDS
Year Ended June 30, 2022

<u>Grantor/Pass-Through Grantor/Program Title or Cluster</u>	<u>Federal Assistance Listing Number</u>	<u>Pass-Through Entity Identifying No.</u>	<u>Provided to Subrecipients</u>	<u>Total Expenditures</u>
Aging Cluster:				
Special Programs for the Aging, Title III, Part B, Grants for Supportive Services and Senior Centers	93.044	49706/59399	-	427,882
COVID-19 Special Programs for the Aging, Title III, Part B, Grants for Supportive Services and Senior Centers	93.044	59421	-	38,595
Special Programs for the Aging, Title III, Part B, Grants for Supportive Services and Senior Centers	93.044	49706/59399	188,179	670,261
<i>Total Special Programs for the Aging, Title III, Part B, Grants for Supportive Services and Senior Centers</i>			<u>188,179</u>	<u>1,136,738</u>
Special Programs for the Aging, Title III, Part C,				
Nutrition Services	93.045	49706/59399 & 52432	241,435	1,541,633
Nutrition Services Incentive Program	93.053	49706/59399	-	337,107
<i>Total Aging Cluster</i>			<u>429,614</u>	<u>3,015,478</u>
National Family Caregiver Support, Title III, Part E				
National Family Caregiver Support, Title III, Part E	93.052	49706/59399	-	261,513
National Family Caregiver Support, Title III, Part E	93.052	59399	-	26,296
<i>Total National Family Caregiver Support, Title III, Part E</i>			<u>-</u>	<u>287,809</u>
Social Services Block Grant	93.667	49706/59399	5,629	728,264
Medicaid Cluster:				
Medical Assistance Program	93.778	55703	-	514,678
COVID-19 Medical Assistance Program	93.778	n/a	-	308,708
<i>Total Medical Assistance Program</i>			<u>-</u>	<u>823,386</u>
Passed-through Indiana Association of Area Agencies on Aging:				
Special Programs for the Aging, Title IV and Title II, Discretionary Projects	93.048	n/a	-	1,795
Passed-through Indiana Family and Social Services Administration:				
COVID-19 Special Programs for the Aging, Title IV and Title II, Discretionary Projects	93.048	59421	-	35,000
<i>Total Special Programs for the Aging, Title IV and Title II, Discretionary Projects</i>			<u>-</u>	<u>36,795</u>
Passed-through Indiana Housing and Community Development Authority:				
Low-Income Home Energy Assistance	93.568	LI-021-020/LI-022-020	-	6,324,763
COVID 19 Low-Income Home Energy Assistance	93.568	LI-ARPA-021-20	-	4,942,608
COVID 19 Low-Income Home Energy Assistance	93.568	WAT-ARPA-022-20	-	305,072
COVID 19 Low-Income Home Energy Assistance	93.568	ARPA-WA-021-020	-	235,427
COVID-19 Low-Income Home Energy Assistance	93.568	LI-CV-020-021	-	1,104,116
Low-Income Home Energy Assistance	93.568	WL-021-020/WL-022-020	-	91,497
<i>Total Low-Income Home Energy Assistance</i>			<u>-</u>	<u>13,003,483</u>
Passed-through Trustees of Indiana University:				
Alzheimer's Disease Program Initiative	93.470	8621-REAL	-	23,009

The accompanying notes are an integral part of this schedule.

REAL SERVICES, INC. AND AFFILIATES
CONSOLIDATED SCHEDULE OF EXPENDITURES OF FEDERAL AND NONFEDERAL AWARDS
Year Ended June 30, 2022

<u>Grantor/Pass-Through Grantor/Program Title or Cluster</u>	<u>Federal Assistance Listing Number</u>	<u>Pass-Through Entity Identifying No.</u>	<u>Provided to Subrecipients</u>	<u>Total Expenditures</u>
<i>Passed-through Indiana Housing and Community Development Authority:</i>				
<i>477 Cluster:</i>				
Community Services Block Grant	93.569	CS-021-020/CS-022-020	192,023	833,504
COVID-19 Community Services Block Grant	93.569	CS-CV-020-020	27,190	630,949
<i>Total 477 Cluster</i>			<u>219,213</u>	<u>1,464,453</u>
<i>Total Department of Health and Human Services</i>			<u>654,456</u>	<u>19,496,495</u>
<i>Corporation for National and Community Service:</i>				
<i>Foster Grandparent/Senior Companion Cluster:</i>				
AmeriCorps Foster Grandparent Program	94.011	18SFNIN005	-	139,289
<i>Department of Homeland Security:</i>				
<i>Passed-Through Emergency Food and Shelter National Board:</i>				
Emergency Food and Shelter National Board Program	97.024	n/a	-	14,000
Total expenditures of federal awards			<u>\$ 654,456</u>	<u>\$ 22,201,363</u>
Nonfederal Assistance				
<i>Passed-Through Indiana Family and Social Services Administration:</i>				
CHOICE		55554	\$ -	\$ 2,018,387
Assisted Living Ombudsman		55554	-	6,130
Older Hoosier Act		55554	-	140,797
<i>Passed-through Indiana Housing and Community Development Authority:</i>				
Low-Income Home Energy Assistance		n/a	-	1,890
Medicaid reimbursements		n/a	-	4,377,189
Indiana Supreme Court - VASIA		n/a	-	105,171
<i>Total expenditures of state awards</i>			<u>-</u>	<u>6,649,564</u>
<i>Local Area Agency:</i>				
Area 12 Liaison		n/a	-	17,308
Total expenditures of nonfederal awards			<u>\$ -</u>	<u>\$ 6,666,872</u>

The accompanying notes are an integral part of this schedule.

REAL SERVICES, INC. AND AFFILIATES
NOTES TO CONSOLIDATED SCHEDULE OF EXPENDITURES OF FEDERAL AND
NONFEDERAL AWARDS
Year Ended June 30, 2022

NOTE 1. BASIS OF PRESENTATION

The accompanying consolidated schedule of expenditures of federal and nonfederal awards (the Schedule) includes the federal and nonfederal award activities of Real Services, Inc. and Affiliates under programs of the federal and nonfederal governments for the year ended June 30, 2022. The information in the Schedule is presented in accordance with the requirements of Title 2 U.S. *Code of Federal Regulations* Part 200, *Uniform Administrative Requirements, Cost Principles, and Audit Requirements for Federal Awards* (Uniform Guidance). Because the Schedule presents only a selected portion of the operations of Real Services, Inc. and Affiliates, it is not intended to and does not present the consolidated financial position, changes in net assets, or cash flows of Real Services, Inc. and Affiliates.

NOTE 2. SUMMARY OF SIGNIFICANT ACCOUNTING POLICIES

Expenditures reported on the Schedule are reported on the accrual basis of accounting. Such expenditures are recognized following the cost principles contained in the Uniform Guidance, wherein certain types of expenditures are not allowable or are limited as to reimbursement.

The Indiana Housing and Community Development Authority (IHCDA) makes energy assistance payments for participants in the Low-Income Home Energy Assistance Program, Federal Assistance Listing Number #93.568, directly to the energy providers on behalf of entities administering the program. Because the Organization performs all intake functions and is liable for errors made in determining participant eligibility, such payments made by IHCDA to the providers, totaling \$11,648,647 (including \$5,939,058 for COVID-19 assistance), are included in federal expenditures in the accompanying Schedule.

NOTE 3. INDIRECT COST RATE

Real Services, Inc. and Affiliates has not elected to use the 10% de minimis indirect cost rate allowed under the Uniform Guidance.

NOTE 4. FAIR MARKET VALUE OF DONATED PERSONAL PROTECTIVE EQUIPMENT (UNAUDITED)

During the year ended June 30, 2022, REAL Services, Inc. did not receive donated personal protective equipment from federal sources.



Audit, Accounting, Tax & Advisory

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**INDEPENDENT AUDITOR’S REPORT ON INTERNAL CONTROL OVER FINANCIAL REPORTING AND
ON COMPLIANCE AND OTHER MATTERS BASED ON AN AUDIT OF FINANCIAL STATEMENTS
PERFORMED IN ACCORDANCE WITH *GOVERNMENT AUDITING STANDARDS***

To the Board of Directors
REAL Services, Inc. and Affiliates
South Bend, Indiana

We have audited, in accordance with the auditing standards generally accepted in the United States of America and the standards applicable to financial audits contained in *Government Auditing Standards* issued by the Comptroller General of the United States, the consolidated financial statements of REAL Services, Inc. and Affiliates, which comprise the consolidated statement of financial position as of June 30, 2022, and the related consolidated statements of activities, functional expenses, and cash flows for the year then ended, and the related notes to consolidated financial statements, and have issued our report thereon dated March 10, 2023.

Report on Internal Control over Financial Reporting

In planning and performing our audit of the consolidated financial statements, we considered REAL Services, Inc. and Affiliates’ internal control over financial reporting (internal control) as a basis for designing audit procedures that are appropriate in the circumstances for the purpose of expressing our opinion on the consolidated financial statements, but not for the purpose of expressing an opinion on the effectiveness REAL Services, Inc. and Affiliates’ internal control. Accordingly, we do not express an opinion on the effectiveness of REAL Services, Inc. and Affiliates’ internal control.

A deficiency in internal control exists when the design or operation of a control does not allow management or employees, in the normal course of performing their assigned functions, to prevent, or detect and correct, misstatements on a timely basis. *A material weakness* is a deficiency, or a combination of deficiencies, in internal control such that there is a reasonable possibility that a material misstatement of the entity’s financial statements will not be prevented or detected and corrected on a timely basis. *A significant deficiency* is a deficiency, or a combination of deficiencies, in internal control that is less severe than a material weakness, yet important enough to merit attention by those charged with governance.

Our consideration of internal control was for the limited purpose described in the first paragraph of this section and was not designed to identify all deficiencies in internal control that might be material weaknesses or significant deficiencies and therefore, material weaknesses or significant deficiencies may exist that were not identified. We identified certain deficiencies in internal control, described in the accompanying schedule of findings and questioned costs as findings 2022-001, 2022-002, 2022-003, 2022-004, and 2022-005 that we consider to be material weaknesses.

Report on Compliance and Other Matters

As part of obtaining reasonable assurance about whether REAL Services, Inc. and Affiliates’ consolidated financial statements are free from material misstatement, we performed tests of its compliance with certain

provisions of laws, regulations, contracts, and grant agreements, noncompliance with which could have a direct and material effect on the financial statements. However, providing an opinion on compliance with those provisions was not an objective of our audit, and accordingly, we do not express such an opinion. The results of our tests disclosed no instances of noncompliance or other matters that are required to be reported under *Government Auditing Standards*.

REAL Services, Inc. and Affiliates' Response to Findings

Government Auditing Standards requires the auditor to perform limited procedures on REAL Services, Inc. and Affiliates' response to the findings identified in our audit and described in the accompanying schedule of findings and questioned costs. REAL Services, Inc. and Affiliates' response was not subjected to the other auditing procedure applied in the audit of the financial statements and, accordingly, we express no opinion on the response.

Purpose of This Report

The purpose of this report is solely to describe the scope of our testing of internal control and compliance and the results of that testing, and not to provide an opinion on the effectiveness of REAL Services, Inc. and Affiliates' internal control or on compliance. This report is an integral part of an audit performed in accordance with *Government Auditing Standards* in considering REAL Services, Inc. and Affiliates' internal control and compliance. Accordingly, this communication is not suitable for any other purpose.

DWC CPAs LLC

South Bend, Indiana
March 10, 2023



Audit, Accounting, Tax & Advisory

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INDEPENDENT AUDITOR'S REPORT ON COMPLIANCE FOR EACH MAJOR PROGRAM AND ON INTERNAL CONTROL OVER COMPLIANCE REQUIRED BY THE UNIFORM GUIDANCE

To the Board of Directors
REAL Services, Inc. and Affiliates
South Bend, Indiana

Report on Compliance for Each Major Federal Program

Opinion on Each Major Federal Program

We have audited REAL Services, Inc. and Affiliates' compliance with the types of compliance requirements identified as subject to audit in the *OMB Compliance Supplement* that could have a direct and material effect on each REAL Services, Inc. and Affiliates' major federal programs for the year ended June 30, 2022. REAL Services, Inc. and Affiliates' major federal programs are identified in the summary of auditor's results section of the accompanying schedule of findings and questioned costs.

In our opinion REAL Services, Inc. and Affiliates complied, in all material respects, with the compliance requirements referred to above that could have a direct and material effect on each of its major federal programs for the year ended June 30, 2022.

Basis for Opinion on Each Major Federal Program

We conducted our audit of compliance in accordance with auditing standards generally accepted in the United States of America (GAAS); the standards applicable to financial audits contained in *Government Auditing Standards* issued by the Comptroller General of the United States; and the audit requirements of Title 2 U.S. *Code of Federal Regulations* Part 200, *Uniform Administrative Requirements, Cost Principles, and Audit Requirements for Federal Awards* (Uniform Guidance). Our responsibilities under those standards and the Uniform Guidance are further described in the Auditor's Responsibilities for the Audit of Compliance section of our report.

We are required to be independent of REAL Services, Inc. and Affiliates and to meet our other ethical responsibilities, in accordance with 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 opinion on compliance for each major federal program. Our audit does not provide a legal determination of REAL Services, Inc. and Affiliates' compliance with the compliance requirements referred to above.

Responsibilities of Management for Compliance

Management is responsible for compliance with the requirements referred to above and for the design, implementation, and maintenance of effective internal control over compliance with the requirements of laws, statutes, regulations, rules, and provisions of contracts or grant agreements applicable to REAL Services, Inc. and Affiliates' federal programs.

Auditor's Responsibilities for the Audit of Compliance

Our objectives are to obtain reasonable assurance about whether material noncompliance with the compliance requirements referred to above occurred, whether due to fraud or error, and express an opinion on REAL Services, Inc. and Affiliates' compliance based on our audit. 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, *Government Auditing Standards*, and the Uniform Guidance will always detect material noncompliance when it exists. The risk of not detecting material noncompliance resulting from fraud is higher than for that resulting from error, as fraud may involve collusion, forgery, intentional omissions, misrepresentations, or the override of internal control. Noncompliance with the compliance requirements referred to above is considered material if there is a substantial likelihood that, individually or in the aggregate, it would influence the judgment made by a reasonable user of the report on compliance about REAL Services, Inc. and Affiliates' compliance with the requirements of each major federal program as a whole.

In performing an audit in accordance with GAAS, *Government Auditing Standards*, and the Uniform Guidance, we:

- Exercise professional judgment and maintain professional skepticism throughout the audit.
- Identify and assess the risks of material noncompliance, 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 REAL Services, Inc. and Affiliates' compliance with the compliance requirements referred to above and performing such other procedures as we considered necessary in the circumstances.
- Obtain an understanding of REAL Services, Inc. and Affiliates' internal control over compliance relevant to the audit in order to design audit procedures that are appropriate in the circumstances and to test and report on internal control over compliance in accordance with the Uniform Guidance, but not for the purpose of expressing an opinion on the effectiveness of REAL Services, Inc. and Affiliates' internal control over compliance. Accordingly, no such opinion is expressed.

We are required to communicate with those charged with governance regarding, among other matters, the planned scope and timing of the audit and any significant deficiencies and material weaknesses in internal control over compliance that we identified during the audit.

Report on Internal Control over Compliance

Our consideration of internal control over compliance was for the limited purpose described in the Auditor's Responsibilities for the Audit of Compliance section above and was not designed to identify all deficiencies in internal control over compliance that might be material weaknesses or significant deficiencies in internal control over compliance and therefore, material weaknesses or significant deficiencies may exist that were not identified. However, as discussed below, we did identify a certain deficiency in internal control over compliance that we consider to be a material weakness.

A deficiency in internal control over compliance exists when the design or operation of a control over compliance does not allow management or employees, in the normal course of performing their assigned functions, to prevent, or detect and correct, noncompliance with a type of compliance requirement of a federal program on a timely basis. *A material weakness in internal control over compliance* is a deficiency, or a combination of deficiencies, in internal control over compliance, such that there is a reasonable possibility that material noncompliance with a type of compliance requirement of a federal program will not be prevented, or detected and corrected, on a timely basis. *A significant deficiency in*

internal control over compliance is a deficiency, or a combination of deficiencies, in internal control over compliance with a type of compliance requirement of a federal program that is less severe than a material weakness in internal control over compliance, yet important enough to merit attention by those charged with governance. We consider the deficiency in internal control over compliance described in the accompanying schedule of findings and questioned costs as finding 2022-006 to be a material weakness.

Our audit was not designed for the purpose of expressing an opinion on the effectiveness of internal control over compliance. Accordingly, no such opinion is expressed.

Government Auditing Standards requires the auditor to perform limited procedures on REAL Services, Inc. and Affiliates' response to the internal control over compliance finding identified in our compliance audit described in the accompanying schedule of findings and questioned costs. REAL Services, Inc. and Affiliates' response was not subjected to the other auditing procedures applied in the audit of compliance and, accordingly, we express no opinion on the response.

The purpose of this report on internal control over compliance is solely to describe the scope of our testing of internal control over compliance and the results of that testing based on the requirements of the Uniform Guidance. Accordingly, this report is not suitable for any other purpose.

DWC CPA's LLC

South Bend, Indiana
March 10, 2023

REAL SERVICES, INC. AND AFFILIATES
SCHEDULE OF FINDINGS AND QUESTIONED COSTS
Year Ended June 30, 2022

Section I - Summary of Auditor's Results

FINANCIAL STATEMENTS

Type of report the auditor issued on whether the financial statements audited were prepared in accordance with accounting principles generally accepted in the United States of America-	Unmodified
Internal control over financial reporting-	
Material weaknesses identified?	Yes
Significant deficiencies identified?	None reported
Noncompliance material to financial statements noted?	No

FEDERAL AWARDS

Internal control over major federal programs-	
Material weaknesses identified?	Yes
Significant deficiencies identified?	None reported
Type of auditor's report issued on compliance for major federal programs-	Unmodified
Any audit findings disclosed that are required to be reported in accordance with 2 CFR 200.516(a)?	Yes

Identification of major federal programs-

<u>Assistance Listing Number</u>	<u>Name of Federal Program or Cluster</u>
21.023	COVID-19 Emergency Rental Assistance Program
93.044, 93.045, 93.053	<i>Aging Cluster:</i> Special Programs for the Aging-Title III, Part B-Grants for Supportive Services and Senior Centers; Special Programs for the Aging-Title III, Part C-Nutrition Services; Nutrition Services Incentive Program
93.568	Low-Income Home Energy Assistance; COVID-19 Low-Income Home Energy Assistance
93.778	<i>Medicaid Assistance Cluster:</i> Medical Assistance Program

REAL SERVICES, INC. AND AFFILIATES
SCHEDULE OF FINDINGS AND QUESTIONED COSTS
Year Ended June 30, 2022

Section II - Financial Statements Findings

MATERIAL WEAKNESSES

Finding 2022-001 – No Management Employee with Adequate Accounting and Finance Education and Experience to Direct and Supervise the Department of Administration and Finance

Criteria: Title 2 U.S. Code of Federal Regulations Part 200.302, *Financial Management* (Uniform Guidance), requires a recipient of federal awards to maintain financial management systems, including records documenting compliance with Federal statutes, regulations, and the terms and conditions of the Federal award, which must be sufficient to permit the preparation of reports required by general and program-specific terms and conditions; and the tracing of funds to a level of expenditures adequate to establish that such funds have been used according to the Federal statutes, regulations, and the terms and conditions of the Federal award. It must provide accurate, current, and complete disclosure of the financial results of each Federal award or program in accordance with the reporting requirements.

Condition: The Organization does not have an employee with an accounting and finance degree and the experience to adequately manage its financial system and to produce accurate and timely financial information.

Cause: The former Director of Administration and Finance resigned in December 2021. Management replaced her with an individual with a four-year accounting degree and CPA license in March 2022; however, that individual left after two months. An employee with no accounting degree managed the department from May through November 2022.

Effect or Potential Effect: The Organization's financial system did not produce accurate, current, and complete disclosure of financial information for periods in 2022. Basic accounting functions stopped operating effectively for an extended period during the year.

Context: The Organization has a complex financial system that operates in a regulated environment. It requires an experienced individual with a strong accounting and finance education and background to properly manage the financial system.

Repeat Finding: No.

Recommendations: We recommend management continue to search for an employee with a four-year accounting degree and the experience necessary to direct and manage its financial operations.

Views of Responsible Officials and Planned Corrective Action: We concur with the recommendation. Management hired a CFO in March 2022 who was a CPA and had significant experience. Unfortunately, the position was vacated in late May 2022. To date, an adequate CFO candidate has not been identified. In January, Management engaged Creative Financial Staffing to support the search for a full time CFO candidate. The potential candidate requirements include a four-year accounting degree and adequate relatable experience to supervise the accounting and finance functions. In addition, the agency added an additional finance manager that has a four-year accounting degree and non-profit accounting experience.

REAL SERVICES, INC. AND AFFILIATES
SCHEDULE OF FINDINGS AND QUESTIONED COSTS
Year Ended June 30, 2022

Additionally, as of January 23, 2023, Management engaged a consultant through Creative Financial Staffing to assist with accounting/finance projects while the agency conducts its search for a permanent CFO. The consultant has an active CPA license, 15+ years of accounting/finance experience, as well as a BBA Finance (Notre Dame) and MS Accountancy (Notre Dame).

Finding 2022-002 – Bank Statements Not Reconciled on Timely Basis

Criteria: The Uniform Guidance requires a recipient of federal awards to establish and maintain effective internal controls. It must provide accurate, current, and complete disclosure of financial results. Also, the Organization’s *Administration and Finance Policy and Procedures Manual* requires bank statements to be reconciled within two to three weeks after month-end.

Condition: Bank statements were not reconciled on a timely basis in 2022. The statements were reconciled up to six months late during the year.

Cause: The Administration and Finance Department experienced turnover and inadequate management and supervision during 2022. Staff lacked the knowledge and ability to reconcile the bank statements on a timely basis.

Effect or Potential Effect: The Organization was unable to produce accurate and current financial reports for management during the second half of the year, and the audit was delayed so that the Administration and Finance Department could complete them and close the year-end. In addition, the reconciliations produced contained many old uncleared items and variances that were not investigated and properly disposed of, including “plug” amounts of \$42,603 in October 2021 and \$20,379 in June 2022 in the reconciliation of the main operating account.

Context: Timely reconciliation of bank statements to the general ledger each month is a critical internal control procedure to verify complete and accurate financial information.

Repeat Finding: No.

Recommendations: We recommend management provide adequate resources to the Finance and Administration department to ensure bank statements are accurately reconciled to the general ledger each month on a timely basis.

Views of Responsible Officials and Planned Corrective Action: We concur with the recommendation. Bank Statement reconciliations are now the responsibility of the Assistant Finance Director (a new position). The backlog of the bank reconciliations will be completed by the Assistant Finance Director; the former Director of Accounting, who remains on staff to support training; and the accounting consultant. The accounting department has completed the August 2022 Bank Statement reconciliations. The bank statement reconciliations from September 2022 through January 2023 are one of the highest priority items. The bank statement reconciliations will be current by the end of February 2023. Reconciliations will be completed within three weeks of month close moving forward.

REAL SERVICES, INC. AND AFFILIATES
SCHEDULE OF FINDINGS AND QUESTIONED COSTS
Year Ended June 30, 2022

Finding 2022-003 – No Centier Bank Cancelled Check Review

Criteria: The Uniform Guidance requires a recipient of federal awards to establish and maintain effective internal controls. It must provide accurate, current, and complete disclosure of financial results. In addition, the Organization's *Administration and Finance Policy and Procedures Manual* requires a review of cancelled checks each month to verify that actual disbursements are authorized.

Condition: No one reviewed Centier Bank cancelled check images to verify the disbursements were properly authorized after the former CEO retired in February 2022.

Cause: The former CEO reviewed bank statements with cancelled checks each month until she retired in February 2022. This internal control responsibility was assigned to the Assistant to the CEO during 2022 management transitions. The Assistant to the CEO was not provided online access to the Centier Bank accounts to view those cancelled checks until November 2022.

Effect or Potential Effect: Review of cancelled check images is a critical internal control to prevent unauthorized cash disbursements. Unauthorized checks are one of the most common frauds at nonprofit organizations.

Recommendations: We recommend management verify that the Assistant to the CEO has access to the Centier Bank cancelled checks so she can follow the written procedures in the *Administration and Finance Policy and Procedures Manual*.

Context: Centier Bank accounts include the majority of the Organization's disbursements activity.

Repeat Finding: No.

Views of Responsible Officials and Planned Corrective Action: We concur with this recommendation. This finding has been remediated. The Executive Officer Manager has access to the Centier Bank cancelled checks and is following the written procedures per the *Administration and Finance Policy and Procedures Manual*.

Finding 2022-004 – Late Bank Deposits

Criteria: Part 200.303, *Internal Controls* of the Uniform Guidance requires a recipient of federal awards to establish and maintain effective internal controls. It must provide accurate, current, and complete disclosure of financial results. In addition, the Organization's *Administration and Finance Policy and Procedures Manual* requires bank deposits be made at least twice each week.

Condition: No bank deposits were made for two months during the second half of the fiscal year.

Cause: Administration and Finance Department employee turnover resulted in an eight-week period where no one made bank deposits.

Effect or Potential Effect: Timely bank deposits are important to reduce the risk of theft, to increase cash flow, and to produce accurate and current financial information.

REAL SERVICES, INC. AND AFFILIATES
SCHEDULE OF FINDINGS AND QUESTIONED COSTS
Year Ended June 30, 2022

Context: Bank deposits were not made for two months, increasing the risk of theft and negatively affecting cash flow. However, most deposits are received through direct ACH deposits and so were not affected.

Repeat Finding: No.

Recommendations: We recommend management require employees to follow the bank deposit procedures in the *Administration and Finance Policy and Procedures Manual*.

Views of Responsible Officials and Planned Corrective Action: Action Taken: We concur with the recommendation. Management has remediated this finding. Bank deposits are now deposited per the procedures in the *Administration and Finance Policy and Procedures Manual*.

The departure from the Organization's procedures were isolated actions by the prior CFO. The prior CFO was terminated by Management and an active search for the Organization's new CFO is being conducted.

Finding 2022-005 – Late Health Insurance Premium Payments

Criteria: The Uniform Guidance requires a recipient of federal awards to establish and maintain effective internal controls. It must provide accurate, current, and complete disclosure of financial results.

Condition: Monthly health insurance premium payments, including the employees' portions, to the self-insurance escrow account stopped between February 2022 and August 2022.

Cause: Administration and Finance Department employee turnover resulted in an extended period where basic accounting functions stopped operating effectively.

Effect or Potential Effect: Timely remittance of employee health insurance premiums prevent employees' health coverage from becoming interrupted. It also avoids the appearance of the company diverting employees' health insurance withholdings.

Context: The employee benefit escrow bank account used to reimburse the self-insured portion of employee medical costs dropped \$631,451 below the related self-insurance escrow liability.

Repeat Finding: No.

Recommendations: We recommend management require monthly payments of employee health insurance to the employee benefit escrow account.

Views of Responsible Officials and Planned Corrective Action: We concur with the recommendation. Management remediated this finding immediately after discovering the Health Insurance Premium Payments were not transferred into the employee benefit escrow account. This procedure is now completed on a monthly basis.

REAL SERVICES, INC. AND AFFILIATES
SCHEDULE OF FINDINGS AND QUESTIONED COSTS
Year Ended June 30, 2022

Section III – Federal Award Findings and Questioned Costs

Finding 2022-006 - Low-Income Home Energy Assistance, Assistance Listing No. 93.568 – COVID-19 Funding Not Separately Identified on Schedule of Expenditures of Federal and Nonfederal Awards and Other Errors in the Schedule

MATERIAL WEAKNESS

Criteria: The Uniform Guidance requires the auditee to prepare a complete and accurate Schedule of Expenditures of Federal Awards. In addition, *Title 2 U.S. Code of Federal Regulations Part 200, Appendix XI 2022 Compliance Supplement Appendix VII Other Audit Advisories* requires recipients and subrecipients to separately identify COVID-19 Emergency Acts expenditures on the Schedule.

Condition: The Schedule of Expenditures of Federal and Nonfederal Awards (the Schedule) prepared by the Organization did not separately identify American Rescue Plan COVID-19 funding for Assistance Listing No. 93.568 awards. In addition, the Schedule prepared by the Organization contained many pass-through award identification numbers that were not updated from the prior year, mis-identified certain awards as being COVID-19 funded when they weren't, and contained various classification errors.

Cause: Management was unable to accurately identify the source of funding and other information included on the Schedule.

Effect or Potential Effect: The Organization did not comply with Federal regulations regarding federal award reporting. The late identification of certain funding delayed completion of the audit.

Context: Prior to audit adjustments, the Schedule contained material errors.

Repeat Finding: No.

Recommendations: We recommend that management provide adequate resources to the Finance and Administration department to properly manage, track, and report grant awards.

Views of Responsible Officials and Planned Corrective Action: We concur with the recommendation. Management has remediated the finding. Funding is now separately identified on the Schedule of Expenditures of Federal and Nonfederal Awards. Additionally, Management has allocated additional resources to the Finance and Administration department to properly manage, track, and report grant awards. A shared SEFA index is maintained and a process for updating the document on an ongoing basis was instituted.



CORRECTIVE ACTION PLAN

REAL Services, Inc. and Affiliates respectfully submits the following corrective plan for the year ended June 30, 2022.

Name and address of independent public accounting firm:

DWC CPA's, LLC
3454 Douglas Road, Suite 100
South Bend, IN 46635

Audit period: July 1, 2021 to June 30, 2022

The findings from the June 30, 2022, schedule of findings and questioned costs are discussed below. The findings are numbered consistently with the numbers assigned in that schedule.

Findings – Financial Statement Audit

MATERIAL WEAKNESSES

Finding 2022-001: No Management Employee with Adequate Accounting and Finance Education and Experience to Direct and Supervise the Department of Administration and Finance

Recommendations: The auditor recommends management continue to search for an employee with a four-year accounting degree and the experience necessary to direct and manage its financial operations.

Action Taken: We concur with the recommendation. Management hired a CFO in March 2022 who was a CPA and had significant experience. Unfortunately, the position was vacated in late May 2022. To date, an adequate CFO candidate has not been identified. In January, Management engaged Creative Financial Staffing to support the search for a full time CFO candidate. The potential candidate requirements include a four-year accounting degree and adequate relatable experience to supervise the accounting and finance functions. In addition, the agency added an additional finance manager that has a four-year accounting degree and non-profit accounting experience.

Additionally, as of January 23, 2023, Management engaged a consultant through Creative Financial Staffing to assist with accounting/finance projects while the agency conducts its search for a permanent CFO. The consultant has an active CPA license, 15+ years of accounting/finance experience, as well as a BBA Finance (Notre Dame) and MS Accountancy (Notre Dame).

Finding 2022-002: Bank Statements Not Reconciled on Timely Basis

Recommendations: The auditor recommends management provide adequate resources to the Finance and Administration department to ensure bank statements are accurately reconciled to the general ledger each month on a timely basis.

Action Taken: We concur with the recommendation. Bank Statement reconciliations are now the responsibility of the Assistant Finance Director (a new position). The backlog of the bank reconciliations will be completed by the

Board of Directors

J. Spike Abernethy
Ryan Brennan
Tom Ehlers
Tim Emerick
Steven Goldberg
Janet Horvath
Debra Jenkins
Thomas Lee
Dr. Kathryn Lyndes
Peter H. Mullen
Karen Nevorski
Sen. David Niezgodski
John Pendarvis
Mary Jane Stanley
Michelle Stesiak
Andre Waddell
Steven Watts
Dan Wolfson

Karla Ann Fales
President and CEO
(574) 284-7101

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PO Box 1855
South Bend, IN 46601
(574) 233-8205

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Assistant Finance Director; the former Director of Accounting, who remains on staff to support training; and the accounting consultant. The accounting department has completed the August 2022 Bank Statement reconciliations. The bank statement reconciliations from September 2022 through January 2023 are one of the highest priority items. The bank statement reconciliations will be current by the end of February 2023. Reconciliations will be completed within three weeks of month close moving forward.

Finding 2022-003: No Centier Bank Cancelled Check Review

Recommendations: The auditor recommends management verify that the Executive Office Manager has access to the Centier Bank cancelled checks so she can follow the written procedures in the *Administration and Finance Policy and Procedures Manual*.

Action Taken: We concur with this recommendation. This finding has been remediated. The Executive Officer Manager has access to the Centier Bank cancelled checks and is following the written procedures per the *Administration and Finance Policy and Procedures Manual*.

Finding 2022-004: Late Bank Deposits

Recommendations: The auditor recommends management require employees to follow the bank deposit procedures in the *Administration and Finance Policy and Procedures Manual*.

Action Taken: We concur with the recommendation. Management has remediated this finding. Bank deposits are now deposited per the procedures in the *Administration and Finance Policy and Procedures Manual*.

The departure from the Organization's procedures were isolated actions by the prior CFO. The prior CFO was terminated by Management and an active search for the Organization's new CFO is being conducted.

Finding 2022-005: Late Health Insurance Premium Payments

Recommendations: The auditor recommends management require monthly payments of employee health insurance to the employee benefit escrow account.

Action Taken: We concur with the recommendation. Management remediated this finding immediately after discovering the Health Insurance Premium Payments were not transferred into the employee benefit escrow account. This procedure is now completed on a monthly basis.

Findings – Federal Award Programs Audit

MATERIAL WEAKNESS

Finding 2022-006: Low-Income Home Energy Assistance, Assistance Listing No. 93.568 – COVID-19 Funding Not Separately Identified on Schedule of Expenditures of Federal and Nonfederal Awards and Other Errors in the Schedule

Recommendations: The auditor recommends that management provide adequate resources to the Finance and Administration department to properly manage, track, and report grant awards.

Action Taken: We concur with the recommendation. Management has remediated the finding. Funding is now separately identified on the Schedule of Expenditures of Federal and Nonfederal Awards. Additionally, Management has allocated additional resources to the Finance and Administration department to properly manage, track, and report grant awards. A shared SEFA index is maintained and a process for updating the document on an ongoing basis was instituted.

If there are questions regarding this plan, please feel free to contact me at karla@realservices.org or (574) 284-7101.

Sincerely,

A handwritten signature in blue ink that reads "Karla Ann Fales". The signature is written in a cursive style with a large initial "K".

Karla Ann Fales, CMBA/HcM
President and CEO



SUMMARY SCHEDULE OF PRIOR YEAR AUDIT FINDINGS YEAR ENDED JUNE 30, 2022



There were no findings in the June 30, 2021 audit.

Real Services, Inc.
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Fax: 574.232.4235

Community Services
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Energy Assistance
574.232.6501
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Nutrition Services
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