

FINANCIAL STATEMENTS AND INDEPENDENT AUDITOR'S REPORTS

NONPROFIT LEADERSHIP CENTER OF TAMPA BAY, INC.

December 31, 2025

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INDEPENDENT AUDITOR'S REPORT

Board of Directors
Nonprofit Leadership Center of Tampa Bay, Inc.

Report on Audit of Financial Statements

Opinion

We have audited the accompanying financial statements of Nonprofit Leadership Center of Tampa Bay, Inc. (a nonprofit organization) (NLC), which comprise the statement of financial position as of December 31, 2025, and the related statements of activities and changes in net assets, cash flows, and functional expenses for the year then ended, and the related notes to the financial statements.

In our opinion, the financial statements referred to above present fairly, in all material respects, the financial position of NLC as of December 31, 2025, and the changes in its net assets and its cash flows for the year then ended in accordance with accounting principles generally accepted in the United States of America.

Basis for Opinion

We conducted our audit in accordance with auditing standards generally accepted in the United States of America and the standards applicable to financial audits contained in *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 Financial Statements section of our report. We are required to be independent of NLC and to meet our other ethical responsibilities in accordance with the relevant ethical requirements relating to our audit. We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our audit opinion.

Responsibilities of Management for the Financial Statements

Management is responsible for the preparation and fair presentation of the financial statements in accordance with accounting principles generally accepted in the United States of America, and for the design, implementation, and maintenance of internal control relevant to the preparation and fair presentation of financial statements that are free from material misstatement, whether due to fraud or error.



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

Auditor's Responsibilities for the Audit of the Financial Statements

Our objectives are to obtain reasonable assurance about whether the financial statements as a whole are free from material misstatement, whether due to fraud or error, and to issue an auditor's report that includes our opinion.

Reasonable assurance is a high level of assurance but is not absolute assurance and therefore is not a guarantee that an audit conducted in accordance with generally accepted auditing standards 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 financial statements.

In performing an audit in accordance with generally accepted auditing standards 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 financial statements, whether due to fraud or error, and design and perform audit procedures responsive to those risks. Such procedures include examining, on a test basis, evidence regarding the amounts and disclosures in the financial statements.
- Obtain an understanding of internal control relevant to the audit in order to design audit procedures that are appropriate in the circumstances, but not for the purpose of expressing an opinion on the effectiveness of NLC's internal control. Accordingly, no such opinion is expressed.
- Evaluate the appropriateness of accounting policies used and the reasonableness of significant accounting estimates made by management, as well as evaluate the overall presentation of the financial statements.
- Conclude whether, in our judgment, there are conditions or events, considered in the aggregate, that raise substantial doubt about NLC's ability to continue as a going concern for a reasonable period of time.

We are required to communicate with those charged with governance regarding, among other matters, the planned scope and timing of the audit, significant audit findings, and certain internal control related matters that we identified during the audit.

Report on Summarized Comparative Information


We have previously audited NLC's 2024 financial statements, and our report dated April 25, 2025, expressed an unmodified opinion on those audited financial statements. In our opinion, the summarized comparative information presented herein as of and for the year ended December 31, 2024, is consistent, in all material respects, with the audited financial statements from which it has been derived.

Other Reporting Required by *Government Auditing Standards*

In accordance with *Government Auditing Standards*, we have also issued our report dated April 24, 2026, on our consideration of NLC's internal control over financial reporting and on our test 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 NLC's 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 NLC's internal control over financial reporting and compliance.

Tampa, Florida
April 24, 2026

A handwritten signature in black ink that reads "Bueco, Gardner & Company, P.A." The signature is written in a cursive, flowing style.

Nonprofit Leadership Center of Tampa Bay, Inc.

STATEMENT OF FINANCIAL POSITION

December 31, 2025
(With summarized comparative totals for 2024)

	Total	
	<u>2025</u>	<u>2024</u>
ASSETS		
Cash and cash equivalents	\$ 342,509	\$ 229,818
Accounts receivable	30,070	36,602
Prepaid expenses and other assets	45,987	12,077
Beneficial interest in assets held by others	413,991	369,854
Property and equipment, net of accumulated depreciation	75,988	219,927
Right of use operating lease, net	<u>48,060</u>	<u>130,448</u>
TOTAL ASSETS	<u>\$ 956,605</u>	<u>\$ 998,726</u>
LIABILITIES AND NET ASSETS		
Accounts payable and accrued expenses	\$ 19,436	\$ 32,822
Deferred revenue	331,074	86,943
Lease liability	<u>53,656</u>	<u>142,442</u>
Total liabilities	<u>404,166</u>	<u>262,207</u>
Net assets without donor restrictions	<u>552,439</u>	<u>736,519</u>
TOTAL LIABILITIES AND NET ASSETS	<u>\$ 956,605</u>	<u>\$ 998,726</u>

The accompanying notes are an integral part of this statement.

Nonprofit Leadership Center of Tampa Bay, Inc.

STATEMENT OF ACTIVITIES AND CHANGES IN NET ASSETS

For the year ended December 31, 2025
(With summarized comparative totals for 2024)

	Without donor restrictions	With donor restrictions	Total	2024 Total
PUBLIC SUPPORT AND REVENUE				
Contributions and grants	\$ 557,566	\$ -	\$ 557,566	\$ 578,288
Contributions in-kind	133,173	-	133,173	170,369
Program service revenue				
Children's Board of Hillsborough County	169,753	-	169,753	137,585
Juvenile Welfare Board	46,397	-	46,397	40,146
Training	440,951	-	440,951	429,364
Investment return	52,090	-	52,090	30,935
Other income	11,390	-	11,390	126
Total public support and revenue	<u>1,411,320</u>	<u>-</u>	<u>1,411,320</u>	<u>1,386,813</u>
Net assets released from restrictions	<u>-</u>	<u>-</u>	<u>-</u>	<u>-</u>
Total public support, revenue and net assets released from restrictions	<u>1,411,320</u>	<u>-</u>	<u>1,411,320</u>	<u>1,386,813</u>
EXPENSES				
Program services				
Program seminars, training and consulting	<u>1,174,542</u>	<u>-</u>	<u>1,174,542</u>	<u>1,111,445</u>
Supporting services				
Management and general	183,227	-	183,227	173,953
Fundraising	<u>99,995</u>	<u>-</u>	<u>99,995</u>	<u>87,431</u>
Total supporting services	<u>283,222</u>	<u>-</u>	<u>283,222</u>	<u>261,384</u>
Total expenses	<u>1,457,764</u>	<u>-</u>	<u>1,457,764</u>	<u>1,372,829</u>
OTHER CHANGES IN NET ASSETS				
Loss on disposal of asset	<u>(137,636)</u>	<u>-</u>	<u>(137,636)</u>	<u>-</u>
Change in net assets	(184,080)	-	(184,080)	13,984
Net assets at beginning of year	<u>736,519</u>	<u>-</u>	<u>736,519</u>	<u>722,535</u>
Net assets at end of year	<u>\$ 552,439</u>	<u>\$ -</u>	<u>\$ 552,439</u>	<u>\$ 736,519</u>

The accompanying notes are an integral part of this statement.

Nonprofit Leadership Center of Tampa Bay, Inc.

STATEMENT OF CASH FLOWS

For the year ended December 31, 2025

Cash flows from operating activities	
Change in net assets	<u>\$ (184,080)</u>
Adjustments to reconcile change in net assets to net cash provided by operating activities	
Depreciation	41,028
Loss on disposal of asset	137,636
Right of use asset amortization	82,388
Realized and unrealized gain on investments	(44,137)
Decrease in accounts receivable	6,532
Increase in prepaid expenses and other assets	(33,910)
Decrease in accounts payable and accrued expenses	(13,386)
Increase in deferred revenue	244,131
Payments on lease liability	(88,786)
Total adjustments	<u>331,496</u>
Net cash provided by operating activities	<u>147,416</u>
Cash used by investing activities	
Capital expenditures	<u>(34,725)</u>
Net cash used by investing activities	<u>(34,725)</u>
Net increase in cash and cash equivalents	112,691
Cash and cash equivalents at beginning of year	<u>229,818</u>
Cash and cash equivalents at end of year	<u>\$ 342,509</u>

The accompanying notes are an integral part of this statement.

Nonprofit Leadership Center of Tampa Bay, Inc.

STATEMENT OF FUNCTIONAL EXPENSES

For the year ended December 31, 2025
(With summarized comparative totals for 2024)

	<u>Supporting Services</u>			Total Supporting Services	Total	2024
	Program Seminars, Training and Consulting	Management and General	Fundraising			
Salaries	\$ 423,364	\$ 85,643	\$ 67,843	\$ 153,486	\$ 576,850	\$ 517,775
Employee taxes and benefits	79,799	16,142	12,788	28,930	108,729	89,510
Computer support	11,727	1,613	1,319	2,932	14,659	16,747
Conferences	103,809	-	-	-	103,809	116,581
Contractual services	240,136	10,006	-	10,006	250,142	225,626
Equipment leases and repairs	8,846	1,217	995	2,212	11,058	10,607
Dues and subscriptions	2,671	550	421	971	3,642	2,146
Insurance	11,212	2,803	-	2,803	14,015	12,978
Miscellaneous	11,513	3,531	307	3,838	15,351	8,460
Rent expense	77,306	10,751	9,085	19,836	97,142	103,329
Postage and delivery	193	40	32	72	265	333
Professional fees	33,383	14,307	-	14,307	47,690	44,011
In-kind services	106,538	26,635	-	26,635	133,173	170,369
Supplies	28,138	3,869	3,165	7,034	35,172	29,815
Telephone	3,085	424	347	771	3,856	3,478
Volunteer recognition	-	1,183	-	1,183	1,183	978
Depreciation	32,822	4,513	3,693	8,206	41,028	20,086
Total expenses	\$ 1,174,542	\$ 183,227	\$ 99,995	\$ 283,222	\$ 1,457,764	\$ 1,372,829

The accompanying notes are an integral part of this statement.

Nonprofit Leadership Center of Tampa Bay, Inc.

NOTES TO FINANCIAL STATEMENTS

December 31, 2025

NOTE A - DESCRIPTION OF THE ORGANIZATION AND SUMMARY OF SIGNIFICANT ACCOUNTING POLICIES

A description of the organization and a summary of its significant accounting policies consistently applied in the preparation of the accompanying financial statements follow:

1. Organization and Activities

Nonprofit Leadership Center of Tampa Bay, Inc. (NLC) was incorporated in the State of Florida on September 20, 2000, as a tax-exempt 501(c)(3) nonprofit organization. NLC believes the work of nonprofits drives positive change in a society. NLC believes knowledge gained and shared collectively fosters leadership. The mission of Nonprofit Leadership Center is to develop and connect nonprofit leaders to strengthen organizations and our Community. Training is conducted by subject matter experts in all areas of nonprofit operations with special emphasis on board governance, financial management, fund development, and executive management.

2. Basis of Accounting

The accompanying financial statements, presented on the accrual basis of accounting, have been prepared to focus on NLC as a whole and to present balances and transactions according to the existence or absence of donor-imposed restrictions. This has been accomplished by the classification of assets, liabilities, and net assets into two groups – with donor restrictions and without donor restrictions.

These two groups are defined as follows:

- Net assets without donor restrictions - the portion of the organization's net assets that is not subject to donor-imposed restrictions.
- Net assets with donor restrictions - the portion of the organization's net assets that is subject to donor-imposed restrictions.

A donor-imposed restriction is a stipulation that specifies a use for a contributed asset that is more specific than broad limits resulting from the nature of the organization, the environment in which it operates, or its mission. A donor-imposed restriction may be temporary or permanent. Temporary restrictions may be fulfilled by actions of the organization to meet the stipulations or be fulfilled by the passage of time. Permanent restrictions stipulate that the resources must be maintained in perpetuity. NLC had no net assets with imposed restrictions at December 31, 2025.

3. Financial Accounting Standards

NLC follows the provisions of the Financial Accounting Standards Boards *Accounting Standards Codification* ("FASB ASC").

Nonprofit Leadership Center of Tampa Bay, Inc.

NOTES TO FINANCIAL STATEMENTS - CONTINUED

December 31, 2025

NOTE A - DESCRIPTION OF THE ORGANIZATION AND SUMMARY OF SIGNIFICANT ACCOUNTING POLICIES - Continued

FASB ASC 958-605 requires NLC to distinguish between contributions that are subject to donor-imposed restrictions and those that are not subject to donor-imposed restrictions. It also requires recognition of contributed services meeting certain criteria at fair values.

FASB ASC 958-205 establishes standards for general purpose external financial statements of not-for-profit organizations that require a statement of financial position, a statement of activities, a statement of cash flows, and a statement of functional expenses.

FASB ASC 606 establishes standards for recognizing revenue to depict the transfer of goods or services transferred to customers at a point in time and revenue from goods or services transferred to customers over time.

4. Cash Equivalents

Cash equivalents consist of highly liquid short-term market instruments and certificates of deposit with a maturity of three months or less when purchased. NLC had no restricted cash at December 31, 2025.

5. Accounts Receivable

Accounts receivable consist mainly of amounts owed to NLC for training activities and grants. None of the accounts receivable at December 31, 2025 are deemed to be uncollectible. Therefore, no provision for uncollectible amounts has been made in the accompanying financial statements.

6. Beneficial Interest in Assets Held by Others

Beneficial interest in assets held by others represents investment reserve funds with the Community Foundation of Tampa Bay, Inc. and are reported at fair value. Realized and unrealized gains and losses are included in the statements of activities and changes in net assets. Investment and administrative fees are netted against investment income (loss).

7. Property and Equipment

Property and equipment are stated at cost, less accumulated depreciation. Depreciation expense is computed using the straight-line method over the estimated useful lives of the related assets ranging from 3 to 7 years. NLC capitalized all purchases that exceeded \$1,000 at December 31, 2025.

Nonprofit Leadership Center of Tampa Bay, Inc.

NOTES TO FINANCIAL STATEMENTS - CONTINUED

December 31, 2025

NOTE A - DESCRIPTION OF THE ORGANIZATION AND SUMMARY OF SIGNIFICANT ACCOUNTING POLICIES - Continued

8. Deferred Revenue

Deferred revenue represents sponsorship and registration fees received by NLC prior to the period to which they relate. Such amounts are recognized as revenue at the point in time when the related services are performed.

9. Leases

NLC determines whether a contract contains a lease at inception by determining if the contract conveys the right to control the use of identified property, plant, or equipment for a period of time in exchange for consideration. NLC has lease agreements with lease and non-lease components, which are generally accounted for separately with amounts allocated to the lease and non-lease components based on relative stand-alone prices. Right-of-use ("ROU") assets and lease liabilities are recognized at the commencement date based on the present value of the future minimum lease payments over the lease term. Renewal and termination clauses that are factored into the determination of the lease term if it is reasonably certain that these options would be exercised by NLC. Lease assets are amortized over the lease term unless there is a transfer of title or purchase option reasonably certain of exercise, in which case the asset life is used. Certain of our lease agreements include variable payments. Variable lease payments not dependent on an index or rate primarily consist of common area maintenance charges and are not included in the calculation of the ROU asset and lease liability and are expensed as incurred. In order to determine the present value of lease payments, NLC uses the implicit rate when it is readily determinable. As most of NLC's leases do not provide an implicit rate, management uses the risk-free treasury rate at the time of lease inception.

NLC has elected not to recognize leases with terms of 12 months or less on the statements of financial position and instead recognize the lease payments on a straight-line basis over the term of the lease and variable lease payments in the period in which the obligation for the payments is incurred. Therefore, our short-term lease expense for the period does not reflect our ongoing short-term lease commitments.

10. Contributions and Grants

Contributions are recorded as received and are considered to be available for unrestricted use unless specifically restricted by the donor. Unconditional promises to give are recorded when an unconditional promise to give is received from the donor. If a restriction is fulfilled in the same time period in which the contribution is received, NLC reports the contribution as being without donor restrictions.

NLC receives grants from various charitable foundations and other foundations.

Nonprofit Leadership Center of Tampa Bay, Inc.

NOTES TO FINANCIAL STATEMENTS - CONTINUED

December 31, 2025

NOTE A - DESCRIPTION OF THE ORGANIZATION AND SUMMARY OF SIGNIFICANT ACCOUNTING POLICIES - Continued

11. Contributions In-Kind

NLC recognizes revenue for the fair value of contributed services that create or enhance non-financial assets or require specialized skills and would typically be purchased if not provided by donation. The fair value of these services totaled \$133,173 for the year ended December 31, 2025. NLC recognized contributed professional services primarily related to marketing and google advertising, accounting, training, and other professional support. These contributed services are included as both contribution revenue and professional fees expense in the accompanying statement of activities. Contributed professional services are recorded at their estimated fair value at the date of contribution, which is determined based on NLC's agreed upon rates (based on NLC's research on current market rates) for comparable services. Contributed services did not have donor-imposed restrictions.

A number of other unpaid volunteers have made significant contributions of time to NLC. The value of this contributed time is not reflected in the accompanying financial statements because it does not create or enhance non-financial assets or require specialized skills.

12. Program Service Revenue

Program service revenue includes funds received for training, conferences, and services provided to nonprofit organizations. Program service revenue is recognized at the point in time in which the related event takes place or the related service is provided. For amounts received in advance, the revenue is deferred until the event takes place or service is provided. NLC's agreements with customers typically contain only one performance obligation, and do not contain variable consideration or significant financing components.

13. Income Tax Status

NLC has received a determination of tax-exempt status under Section 501(c)(3) of the Internal Revenue Code. Management is not aware of any activities that would jeopardize NLC's tax exempt status. NLC is not aware of any tax positions it has taken that are subject to a significant degree of uncertainty. Tax years after December 31, 2021 remain subject to examination by federal and state taxing authorities.

14. Allocation of Functional Expenses

Costs of providing services have been detailed in the Statement of Functional Expenses and summarized on a functional basis in the Statement of Activities and Changes in Net Assets.

Expenses that can be identified with a specific program or support service are allocated directly according to their natural expenditure classification. Other expenses have been allocated based on utilization of personnel time and space utilized by program services and supporting services.

Nonprofit Leadership Center of Tampa Bay, Inc.

NOTES TO FINANCIAL STATEMENTS - CONTINUED

December 31, 2025

NOTE A - DESCRIPTION OF THE ORGANIZATION AND SUMMARY OF SIGNIFICANT ACCOUNTING POLICIES - Continued

15. Concentration of Credit Risk

Financial instruments that potentially subject NLC to concentrations of credit risk are primarily cash and cash equivalents. NLC's cash deposits are placed in financial institutions which at times may exceed the Federal Deposit Insurance Corporation (FDIC) coverage. NLC has not experienced any losses in its cash deposits and does not believe it is exposed to any significant credit risks related to uninsured amounts.

16. Estimates

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

NOTE B - LIQUIDITY

NLC has \$786,570 of financial assets available within one year of the date of the statement of financial position. This consists of \$342,509 of cash and cash equivalents, \$30,070 of accounts receivable, and a \$413,991 beneficial interest in assets held by others. None of the financial assets are subject to donor restrictions that make them unavailable for general expenditures within one year of the balance sheet date. The beneficial interest in assets held by others may be liquidated and used for general expenditures at any time with approval by 75% of NLC's board of directors.

NLC keeps cash and cash equivalents on hand at the level needed to satisfy its financial obligations as they are due. As part of its liquidity management, NLC invests cash in excess of daily requirements in the beneficial interest in assets held by others.

NOTE C - BENEFICIAL INTEREST IN ASSETS HELD BY OTHERS

NLC established three Agency Reserve Funds with the Community Foundation of Tampa Bay, Inc. for the benefit of NLC. These funds are considered non-endowed funds and distributions may be requested requiring 75 percent (75%) board of director's approval.

Nonprofit Leadership Center of Tampa Bay, Inc.

NOTES TO FINANCIAL STATEMENTS - CONTINUED

December 31, 2025

NOTE C - BENEFICIAL INTEREST IN ASSETS HELD BY OTHERS - Continued

Amounts classified as beneficial interest in assets held by others of NLC consist of the following at December 31, 2025:

Agency reserve funds at Community Foundation of Tampa Bay (Short Term)	\$ 185,645
Agency reserve funds at Community Foundation of Tampa Bay (Intermediate Term)	106,697
Agency reserve funds at Community Foundation of Tampa Bay (Long Term)	<u>121,649</u>
	<u>\$ 413,991</u>

The components of investment return for the year ended December 31, 2025 are as follows:

Dividends and interest	21,467
Realized and unrealized gains	33,930
Investment fees	<u>(3,307)</u>
	<u>\$ 52,090</u>

NOTE D - PROPERTY AND EQUIPMENT

Property and equipment consisted of the following at December 31, 2025:

Office equipment	\$ 217,582
Leasehold improvements	19,843
Website	62,318
Less accumulated depreciation	<u>(223,755)</u>
Total property and equipment	<u>\$ 75,988</u>

During the year ended December 31, 2025 it was determined a certain asset was impaired. This asset was written off and a loss on disposal of \$137,636 is reflected on the statement of activities and changes in net assets for the year then ended.

Nonprofit Leadership Center of Tampa Bay, Inc.

NOTES TO FINANCIAL STATEMENTS - CONTINUED

December 31, 2025

NOTE E - OPERATING LEASE

NLC leases office space under a non-cancelable operating lease commencing April 1, 2018 and ending July 2026. NLC's lease does not provide an implicit rate, and accordingly has chosen to use a discount rate of 1.37%, the risk-free treasury rate at the lease commencement month. As of December 31, 2025, NLC had an operating right-of-use asset, net of accumulated amortization, of \$48,060 and related lease liability of \$53,656.

Maturities relating to the operating lease are as follows:

<u>Year ending December 31,</u>	
2026	58,842
Total future minimum payments	<u>58,842</u>
Discounted to present value	<u>(5,186)</u>
	<u>\$ 53,656</u>

Rent expense totaled approximately \$96,000 for the year ended December 31, 2025 and included approximately \$13,000 in variable operational costs.

NOTE F - FAIR VALUE MEASUREMENTS

The Financial Accounting Standards Board's *Accounting Standards Codification 820* establishes a framework for measuring fair value. That framework provides a fair value hierarchy that prioritizes the inputs to valuation techniques used to measure fair value. The hierarchy gives the highest priority to unadjusted quoted prices in active markets for identical assets or liabilities (level 1 measurement), a middle priority to quoted prices for similar assets or liabilities (level 2 measurements), and the lowest priority to unobservable inputs (level 3 measurements).

The three levels of the fair value hierarchy under the Fair Value Measurement and Disclosure Topic are described as follows:

Level 1 - Quoted market prices in active markets 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 can be corroborated by observable market data.

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.

Nonprofit Leadership Center of Tampa Bay, Inc.

NOTES TO FINANCIAL STATEMENTS - CONTINUED

December 31, 2025

NOTE F - FAIR VALUE MEASUREMENTS - Continued

In many cases, a valuation technique used to measure fair value includes inputs from multiple levels of fair value hierarchy. The lowest level of significant input determines the placement of the entire fair value measurement in the hierarchy.

Following is a description of the valuation methodologies used for significant assets measured at fair value at December 31, 2025:

Beneficial interest in assets held by others: Consists of agency reserve funds held by a community foundation. These assets are measured as reported by the community foundation and are not traded on the active market.

The methods described above may produce a fair value calculation that may not be indicative of the net realizable value or reflective of future fair values.

Furthermore, while NLC believes its valuation methods are appropriate and consistent with other market participants, the use of different methodologies or assumptions to determine the fair value of certain financial instruments could result in a different fair value measurement at the reporting date.

The following table presents financial assets measured at fair value on a recurring basis as of December 31, 2025:

	<u>Fair Value</u>	<u>Level 1 Inputs</u>	<u>Level 2 Inputs</u>	<u>Level 3 Inputs</u>
Beneficial interest in assets held by others	\$ 413,991	\$ -	\$ -	\$ 413,991
Total	<u>\$ 413,991</u>	<u>\$ -</u>	<u>\$ -</u>	<u>\$ 413,991</u>

The following illustrates a roll forward for all assets and liabilities measured at fair value on a recurring basis using significant unobservable inputs (level 3) for the year ended December 31, 2025:

<u>Assets</u>	
Beneficial interest in assets held by others at December 31, 2024	\$ 369,854
Contributions	-
Interest and dividends	13,514
Realized and unrealized gains	33,930
Fees	<u>(3,307)</u>
Beneficial interest in assets held by others at December 31, 2025	<u>\$ 413,991</u>

Nonprofit Leadership Center of Tampa Bay, Inc.

NOTES TO FINANCIAL STATEMENTS - CONTINUED

December 31, 2025

NOTE G - EMPLOYEE BENEFIT PLAN

NLC maintains a defined contribution plan covering substantially all employees.

Employee benefit costs under the plan were approximately \$11,500 for the year ended December 31, 2025.

NOTE H - SUBSEQUENT EVENTS

NLC has evaluated events and transactions occurring subsequent to December 31, 2025 as of April 24, 2026 which is the date the financial statements were available to be issued.

COMPLIANCE REPORT

INDEPENDENT AUDITORS' 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*

NONPROFIT LEADERSHIP CENTER OF TAMPA BAY, INC.

For the year ended December 31, 2025



Herman V. Lazzara	Michael E. Helton
Sam A. Lazzara	James K. O'Connor
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INDEPENDENT AUDITORS' 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

Board of Directors
Nonprofit Leadership Center of Tampa Bay, Inc.

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 financial statements of Nonprofit Leadership Center of Tampa Bay, Inc. (a nonprofit organization) (NLC), which comprise the statement of financial position as of December 31, 2025, and the related statements of activities and changes in net assets, cash flows, and functional expenses for the year then ended, and the related notes to the financial statements, and have issued our report thereon dated April 24, 2026.

Report on Internal Control over Financial Reporting

In planning and performing our audit of the financial statements, we considered NLC's internal control over financial reporting (internal control) to determine the audit procedures that are appropriate in the circumstances for the purpose of expressing our opinion on the financial statements, but not for the purpose of expressing an opinion on the effectiveness of NLC's internal control. Accordingly, we do not express an opinion on the effectiveness of NLC's 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 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. Given these limitations, during our audit we did not identify any deficiencies in internal control that we consider to be material weaknesses. However, material weaknesses may exist that have not been identified.



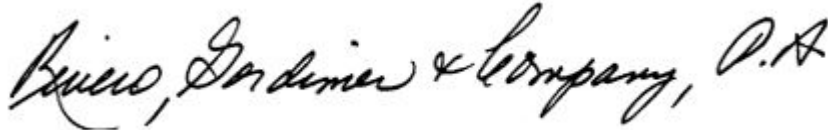
Report on Compliance and Other Matters

As part of obtaining reasonable assurance about whether NLC's financial statements are free of 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*.

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 NLC's internal control or on compliance. This report is an integral part of an audit performed in accordance with *Government Auditing Standards* in considering the organization's internal control and compliance. Accordingly, this communication is not suitable for any other purpose.

Tampa, Florida
April 24, 2026

A handwritten signature in black ink that reads "Bruce, Gardner & Company, P.A." The signature is written in a cursive, flowing style.