



NASHVILLE
INTERNATIONAL
Center for Empowerment

AUDITED FINANCIAL STATEMENTS
AND COMPLIANCE REPORT

DECEMBER 31, 2024

TABLE OF CONTENTS

INDEPENDENT AUDITOR'S REPORT	1
STATEMENT OF FINANCIAL POSITION	4
STATEMENT OF ACTIVITIES	5
STATEMENT OF FUNCTIONAL EXPENSES	6
STATEMENT OF CASH FLOWS	7
NOTES TO FINANCIAL STATEMENTS	8
 COMPLIANCE SECTION	
INDEPENDENT AUDITORS' REPORT ON INTERNAL CONTROL OVER FINANCIAL REPORTING AND ON COMPLIANCE AND OTHER MATTERS BASED ON AN AUDIT FINANCIAL STATEMENTS PERFORMED IN ACCORDANCE WITH GOVERNMENT AUDITING STANDARDS	15
INDEPENDENT AUDITORS' REPORT ON COMPLIANCE OF EACH MAJOR STATE PROGRAM AND ON INTERNAL CONTROL OVER COMPLIANCE REQUIRED BY THE UNIFORM GUIDE	17
SCHEDULE OF EXPENDITURES OF FEDERAL AWARDS	19
NOTES TO SCHEDULE OF EXPENDITURES OF FEDERAL AWARDS	21
SCHEDULE OF FINDINGS AND QUESTIONED COSTS	22



PARTNERS
Certified Public Accountants

15800 Pines Blvd. Suite 3002
Pembroke Pines, FL 33027
Telephone: 954-362-5195
Fax: 954-430-8776

Independent Auditors' Report

To: The Board of Directors of
Nashville International Center for Empowerment, Inc.

Report on the Audit of the Financial Statements

Opinion

We have audited the accompanying financial statements of Nashville International Center for Empowerment, Inc., which comprise the statements of financial position as of December 31, 2024, and the related statements of activities and changes in net assets, functional expenses and cash flows for the years then ended, and the related notes to the financial statements.

In our opinion, the accompanying financial statements present fairly, in all material respects, the financial position of Nashville International Center for Empowerment, Inc. as of December 31, 2024, and the changes in its net assets and its cashflows for the year 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 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 Nashville International Center for Empowerment, Inc. and 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 Nashville International Center for Empowerment, Inc.'s ability to continue as a going concern within one year after the date that the financial statements are available to be issued.



Auditor's Responsibilities for the Audit of the Financial Statements

Our objectives are to obtain reasonable assurance about whether the financial statements as a whole are free from material misstatement whether due to fraud or error, and to issue an auditor's report that includes our opinion. Reasonable assurance is a high level of assurance but is not absolute assurance and therefore is not a guarantee that an audit conducted in accordance with GAAS and *Government Audit 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 judgement made by a reasonable user based on the financial statements.

In performing an audit in accordance with GAAS and *Government Auditing Standards*, we

- Exercise professional judgement 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 the Nashville International Center for Empowerment, Inc.'s internal control. Accordingly no such opinion is expressed.
- Evaluate the appropriateness of accounting policies used and the reasonableness of significant accounting estimates made by management, as well as evaluate the overall presentation of the financial statements.
- Conclude whether, in our judgement, there are conditions or events, considered in the aggregate, that raise substantial doubt about the Nashville International Center for Empowerment, Inc.'s ability to continue as a going concern for a reasonable period of time.

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



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Other Matters

Our audit was conducted for the purpose of forming an opinion on the financial statements as a whole. The accompanying schedule of expenditures of state awards, as required by Title 2 U.S. *Code of Federal and State Regulations* Part 200, *Uniform Administrative Requirements, Cost Principles, and Audit Requirements for Federal Awards* is presented for purposes of additional analysis, and is not a required part of the 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 financial statements. The information has been subjected to the auditing procedures applied in the audit of the financial statements and certain additional procedures, including comparing and reconciling such information directly to the underlying accounting and other records used to prepare the financial statements or to the financial statements themselves, and other additional procedures in accordance with auditing standards generally accepted in the United States of America. In our opinion, the information is fairly stated, in all material respects, in relation to the financial statements taken as a whole.

Other Reporting Required by Government Auditing Standards

In accordance with *Government Auditing Standards*, we have also issued a report dated August 30, 2025 on our consideration of Nashville International Center for Empowerment, Inc.'s internal control over financial reporting and 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 Nashville International Center for Empowerment, Inc.'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 Nashville International Center for Empowerment, Inc.'s internal control over financial reporting and compliance.

BAS Partners LLC

Pembroke Pines, Florida

August 30, 2025

**NASHVILLE INTERNATIONAL CENTER FOR EMPOWERMENT, INC.
STATEMENT OF FINANCIAL POSITION DECEMBER 31, 2024**

	<u>2024</u>
Assets	
Current assets	
Cash and cash equivalents	
Unrestricted	\$ 1,155,069
Designated and restricted cash	<u>112,408</u>
	<u>1,267,477</u>
Account receivables- grant	1,868,602
Prepaid expenses	49,761
Dues from others (related party)	816
Other current assets	<u>410</u>
Total current assets	<u>3,187,066</u>
Non-current assets	
Property & equipment, net	<u>99,789</u>
Total non-current assets	<u>99,789</u>
Total assets	<u>\$ 3,286,855</u>
Liabilities and net assets	
Liabilities	
Currents liabilities	
Accounts payable and accrued expenses	\$ 451,795
Line of credit	<u>643</u>
Total current liabilities	<u>452,438</u>
Commitments and contingencies (Note 4)	
Total liabilities	<u>-</u>
	<u>452,438</u>
Net assets:	
Without donor restrictions	
Undesignated	2,722,009
Board designated	<u>-</u>
	<u>2,722,009</u>
With donor restrictions	<u>112,408</u>
Total net assets	<u>2,834,417</u>
Total liabilities and net assets	<u>\$ 3,286,855</u>

The notes are an integral part of these financial statements.

NASHVILLE INTERNATIONAL CENTER FOR EMPOWERMENT, INC.
STATEMENT OF ACTIVITIES
FOR THE YEAR ENDED DECEMBER 31, 2024

	<u>Without Donor Restrictions</u>	<u>With Donor Restrictions</u>	<u>Total</u>
Revenues and support			
Grant and donation	\$ 11,046,592	\$ 183,000	\$ 11,229,592
Program fees	194,130	-	194,130
	<u>11,240,722</u>	<u>183,000</u>	<u>11,423,722</u>
Net assets released from restrictions	197,846	(197,846)	-
Total revenues and support	<u>11,438,568</u>	<u>(14,846)</u>	<u>11,423,722</u>
Expenses:			
Program services	8,485,966	-	8,485,966
Support services:			
General and administrative	521,991	-	521,991
Fundraising	453,356	-	453,356
Total expenses	<u>9,461,313</u>	<u>-</u>	<u>9,461,313</u>
Change in net assets	1,977,255	(14,846)	1,962,409
Net assets at beginning of year	<u>744,754</u>	<u>127,254</u>	<u>872,008</u>
Net assets at end of year	<u><u>\$ 2,722,009</u></u>	<u><u>\$ 112,408</u></u>	<u><u>\$ 2,834,417</u></u>

The notes are an integral part of these financial statements.

NASHVILLE INTERNATIONAL CENTER FOR EMPOWERMENT, INC.
STATEMENT OF FUNCTIONAL EXPENSES
FOR THE YEAR ENDED DECEMBER 31, 2024

	Support Services				Total
	Program Services	Management & General	Fund Raising	Sub Total	
EXPENSES					
Salaries and wages	\$ 4,738,139	\$ 454,314	\$ 381,576	\$ 835,890	\$ 5,574,029
Payroll taxes	362,113	34,743	29,180	63,923	426,036
Fringe benefits	309,070	29,765	24,914	54,679	363,749
Total personnel	5,409,322	518,822	435,670	954,492	6,363,814
Resettlement, match and placement costs	1,730,437	-	-	-	1,730,437
Advertising	-	2,434	-	2,434	2,434
Depreciation	20,937	-	-	-	20,937
Office rental	222,401	-	-	-	222,401
Travel	328,532	-	-	-	328,532
Professional service fees	33,372	-	-	-	33,372
Supplies	15,000	-	-	-	15,000
Contractors	2,656	-	-	-	2,656
Office supplies	347,887	-	-	-	347,887
Telephone & internet	41,773	-	-	-	41,773
Printing & postage	3,490	-	-	-	3,490
Translations	48,298	-	-	-	48,298
Technology	169,567	-	-	-	169,567
Fundraising	-	-	16,982	16,982	16,982
Insurance	36,764	735	704	1,439	38,203
Training	22,203	-	-	-	22,203
Utilities	345	-	-	-	345
Licenses, fees and penalties	39,930	-	-	-	39,930
Miscellaneous	13,052	-	-	-	13,052
Total expenses	\$ 8,485,966	\$ 521,991	\$ 453,356	\$ 975,347	\$ 9,461,313

The notes are an integral part of these financial statements.

NASHVILLE INTERNATIONAL CENTER FOR EMPOWERMENT, INC.
STATEMENT OF CASH FLOWS
FOR THE YEAR ENDED DECEMBER 31, 2024

	<u>2024</u>
Cash Flows from Operating activities:	
Change in net assets	\$ 1,962,409
Adjustments to reconcile change in net assets to net cash provided by operating activities:	
Depreciation	20,937
Changes in operating assets and liabilities:	
Decrease (increase) in:	
Grant and other receivables	(834,042)
Prepaid expenses	(47,126)
Other current assets	(410)
(Decrease) increase in:	
Accounts payable and accrued expenses	201,587
Payroll and payroll related accruals	-
Net cash provided by operating activities	<u>1,303,355</u>
Cash flows from investing activities:	
Purchases of property and equipment	<u>(17,972)</u>
Net cash used in investing activities	<u>(17,972)</u>
Cash flows from financing activities:	
Repayment of line of credit	<u>(99,357)</u>
Net cash used in financing activities	<u>(99,357)</u>
Change in cash and cash equivalents	1,186,026
Cash and cash equivalents at the beginning of year	81,451
Cash and cash equivalents at end of year	<u><u>\$ 1,267,477</u></u>
 Supplemental Disclosure of Cash Flow Information	
Cash paid during the period for interest	<u><u>\$ 5,260</u></u>

The notes are an integral part of these financial statements.

**NASHVILLE INTERNATIONAL CENTER FOR EMPOWERMENT, INC.
NOTES TO FINANCIAL STATEMENTS DECEMBER 31, 2024**

NOTE 1: ORGANIZATION AND SUMMARY OF SIGNIFICANT ACCOUNTING POLICIES

Organization

Nashville International Center for Empowerment, Inc. (the “Organization” and “NICE”) is a not-for-profit corporation organized under the laws of the State of Tennessee. The Organization’s purpose is to empower refugees and immigrants who have resettled in Middle Tennessee. NICE does this by providing direct social and educational programs in the following areas:

- Adult education – NICE provides classes in the English language, citizenship and GED preparation.
- Career development – NICE provides assistance with resume writing, area job identification vocational training, application writing and referral services.
- Emergency services – NICE provides provision of food clothing and shelter, as well as referrals to legal and family support services.
- Youth development - NICE provides one-on-one tutoring, leadership development, civic engagement, career and educational preparedness, and sports and musical experiences.
- Health and nutrition services – NICE provides classes and seminars on nutrition, disease prevention child development, mental health, and healthy lifestyles.
- Resettlement and placement – NICE assists with the resettlement and placement of refugees in the Middle Tennessee area under a U.S. Government grant administered by the Ethiopian Community Development Council.

Basis of Accounting

These financial statements have been prepared on the accrual basis of accounting in accordance with accounting principles generally accepted in the United States of America (“US GAAP”) and, accordingly, reflect all significant receivables, payables, and other liabilities.

Financial Statement Presentation

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 that are not subject to donor-imposed restrictions and may be expended for any purpose in performing the primary objectives of NICE. These net assets may be used at the discretion of NICE’s management and the Board of Directors. The governing board has designated, from net assets without donor restrictions, net assets for an operating reserve and a board-designated endowment.

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

NASHVILLE INTERNATIONAL CENTER FOR EMPOWERMENT, INC.
NOTES TO FINANCIAL STATEMENTS DECEMBER 31, 2024

NOTE 1: ORGANIZATION AND SUMMARY OF SIGNIFICANT ACCOUNTING POLICIES (CONTINUED)

Financial Statement Presentation (Continued)

Contributions restricted by donors are reported as increases in net assets without donor restrictions if the restrictions expire in the reporting period in which the revenue is recognized. All other donor-restricted contributions are reported as increases in net assets with donor restrictions, depending on the nature of the restrictions. When a restriction expires, net assets with donor restrictions are reclassified to net assets

Estimates

Management uses estimates and assumptions in preparing financial statements. Those estimates and assumptions affect the reported amounts of assets and liabilities, the disclosure of contingent assets and liabilities and the reported revenue and expenses. Actual results could differ from those estimates.

Cash and Cash Equivalents

Cash and cash equivalents include cash on hand and short-term investments with original maturities of three months or less.

Grants Receivable

Grant reimbursement requests have been recorded as grants receivable. The grants receivable are recorded when the expense for reimbursement has been incurred. Each grant agreement defines when a particular grant is considered past due which range from 30 to 60 days from the invoice date. The Organization does not charge interest or a finance charge on past due grant receivable accounts. The Organization estimates an allowance for doubtful grants receivable based upon historical trends, contractual obligations and ability to pay. Generally the Organization does not require collateral or other security to support the grants receivable.

The Organization's receivables consist of accounts and other receivables, arising in the normal course of operations. The Organization adopted ASC 326, Financial Instruments—Credit Losses, (CECL), as of January 1, 2024, with the cumulative-effect transition method with the required prospective approach. An allowance for credit losses under the CECL methodology is determined using the loss-rate approach and measured on a collective (pool) basis when similar risk characteristics exist. Where financial instruments do not share risk characteristics, they are evaluated on an individual basis. The CECL allowance is based on relevant available information, from internal and external sources, relating to past events, current conditions and reasonable and supportable forecasts. Balances that remain outstanding after the Organization has used reasonable collection efforts are written off. Management has recorded an allowance of \$0 at December 31, 2024.

NASHVILLE INTERNATIONAL CENTER FOR EMPOWERMENT, INC.
NOTES TO FINANCIAL STATEMENTS DECEMBER 31, 2024

NOTE 1: ORGANIZATION AND SUMMARY OF SIGNIFICANT ACCOUNTING POLICIES (CONTINUED)

Property and Equipment, Net

The Organization capitalizes all property and equipment expenditures with a cost of \$500 or more having estimated useful lives of more than one year. Property and equipment is capitalized at cost or for donated items, at fair value as of the date received. Such donations are reported as unrestricted contributions unless the donor has restricted the donated asset to a specific purpose. Assets donated with explicit restrictions regarding their use and contributions of cash that must be used to acquire property and equipment are reported as restricted contributions. Absent donor stipulations regarding how long those donated assets must be maintained, the Organization reports expirations of donor restrictions when the donated or acquired assets are placed in service as instructed by the donor. The Organization reclassifies net assets with donor restrictions to net assets without donor restrictions at that time. When property and equipment are retired or otherwise disposed of, the cost and accumulated depreciation are removed from the accounts, and any resulting gain or loss is included in the statement of activities for the respective period.

Property and equipment are depreciated using the straight-line method over the estimated useful lives of the related assets ranging from 3-5 years.

Functional Allocation of Expenses

The costs of providing the programs and other activities have been summarized on a functional basis in these financial statements. All direct expenses have been allocated to the programs, management and general, and fundraising throughout the year as incurred. In addition, various indirect expenses such as depreciation and amortization as well as payroll and utility costs have been allocated to these areas based on employee time and effort or space occupied.

Income Tax Status

The Organization is exempt from federal income taxes under Section 501(c)(3) of the Internal Revenue Code and classified by the Internal Revenue Service as other than a private foundation. The Organization reported no unrelated business income for the year ended December 31, 2024. Management represents that there is no uncertain tax position or other provision for income taxes that should be recognized in these financial statements. In addition, the Organization qualifies to receive deductible charitable contributions pursuant to Section 170(b)(1)(A)(vi).

The Organization files IRS Form 990, Return of Organization Exempt from Income Tax, annually with the Federal Government. Generally, returns remain open for examination by taxing authorities for three years after they have been filed. The Organization believes that it has appropriate support for income tax positions taken; however, returns for the years ended December 31, 2021, through 2024 remain open for examination.

NASHVILLE INTERNATIONAL CENTER FOR EMPOWERMENT, INC.
NOTES TO FINANCIAL STATEMENTS DECEMBER 31, 2024

NOTE 1: ORGANIZATION AND SUMMARY OF SIGNIFICANT ACCOUNTING POLICIES (CONTINUED)

Leases

Right-of-use assets represent the Organization's right to use an underlying asset for the lease term, and lease liabilities represent the Organization's obligation to make lease payments arising from the lease. Lease assets and related liabilities are recognized at lease commencement based on the present value of lease payments over the lease term for leases with a term greater than 12 months. The value of an option to extend or terminate a lease is reflected to the extent it is reasonably certain the Organization will exercise that option. Lease expense for operating leases is recognized on a straight-line basis over the lease term.

NICE, adopted FASB Topic 842, *Leases*, using the modified retrospective approach effective January 1, 2023. NICE elected the package of practical expedients permitted under the transition guidance within the new standard, which among other things, allowed the Organization to carry forward the historical lease classification. As a result of adopting the new standard, NICE recorded additional lease assets and lease liabilities of approximately \$0, which resulted in no impact on beginning net assets. Adoption of the new standard did not materially impact the Organization's change in net assets and had no impact on cash flows.

NICE has elected to use a risk-free rate (Treasury constant maturity nominal yield) for all leases in which an implicit rate is not determinable.

Fair Value Hierarchy

NICE reports fair value measures of its assets and liabilities using a three-level hierarchy that prioritizes the inputs used to measure fair value. This hierarchy, established by GAAP, requires that entities maximize the use of observable inputs and minimize the use of unobservable inputs when measuring fair value. The asset or liability's measurement within the fair value hierarchy is based on the lowest level of input that is significant to the measurement. The three levels of inputs used to measure fair value are as follows:

- Level 1. Quoted prices for identical assets or liabilities in active markets to which NICE has access at the measurement date.
- Level 2. Inputs other than quoted prices included in level 1 are observable for the asset or liability, either directly or indirectly.
- Level 3. Unobservable inputs for the asset or liability. Unobservable inputs should be used to measure the fair value if observable inputs are not available.

We use net asset value (NAV) per share, or its equivalent, such as member units or an ownership interest in partners' capital, as a practical expedient to estimate the fair values of certain private equity funds, which do not have readily determinable fair values. Investments that are measured at fair value using NAV per share as a practical expedient are not classified in the fair value hierarchy.

**NASHVILLE INTERNATIONAL CENTER FOR EMPOWERMENT, INC.
NOTES TO FINANCIAL STATEMENTS DECEMBER 31, 2024**

NOTE 1: ORGANIZATION AND SUMMARY OF SIGNIFICANT ACCOUNTING POLICIES (CONTINUED)

Advertising

The Organization expenses the cost of non-direct responsive advertising costs as incurred. For the year ended December 31, 2024, advertising costs totaled \$2,434.

NOTE 2: PROPERTY AND EQUIPMENT

<u>Description</u>	<u>2024</u>
Computers and peripherals	\$ 75,459
Furniture and Fixture	39,374
Vehicles	145,281
	260,114
Less Accumulated Depreciation	(160,325)
Net Property and Equipment	\$ 99,789

Depreciation expense for the year ended December 31, 2024 was \$20,937.

NOTE 3: LINE OF CREDIT

During 2020 the Organization entered into a line of credit agreement with availability of \$150,000 bearing an interest rate of 3.25%. The line of credit is unsecured and matures in September 2025. As of December 31, 2024, the balance of the line of credit was \$643.

NOTE 4: LEASES

The Organization leases office space requiring monthly lease payments through July 2020. Beginning in August 2020 the lease shifted to a month-to-month lease.

During the year ended December 31, 2024, lease expense totaled \$171,258.

**NASHVILLE INTERNATIONAL CENTER FOR EMPOWERMENT, INC.
NOTES TO FINANCIAL STATEMENTS DECEMBER 31, 2024**

NOTE 5: NET ASSETS WITH DONOR RESTRICTIONS AVAILABILITY AND LIQUIDITY

A summary of the activity for the year ended December 31, 2024 for net assets with donor restrictions is as follows:

<u>Subject to expenditure for specific purpose</u>	<u>January 1, 2024</u>	<u>Net Assets With Donor Restriction Contributions</u>	<u>Release from Restriction</u>	<u>December 31, 2024</u>
Organizational development	\$ 20,000	\$ -	\$ -	\$ 20,000
Housing assistance	14,846	183,000	(197,846)	-
Adult education	33,344	-	-	33,344
Health education	4,679	-	-	4,679
Youth	54,385	-	-	54,385
Total	<u>\$ 127,254</u>	<u>\$ 183,000</u>	<u>\$ (197,846)</u>	<u>\$ 112,408</u>

NOTE 6: AVAILABILITY AND LIQUIDITY

The Organization's goal is to maintain financial assets sufficient to satisfy operating expenses over a period of time. As part of its liquidity plan, excess cash is invested in short-term investments, including money market accounts.

Financial assets available to meet general expenditure, that is, without donor or other restrictions limiting their use, within one year of the date of the statement of financial position, are as follows:

<u>Description</u>	<u>2024</u>
Cash and cash equivalents	\$ 1,267,477
Receivables	1,868,602
Total financial assets available within one year	<u>3,136,079</u>
Less: amounts unavailable within one year due to:	
Restricted by donors with purpose restrictions	<u>(112,408)</u>
Total amounts unavailable for general expenditures within one year	<u>3,023,671</u>
Amounts unavailable to management without board approval:	<u>-</u>
Total financial assets available within one year after Board designation	<u>\$ 3,023,671</u>

NASHVILLE INTERNATIONAL CENTER FOR EMPOWERMENT, INC.
NOTES TO FINANCIAL STATEMENTS DECEMBER 31, 2024

NOTE 7: RISKS, UNCERTAINTIES AND CONTINGENCIES

The Organization may be subject in the future to credit risk to its cash and cash equivalents accounts, which are placed with high credit-quality financial institutions. The Federal Deposit Insurance Corporation (FDIC) offers coverage up to \$250,000 for substantially all depository accounts. As of December 31, 2024, the Organization had funds totaling \$1,017,477 in excess of the FDIC limit.

NOTE 8: DUE FROM NEW AMERICAN STAFFING, LLC

During 2020 the Board established New American Staffing LLC ('Related Entity'). The Related Entity has been established to assist refugees in locating jobs within the Nashville area. The net income of the related entity is to be used to fund the Organization. Certain board members are the member of the Related Entity. The Organization assisted the Related Entity with starting working capital totaling \$48,816. The Related Entity owes these funds back to the Organization; therefore, the balance due has been recorded as 'Due from New American Staffing, LLC' on the statement of financial position.

NOTE 9: SUBSEQUENT EVENTS

Subsequent events have been evaluated through August 30, 2025 which is the date the financial statements were available to be issued. There have been no adjustments to the financial statements to include any subsequent transactions or events.

NASHVILLE INTERNATIONAL CENTER FOR EMPOWERMENT, INC.

SINGLE AUDIT

COMPLIANCE SECTION

FOR THE YEAR ENDED DECEMBER 31, 2024



**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**

To the Board of Directors

Nashville International Center for Empowerment, Inc.

We have audited, 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 of America, the financial statements of Nashville International Center for Empowerment, Inc. which comprise the statement of financial position as of and for the year ended December 31, 2024, and the related statements of activities and changes in net assets, functional expenses and cash flows for the year ended December 31, 2024, and have issued our report thereon dated August 30, 2025.

Internal Control Over Financial Reporting

In planning and performing our audit of the financial statements, we considered Nashville International Center for Empowerment, Inc.'s 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 opinions on the financial statements, but not for the purpose of expressing an opinion on the effectiveness of Nashville International Center for Empowerment, Inc.'s internal control. Accordingly, we do not express an opinion on the effectiveness of Nashville International Center for Empowerment, Inc.'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 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. 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.



PARTNERS
Certified Public Accountants

15800 Pines Blvd. Suite 3002
Pembroke Pines, FL 33027
Telephone: 954-362-5195
Fax: 954-430-8776

Compliance and Other Matters

As part of obtaining reasonable assurance about whether Nashville International Center for Empowerment, Inc.'s 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 determination of financial statement amounts. 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 the entity'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 entity's internal control and compliance. Accordingly, this communication is not suitable for any other purpose.

BAS Partners LLC

Pembroke Pines, Florida

August 30, 2025



**INDEPENDENT AUDITORS' REPORT ON COMPLIANCE FOR
EACH MAJOR FEDERAL PROGRAM AND ON INTERNAL CONTROL OVER
COMPLIANCE REQUIRED BY THE UNIFORM GUIDE**

To the Board of Directors
Nashville International Center for Empowerment, Inc.

Opinion on Each Major Federal Program

We have audited Nashville International Center for Empowerment, Inc.'s 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 of Nashville International Center for Empowerment, Inc.'s major federal programs for the year ended December 31, 2024. Nashville International Center for Empowerment, Inc.'s 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, Nashville International Center for Empowerment, Inc. complied, in all material respects, with the types of compliance requirements referred to above that could have a direct and material effect on each of its major federal programs for the year ended December 31, 2024.

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; 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 Nashville International Center for Empowerment, Inc. 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 Nashville International Center for Empowerment, Inc.'s 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 Nashville International Center for Empowerment, Inc.'s 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 Nashville International Center for Empowerment, Inc.'s 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 generally accepted auditing standards, *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 Nashville International Center for Empowerment, Inc.'s compliance with the requirements of each major federal program as a whole.



In performing an audit in accordance with generally accepted auditing standards, *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 Nashville International Center for Empowerment, Inc.'s compliance with the compliance requirements referred to above and performing such other procedures as we considered necessary in the circumstances.
- Obtain an understanding of Nashville International Center for Empowerment, Inc.'s 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 Nashville International Center for Empowerment, Inc.'s 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

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.

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. Given these limitations, during our audit we did not identify any deficiencies in internal control over compliance that we consider to be material weaknesses, as defined above. However, material weaknesses or significant deficiencies in internal control over compliance may exist that were not identified.

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.

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.

BAS Partners LLC

Pembroke Pines, Florida

August 30, 2025

NASHVILLE INTERNATIONAL CENTER FOR EMPOWERMENT, INC
SCHEDULE OF EXPENDITURES OF FEDERAL AWARDS
FOR THE YEAR ENDED DECEMBER 31, 2024

Federal Agency/ Pass- through Agency/ Federal Program	Assistance Listing Number (ALN)	Pass-Through Identifying Number	Federal Expenditures
U.S. Department of Health and Human Services, Office of Administration For Children and Families- Office of Refugee Settlement			
Catholic Charities of Tennessee through Tennessee for Refugees			
Refugee and Entrant Assistance--State/Replacement Designee-Administered Programs:-			
Refugee Social Services Program (all populations summed for 2024)	93.566	N/A	\$ 834,765
Elderly component of Refugee Social Service Program (all populations summed for 2024)	93.566	N/A	15,392
Refugee Health Program	93.566	N/A	48,263
			<u>898,420</u>
Refugee and Entrant Assistance Discretionary Grants :-			
Refugee School Impact Program (All population summed for 2024)	93.576	N/A	317,443
Refugee Career Pathway	93.576	N/A	72,298
			<u>389,741</u>
Refugee and Entrant Assistance Wilson/Fish Program			
Refugee Cash Assistance and Refugee Medical Assistance Program	93.583	N/A	355,101
Cor-ordination and Services to Refugee Population With Special Needs (Intensive Cash Management Special For Special Needs Population Program	93.583	N/A	154,835
			<u>509,936</u>
Total Catholic Charities of Tennessee through Tennessee for Refugees			
			<u>1,798,097</u>
Ethiopian Community Council			
Refugee and Entrant Assistance Voluntary Agency Programs- Match Program	93.567	90RV-0068-02 & 90RV-0068-03	1,062,926
Other Federal Assistance :- Preferred Communities Grant	93.576	90RP-0104/03 &90RF0114-01	1,185,273
Total Ethiopian Community Council			
			<u>2,248,199</u>
U.S. Department of Health and Human Services, Center of Decease Control and Prevention			
State of Tennessee Public Health Department			
Immunization Cooperative Agreements (Vaccine Cooperative Agreement and Holistic Approach to COVID-19 prevention plus MIHOW)	93.268	N/A	886,167
Total State of Tennessee Public Health Department			
			<u>886,167</u>
Total U.S. Department of Health and Human Services			
			<u>4,932,463</u>

**NASHVILLE INTERNATIONAL CENTER FOR EMPOWERMENT, INC
SCHEDULE OF EXPENDITURES OF FEDERAL AWARDS
FOR THE YEAR ENDED DECEMBER 31, 2024**

U.S. Department of Homeland Security, US Citizenship and Immigration Services, The Office of Citizenship, Partnership and Engagement (OCPE)			
Citizenship Education and Training (<i>FY2022 Citizenship and Integration Grant - Citizenship Instruction and Naturalization Application Services (CINAS)</i>)	97.010	CICIET00226	<u>105,577</u>
Total U.S. Department of Homeland Security, US Citizenship and Immigration Services			<u>105,577</u>
US Department of Educations			
State of Tennessee Department of Labor and Workforce Development			
Adult Education-Basic Grants to States- SARC (<i>Integrated English Literacy/ Civics Education (all grant element summed for 2024)</i>)	84.002	N/A	922,016
State of Tennessee Department of Education			
Twenty-First Century Community Learning Centers Program	84.287	SC287C240043	<u>20,274</u>
Total US Department of Educations			<u>942,290</u>
US Department of State, Bureau of Population, Refugees and Migrants			
Ethiopian Community Council			
Resettlement Support Centers (RSCs) for U.S. Refugee Resettlement	19.018	SPRMC016CA1004 & SPRMC017CA1011	<u>1,005,579 **</u>
Total US Department of State, Bureau of Population, Refugees and Migrants			<u>1,005,579</u>
US Department of Treasury			
State of Tennessee, Department of Economic & Community Development			
Coronavirus State Local Fiscal Recovery Funds	21.027	SLFRP5669	<u>51,920</u>
Total US Department of Treasury			<u>51,920</u>
US Department of Transport, Federal Transit Administration (FTA)			
Nashville Metropolitan Transit Authority			
Federal Transit-Formula Grants (Urbanized Area Formula Program) -JARC	20.507	N/A	<u>100,311</u>
Total US Department of Transport			<u>100,311</u>
Department of Housing and Urban Development (HUD)			
Metro Development and Housing Agency			
Community Development Block Grants/Entitlement Grants (MDHA Summer Youth and ESG Grant)	14.218	N/A	<u>34,884</u>
Total Department of Housing and Urban Development (HUD)			<u>34,884</u>
Total Expenditures of Federal Awards			<u><u>\$ 7,173,024</u></u>

** - Denotes major programs tested

NASHVILLE INTERNATIONAL CENTER FOR EMPOWERMENT, INC
NOTES TO THE SCHEDULE OF EXPENDITURES OF FEDERAL AWARDS
FOR THE YEAR ENDED DECEMBER 31, 2024

NOTE 1 — BASIS OF PRESENTATIONS

The accompanying schedule of expenditures of federal awards (the "schedule") includes the federal grant activity of Nashville International Center for Empowerment, Inc. under programs of the federal government for the year ended December 31, 2024. The information in this schedule is presented in accordance with the requirements of Title 2 U.S. *Code of Federal Regulations* (CFR) Part 200, *Uniform Administrative Requirements, Cost Principles, and Audit Requirements for Federal and State Awards*, Therefore, some amounts presented in this Schedule may differ from amounts presented in, or used in the preparation of, the financial statements.

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 Title 2 U.S. *Code of Federal Regulations* (CFR) Part 200, *Uniform Administrative Requirements, Cost Principles, and Audit Requirements for Federal Awards*, wherein certain types of expenditures are not allowable or are limited as to reimbursement. Pass-through entity identifying numbers are presented where available.

NOTE 3 — CONTINGENCIES

Grant monies received and disbursed by Nashville International Center for Empowerment, Inc. are for specific purposes and are subject to review by grantor agencies. Such audits may result in request for reimbursement due to disallowed expenditures. Based on prior experience, Nashville International Center for Empowerment, Inc. does not believe that such disallowances, if any, would have a material effect on the financial position of Nashville International Center for Empowerment, Inc. As of December 31, 2024, management is not aware of any material questioned or disallowed costs as a result of grant audits in process or completed.

NOTE 4 — INDIRECT COST RATE

Nashville International Center for Empowerment, Inc. Did not elect to use the 10 percent de minimis indirect cost rate allowed under Uniform Guidance.

**NASHVILLE INTERNATIONAL CENTER FOR EMPOWERMENT, INC
SCHEDULE OF FINDINGS AND QUESTIONED COSTS
FOR THE YEAR ENDED DECEMBER 31, 2024**

SECTION 1 – SUMMARY OF INDEPENDENT AUDITORS’ RESULTS

Financial Statements

Type of Auditors’ Report Issued

Unmodified Opinion

Internal control over financial reporting:

- Material weaknesses identified? Yes No
- Significant deficiency identified that are not considered to be material weaknesses? Yes None Reported

Noncompliance material to financial statements noted? Yes No

Federal Awards

Internal control over major programs:

- Material weaknesses identified? Yes No
- Significant deficiency identified that are not considered to be material weaknesses? Yes None Reported

Type of Auditors’ Report Issued on Compliance for Major Program: Unmodified Opinion

Any audit findings disclosed that are required to be reported in accordance with 2 CFR 200.516(a)? Yes No

Identification of Major Programs:

ALN	Name of Federal and State Program or Cluster
19.567 – Preferred Communities Grant	
93.576 – Refugee School Programs	
19.018 – Resettlement Support Centers (RSCs) for U.S Refugee Resettlement	
93.576 – Refugee School Programs	

Dollar threshold used to distinguish between Type A and Type B programs: \$750,000

Auditee qualified as low-risk auditee? Yes No

**NASHVILLE INTERNATIONAL CENTER FOR EMPOWERMENT, INC
SCHEDULE OF FINDINGS AND QUESTIONED COSTS
FOR THE YEAR ENDED DECEMBER 31, 2024**

SECTION II – FINANCIAL STATEMENTS FINDINGS

Current Year Findings

None Noted

Prior Year Findings

None Noted

SECTION III – COMPLIANCE SECTION FINDINGS

Current Year Findings

None Noted

Prior Year Findings

None Noted