

**Urgent Action Fund for Women's Human Rights**

Financial Statements

December 31, 2021  
(With Comparative Totals for 2020)



## TABLE OF CONTENTS

	<u>Page No.</u>
Independent Auditor's Report	1 - 3
Statement of Financial Position	4
Statement of Activities	5
Statement of Functional Expenses	6
Statement of Cash Flows	7
Notes to Financial Statements	8 - 17

## INDEPENDENT AUDITOR'S REPORT

Board of Directors  
Urgent Action Fund for Women's Human Rights  
Alameda, California

### **Opinion**

We have audited the accompanying financial statements of Urgent Action Fund for Women's Human Rights (a California corporation) (the "Organization"), which comprise the statement of financial position as of December 31, 2021, and the related statements of activities, functional expenses, and cash flows 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 Urgent Action Fund for Women's Human Rights as of December 31, 2021, 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 of Opinion**

We conducted our audit in accordance with auditing standards generally accepted in the United States of America. Our responsibilities under those standards are further described in the Auditor's Responsibilities for the Audit of the Financial Statements section of our report. We are required to be independent of Urgent Action Fund for Women's Human Rights 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 these 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 Urgent Action Fund for Women's Human Rights's ability to continue as a going concern within one year after the date that the financial statements are available to be issued.

## **Auditor's Responsibilities for the Audit of the Financial Statements**

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

In performing an audit in accordance with generally accepted auditing standards, we:

- Exercise professional judgment and maintain professional skepticism throughout the audit.
- Identify and assess the risks of material misstatement of the financial statements, whether due to fraud or error, and design and perform audit procedures responsive to those risks. Such procedures include examining, on a test basis, evidence regarding the amounts and disclosures in the financial statements.
- Obtain an understanding of internal control relevant to the audit in order to design audit procedures that are appropriate in the circumstances, but not for the purpose of expressing an opinion on the effectiveness of Urgent Action Fund for Women's Human Rights'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 Urgent Action Fund for Women's Human Rights'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 and Adjustments to Summarized Comparative Information**

The financial statements of Urgent Action Fund for Women's Human Rights (a California corporation) as of December 31, 2020, were audited by other auditors whose report dated May 7, 2021, expressed an unmodified opinion on those statements. As discussed in Note 3 to the financial statements, certain errors resulted in the understatement of amounts previously reported for contribution revenue, grants receivable and net assets, and the overstatement of revenue for the year ended December 31, 2020. The Organization restated its 2020 summarized comparative information during the current year to properly recognize the accounts impacted by the errors. In our opinion, except for the restatement discussed in Note 3, the summarized comparative information presented herein as of and for the year ended December 31, 2020, is consistent in all material respects, with the audited financial statements from which it has been derived.

As part of our audit of the 2021 financial statements, we also audited adjustments described in Note 3 that were applied to restate the 2020 summarized comparative information. In our opinion, such adjustments are appropriate and have been properly applied. We were not engaged to audit, review, or apply any procedures to the 2020 summarized comparative information of the Organization other than with respect to the adjustments and, accordingly, we do not express an opinion or any other form of assurance on the 2020 financial statements as a whole.

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

Armanino<sup>LLP</sup>  
San Francisco, California

April 14, 2022

Urgent Action Fund for Women's Human Rights  
Statement of Financial Position  
December 31, 2021  
(With Comparative Totals for 2020)

	2021	(Restated) 2020
ASSETS		
Cash and cash equivalents	\$ 19,856,946	\$ 25,897,955
Investments	4,119,165	921,215
Contributions and grants receivable, net	9,733,293	2,285,040
Prepaid expenses and other assets	40,234	28,211
Property and equipment, net	2,022	9,176
Total assets	\$ 33,751,660	\$ 29,141,597
LIABILITIES AND NET ASSETS		
Liabilities		
Accounts payable and accrued expenses	\$ 213,443	\$ 198,899
Grants payable	9,985,980	14,875,644
Paycheck Protection Program loan	-	222,300
Total liabilities	10,199,423	15,296,843
Net assets		
Without donor restrictions	9,634,563	10,058,034
With donor restrictions	13,917,674	3,786,720
Total net assets	23,552,237	13,844,754
Total liabilities and net assets	\$ 33,751,660	\$ 29,141,597

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

Urgent Action Fund for Women's Human Rights  
Statement of Activities  
For the Year Ended December 31, 2021  
(With Comparative Totals for 2020)

	Without Donor Restrictions	With Donor Restrictions	2021 Total	(Restated) 2020 Total
Revenues, gains and other support				
Contributions	\$ 1,027,476	\$ 16,659,549	\$ 17,687,025	\$ 28,477,890
Program service fees and other	97,708	-	97,708	14,747
Realized and unrealized gains on investments, net	145,916	-	145,916	21,265
Interest and dividends	40,333	-	40,333	5,440
Gain on forgiveness of Paycheck Protection Program loan	222,300	-	222,300	-
Gain (loss) on foreign currency translation	(16,134)	-	(16,134)	205
Loss on disposal of assets	(4,300)	-	(4,300)	-
Net assets released from restriction	<u>6,528,595</u>	<u>(6,528,595)</u>	<u>-</u>	<u>-</u>
Total revenues, gains, and other support	<u>8,041,894</u>	<u>10,130,954</u>	<u>18,172,848</u>	<u>28,519,547</u>
Functional expenses				
Program	6,976,169	-	6,976,169	21,668,279
Management and general	804,297	-	804,297	531,738
Fundraising	<u>684,899</u>	<u>-</u>	<u>684,899</u>	<u>585,944</u>
Total functional expenses	<u>8,465,365</u>	<u>-</u>	<u>8,465,365</u>	<u>22,785,961</u>
Change in net assets	<u>(423,471)</u>	<u>10,130,954</u>	<u>9,707,483</u>	<u>5,733,586</u>
Net assets, beginning of year, as previously reported	10,058,034	3,786,720	13,844,754	5,441,168
Prior period adjustment	<u>-</u>	<u>-</u>	<u>-</u>	<u>2,670,000</u>
Net assets, beginning of year, as restated	<u>10,058,034</u>	<u>3,786,720</u>	<u>13,844,754</u>	<u>8,111,168</u>
Net assets, end of year	<u>\$ 9,634,563</u>	<u>\$ 13,917,674</u>	<u>\$ 23,552,237</u>	<u>\$ 13,844,754</u>

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

Urgent Action Fund for Women's Human Rights  
Statement of Functional Expenses  
For the Year Ended December 31, 2021  
(With Comparative Totals for 2020)

	<u>Program</u>	<u>Management and General</u>	<u>Fundraising</u>	<u>2021 Total</u>	<u>2020 Total</u>
Salaries	\$ 1,129,308	\$ 192,147	\$ 552,288	\$ 1,873,743	\$ 1,333,443
Retirement plan contributions	675	25,715	-	26,390	16,510
Other employee benefits	119,000	83,718	39,642	242,360	205,634
Payroll taxes	73,771	12,552	36,078	122,401	112,624
Grants	5,309,813	-	-	5,309,813	20,490,456
Professional services	124,822	329,323	41,453	495,598	309,718
Supplies and office expenses	9,609	73,779	5,686	89,074	72,456
Information technology	12,436	31,673	3,186	47,295	36,801
Travel and meals	5,474	6,802	923	13,199	6,642
Conferences and meetings	177,468	32,112	901	210,481	100,658
Depreciation	-	2,854	-	2,854	4,576
Insurance	-	4,023	-	4,023	7,599
Occupancy	13,793	9,599	4,742	28,134	88,844
	<u>\$ 6,976,169</u>	<u>\$ 804,297</u>	<u>\$ 684,899</u>	<u>\$ 8,465,365</u>	<u>\$ 22,785,961</u>

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

Urgent Action Fund for Women's Human Rights  
Statement of Cash Flows  
For the Year Ended December 31, 2021  
(With Comparative Totals for 2020)

	<u>2021</u>	<u>(Restated)</u> <u>2020</u>
Cash flows from operating activities		
Change in net assets	\$ 9,707,483	\$ 5,733,586
Adjustments to reconcile change in net assets to net cash provided by (used in) operating activities		
Realized and unrealized gains on investments, net	(145,916)	(21,265)
Depreciation	2,854	4,576
Loss on disposal of assets	4,300	-
Forgiveness of Paycheck Protection Program loan	(222,300)	-
Changes in operating assets and liabilities		
Contributions and grants receivable	(7,448,253)	1,536,551
Prepaid expenses and other assets	(12,023)	(2,262)
Accounts payable and accrued expenses	14,544	(336,467)
Grants payable	<u>(4,889,664)</u>	<u>13,860,998</u>
Net cash provided by (used in) operating activities	<u>(2,988,975)</u>	<u>20,775,717</u>
Cash flows from investing activities		
Purchase of property and equipment	-	(3,123)
Proceeds from sale of investments	-	150,050
Purchase of investments	<u>(3,052,034)</u>	<u>(1,050,000)</u>
Net cash used in investing activities	<u>(3,052,034)</u>	<u>(903,073)</u>
Cash flows from financing activities		
Proceeds from Paycheck Protection Program loan	-	222,300
Net cash provided by financing activities	<u>-</u>	<u>222,300</u>
Net increase (decrease) in cash and cash equivalents	(6,041,009)	20,094,944
Cash and cash equivalents, beginning of year	<u>25,897,955</u>	<u>5,803,011</u>
Cash and cash equivalents, end of year	<u>\$ 19,856,946</u>	<u>\$ 25,897,955</u>

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

Urgent Action Fund for Women's Human Rights  
Notes to Financial Statements  
December 31, 2021

1. NATURE OF OPERATIONS

Urgent Action Fund for Women's Human Rights ("UAF or the "Organization"), a Colorado nonprofit public benefit organization, as part of the women's rights movements worldwide, supports women's, LGBTQI, and non-binary human rights defenders striving to create cultures of justice, equality and peace. The Organization provides rapid response grants that enable strategic interventions, and participates in collaborative advocacy and research. UAF is led by activists, inspired by feminism, and strengthened through solidarity.

2. SUMMARY OF SIGNIFICANT ACCOUNTING POLICIES

Basis of accounting and financial statement presentation

The accompanying financial statements have been prepared on the accrual basis of accounting in accordance with accounting principles generally accepted in the United States of America (GAAP).

The financial statements report net assets and changes in net assets in two classes that are based upon the existence or absence of restrictions on use that are placed by its donors, as follows:

- *Net assets without donor restrictions* - Net assets available for use in general operations and not subject to donor-imposed restrictions. The Organization's governing board may designate net assets without restrictions for specific purposes.
- *Net assets with donor restrictions* - Net assets subject to stipulations imposed by donors and grantors. Some donor 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 can be perpetual in nature, whereby a donor has stipulated the funds be maintained in perpetuity. The Organization maintained no net assets to be held in perpetuity as of December 31, 2021.

Cash and cash equivalents

For purposes of the statement of cash flows, the Organization considers all money market funds and other highly liquid investments with original maturities of three months or less when purchased to be cash equivalents. The carrying value of cash equivalents approximates fair value because of the short term maturities of those financial instruments.

At times, the Organization may have deposits in excess of federally insured limits. The risk is managed by maintaining all deposits in high quality financial institutions. The Organization has not experienced any losses on such amounts.

Urgent Action Fund for Women's Human Rights  
Notes to Financial Statements  
December 31, 2021

2. SUMMARY OF SIGNIFICANT ACCOUNTING POLICIES (continued)

Investments

Investments are recorded at fair value as determined primarily by quoted market prices in active markets. Fluctuations are recorded in the period in which they occur by adjusting the carrying value of such investments and recognizing a net unrealized gain or loss. Realized gains and losses are recognized in the period in which they are earned or incurred. Interest income is recorded as earned. Gain or loss on investments is reported in net assets without donor restrictions unless its use is restricted by explicit donor stipulation or by the law.

Fair value measurements

Fair value is defined as the exchange price that would be received for an asset or paid to transfer a liability (an exit price) in the principal or most advantageous market for the asset or liability in an orderly transaction between market participants on the measurement date. The Organization determines the fair values of its assets and liabilities based on a fair value hierarchy that includes three levels of inputs that may be used to measure fair value (Level 1, Level 2, and Level 3).

*Level 1* - Quoted market prices in active markets for identical assets or liabilities. An active market is a market in which transactions occur with sufficient frequency and volume to provide pricing information.

*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.

*Level 3* - Unobservable inputs that are supported by little or no market activity, are significant to the fair value of the assets or liabilities and reflect management's assumptions and best estimates based on available data.

The determination of where an asset or liability falls in the hierarchy requires significant judgment. All investments for the year ended December 31, 2021 are held at level one per the fair value hierarchy.

Urgent Action Fund for Women's Human Rights  
Notes to Financial Statements  
December 31, 2021

2. SUMMARY OF SIGNIFICANT ACCOUNTING POLICIES (continued)

Contributions

Contributions, including unconditional promises to give, are recognized as revenue in the period received. Conditional promises to give are not recognized until conditions have been substantially met and they become unconditional; that is when the related barrier has been overcome and right of release/right of return no longer exists. Contributions of assets other than cash are recorded at their estimated fair value. Contributions that are not expected to be collected until after year-end are considered contributions receivable. Contributions receivable with due dates extending beyond one year are recorded at the present value of their estimated future cash flows. The discount on these amounts is computed using risk adjusted market interest rates applicable to the years in which the promises are received. Amortization of the discount is recorded as additional contribution revenue in accordance with donor-imposed restrictions, if any, on the contributions. An allowance for uncollectible contributions receivable is established based upon management's judgment including such factors as prior collection history, aging statistics of contributions and the nature of the receivable. At December 31, 2021, there was no allowance for uncollectible contributions as all amounts are considered fully collectible.

Contributions received with donor-imposed restrictions that are met in the same year as received are reported as revenue within net assets with donor restrictions, and a reclassification to net assets without donor restrictions is made to reflect the expiration of such restrictions.

Revenue recognition

The Organization recognizes the majority of program service fee revenue under contracts with customers over time as fixed fee contract milestones are met.

Property and equipment, net

Expenditures for property and equipment are stated at cost or, if donated, at their estimated fair value at the date of donation. Such donations are recorded as net assets without donor restrictions unless the donor has restricted the donated asset to a specific purpose. Absent donor stipulations regarding how long those donated assets must be maintained, the Organization reports expirations of donor restrictions when donated or acquired assets are placed in service. The Organization capitalizes all expenditures for property and equipment over \$5,000.

Depreciation and amortization of property and equipment is computed using the straight-line method over the following estimated useful lives:

Furniture and fixtures	3 - 5 years
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The Organization reviews the carrying value of long-lived assets to determine if facts and circumstances suggest that they may be impaired or that the depreciation or amortization period may need to be changed. The Organization does not believe there are any indicators that would require an adjustment of the carrying value of its long-lived assets or their remaining useful lives at December 31, 2021.

Urgent Action Fund for Women's Human Rights  
Notes to Financial Statements  
December 31, 2021

2. SUMMARY OF SIGNIFICANT ACCOUNTING POLICIES (continued)

Functional allocation of expenses

The costs, including depreciation expense, of providing the various programs and supporting services have been summarized on a functional basis in the accompanying statements of activities. The statements of functional expenses presents the natural classification detail of expenses by function. Accordingly, certain costs have been allocated among the programs and supporting services benefited. Salaries and related payroll expenses are recorded based on actual segregation of personnel by program or supporting services benefited. Depreciation is booked based on the assets location and purpose.

Income tax status

The Organization is a not-for-profit organization that is exempt from income taxes under Section 501(c)(3) of the Internal Revenue Code and Section 23701(d) of the California Revenue and Taxation Code. Accordingly, no provision for federal or state income taxes has been recorded. The Organization recognizes the effect of income tax positions only if those positions are more likely than not of being sustained, and changes in recognition or measurement are reflected in the period in which the change in judgment occurs.

The Organization has evaluated its current tax positions and has concluded that as of December 31, 2021, it does not have any significant uncertain tax positions for which a reserve would be necessary.

Use of estimates

The preparation of financial statements in conformity with GAAP 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. Significant estimates include, but are not limited to, determining the useful lives of property and equipment for purposes of determining depreciation and amortization, fair value of investments, determination of allowance for uncollectible contributions and grants receivable, as well as allocating expenses by function. Actual results could differ from those estimates.

Urgent Action Fund for Women's Human Rights  
Notes to Financial Statements  
December 31, 2021

3. CORRECTION OF ERRORS

The Organization has restated its summarized comparative information for the year ended December 31, 2020, which were originally issued on May 7, 2021. The Organization identified an accounting error related to a contribution that was received by the Organization in April 2018. During the year in which the contribution was received, it was determined that the award was conditional. In the current year, upon further examination of the agreement in accordance with the Accounting Standards Update ("ASU") 2018-08, Not-for-Profit Entities: Clarifying the Scope and the Accounting Guidance for Contributions Received and Contributions Made, which provided clarification as to whether a contribution is conditional or unconditional, the Organization determined that the contribution was in fact unconditional and the full amount of the award should have been recorded as contribution revenue and a contribution and grant receivable when received in 2018. The Organization identified a second accounting error related to an unconditional contribution in which the contribution should have been recorded as contribution revenue and a grant receivable upon receipt in 2020. The Organization restated its 2020 summarized comparative information to correct these errors.

The impact of the restatements on the summarized comparative information as originally issued for the year ended December 31, 2020 is as follows:

	<u>As previously reported</u>	<u>Change</u>	<u>Restated</u>
Contribution revenue	\$ 6,450,530	\$ (490,000)	\$ 5,960,530
Contributions and grants receivable	\$ 105,040	\$ 2,180,000	\$ 2,285,040
Beginning net assets	\$ 5,441,168	\$ 2,670,000	\$ 8,111,168
Change in net assets	\$ 6,223,586	\$ (490,000)	\$ 5,733,586
Ending net assets	\$ 11,664,754	\$ 2,180,000	\$ 13,844,754

4. INVESTMENTS

Investments consisted of the following:

Money market funds	\$ 2,967,863
Equities	778,107
Fixed income	<u>373,195</u>
	<u><u>\$ 4,119,165</u></u>

Urgent Action Fund for Women's Human Rights  
Notes to Financial Statements  
December 31, 2021

4. INVESTMENTS (continued)

The following table sets forth by level, within the fair value hierarchy, the Organization's assets at fair value as of December 31, 2021:

	Level 1	Level 2	Level 3	Fair Value
Money market funds	\$ 2,967,863	\$ -	\$ -	\$ 2,967,863
Equities	773,813	-	-	773,813
Fixed income	373,195	-	-	373,195
Other	4,294	-	-	4,294
	<u>\$ 4,119,165</u>	<u>\$ -</u>	<u>\$ -</u>	<u>\$ 4,119,165</u>

5. CONTRIBUTIONS AND GRANTS RECEIVABLE

Contributions and grants receivable consisted of the following:

Receivables due in less than one year	\$ 3,326,157
Receivables due in one to five years	6,458,786
	9,784,943
Less: discount to net present value	(51,650)
	<u>\$ 9,733,293</u>

Contributions and grants receivable were discounted to net present value based on the average of the U.S. treasury bill rate of 0.28% as of December 31, 2021.

6. GRANTS PAYABLE

Grants payable at December 31, 2021 consist of \$8,025,980 of grants due to other organizations and are due within one year or are callable on demand. The Organization received a large one-time \$20,000,000 gift during the year ended December 31, 2020, which was payable in part to related party organizations. The related party organizations have a callable amount of \$7,840,000, due on demand. The related party organizations elected to have a portion held for investments of \$1,960,000, which is expected to be paid out in 5-7 years.

7. LINE OF CREDIT

The Organization has a secured line of credit with a bank totaling \$50,000 bearing interest at 10% to be drawn down as needed. During the year ended December 31, 2021, there were no draws on the line of credit and as of December 31, 2021 there was no outstanding balance.

Urgent Action Fund for Women's Human Rights  
Notes to Financial Statements  
December 31, 2021

8. PAYCHECK PROTECTION PROGRAM LOAN

During 2020, the Organization received loan proceeds of \$222,300 from a promissory note issued under the Paycheck Protection Program ("PPP") which was established through the Coronavirus Aid, Relief, and Economic Security ("CARES") Act and is administered by the U.S. Small Business Administration. The term of the loan was two years and the annual interest rate was 1.00%. Payments of principal and interest were deferred for the first ten months of the loan. Under the terms of the CARES Act, PPP loan recipients can apply for and be granted forgiveness for all or a portion of the loans granted under PPP. Such forgiveness will be determined based on the use of the loan proceeds for payroll costs, rent and utility expenses and the maintenance of workforce and compensation levels with certain limitations.

The loan was originally accounted for as a financial liability in accordance with applicable accounting guidance, with extinguishment of the debt to take place when the Organization is legally released as the primary obligor. On September 24, 2021, the PPP loan was forgiven in full by the SBA. Forgiveness of the loan totaled \$222,300, and is included as a gain in the Statement of Activities.

9. NET ASSETS WITHOUT DONOR RESTRICTIONS

Net assets without donor restrictions were available as follows

Board designated reserve - operations	\$ 2,514,398
Sister Fund Reserve	2,001,215
Undesignated	<u>5,118,950</u>
	<u>\$ 9,634,563</u>

The Sister Fund Reserve is primarily made up of related party organization reserves held for long-term investments.

Urgent Action Fund for Women's Human Rights  
Notes to Financial Statements  
December 31, 2021

10. NET ASSETS WITH DONOR RESTRICTIONS

Net assets with donor restrictions consisted of the following:

Subject to purpose restrictions:

Rapid response grants	\$ 11,157,540
Rapid response grants - Dutch Ministry of Foreign Affairs	132,161
Rapid response grants - Swedish International Development Cooperation Agency	103,203
Afghanistan response fund	214,046
Grassroots climate solutions	515,328
Other	<u>815,926</u>
	<u>12,938,204</u>

Subject to time restrictions	<u>979,470</u>
	<u>979,470</u>
	<u>\$ 13,917,674</u>

Net assets with donor restrictions released from restriction during the year were as follows:

Rapid response grants	\$ 4,472,392
Afghanistan response fund	248,113
Grassroots climate solutions	623,300
Beijing +25 Advocacy	370,180
COVID-19 Response grants	99,326
Other	<u>715,284</u>
	<u>\$ 6,528,595</u>

11. CONDITIONAL PROMISES TO GIVE

In addition to the activity reflected in the financial statements, the Organization has received multi-year conditional grants that are pending satisfaction of the related project performance or reporting conditions. The Organization expects to satisfy all conditions as of December 31, 2022. As of December 31, 2021, conditional grants totaled \$250,000.

12. RETIREMENT PLAN

Beginning the first of the month following 90 days of employment, all full-time employees and part-time employees making at least \$5,000 in a calendar year may elect to participate in a SIMPLE IRA retirement plan. Employee contributions are made on a pre-tax basis and are fully vested to the employee when made. The Organization matches up to 3% of participating employees' salaries, and contributed \$26,390 during the year ended December 31, 2021.

Urgent Action Fund for Women's Human Rights  
Notes to Financial Statements  
December 31, 2021

13. RELATED PARTY

The Organization is part of an international group of organizations dedicated to supporting women's human rights defenders. There are Urgent Action Fund organizations in Africa, Latin America, and Asia-Pacific, in addition to the one in North America located in Oakland, California. The Organizations are legally independent of each other, but may collaborate in a number of ways. The Organization may receive funding that it allocates to these partner organizations. For funds over which the Organization has discretion it reflects such funds in its financial statements.

14. CONCENTRATIONS

During the year ended December 31, 2021, the Organization received approximately 62% of its support from one donor. This amount represents approximately 87% of the contribution and grant receivable balance as of December 31, 2021.

15. LIQUIDITY AND AVAILABILITY

The following table reflects the Organization's financial assets as of December 31, 2021, reduced by amounts not available for general expenditures within one year.

Financial assets available for general expenditures that are available or expected to be available within one year of December 31, 2021 are as follows:

Financial assets	
Cash and cash equivalents	\$ 19,856,946
Investments	4,119,165
Contributions and grants receivable, net	<u>9,733,293</u>
	<u>33,709,404</u>
Less: amount unavailable for expenditure within one year:	
Net assets subject to purpose and time restrictions	(13,917,674)
Board designated reserve	(2,514,398)
Trillium Sister Fund reserve	<u>(2,001,215)</u>
	<u>(18,433,287)</u>
	<u>\$ 15,276,117</u>

The Organization structures its financial assets to be available as its general expenditures, liabilities, and other obligations come due. Additionally, the Organization maintains a revolving line of credit of \$50,000 to cover short-term cash needs which has not been accessed as of December 31, 2021.

Urgent Action Fund for Women's Human Rights  
Notes to Financial Statements  
December 31, 2021

16. SUBSEQUENT EVENTS

The Organization has evaluated subsequent events and has concluded that as of April 14, 2022, the date that the financial statements were available to be issued, there were no significant subsequent events to disclose.