
IOWA HEARTLAND HABITAT FOR HUMANITY
WATERLOO, IOWA

FINANCIAL STATEMENTS
JUNE 30, 2024 AND 2023



IOWA HEARTLAND HABITAT FOR HUMANITY
WATERLOO, IOWA

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Independent Auditors' Report

To the Board of Directors
Iowa Heartland Habitat for Humanity
Waterloo, Iowa

Opinion

We have audited the accompanying financial statements of Iowa Heartland Habitat for Humanity (a nonprofit organization) which comprise the statements of financial position as of June 30, 2024 and 2023, and the related statements of activities, functional expenses and cash flows for the years then ended, and the related notes to the financial statements.

In our opinion, the financial statements referred to above present fairly, in all material respects, the financial position of Iowa Heartland Habitat for Humanity as of June 30, 2024 and 2023, and the changes in its net assets and its cash flows for the years then ended in accordance with accounting principles generally accepted in the United States of America.

Basis for Opinion

We conducted our audits in accordance with auditing standards generally accepted in the United States of America 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 Iowa Heartland Habitat for Humanity 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 Iowa Heartland Habitat for Humanity'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, 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 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 Iowa Heartland Habitat for Humanity'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 Iowa Heartland Habitat for Humanity'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

Supplementary Information

Our audit was conducted for the purpose of forming an opinion on the financial statements as a whole. The accompanying schedule of expenditures of federal awards, as required by Title 2 U.S. *Code of Federal Regulations* Part 200, *Uniform Administrative Requirements, Cost Principle, 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 schedule of expenditures of federal awards is fairly stated, in all material respects, in relation to the financial statements as a whole.

Other Reporting Required by *Government Auditing Standards*

In accordance with *Government Auditing Standards*, we have also issued our report dated November 26, 2024, on our consideration of Iowa Heartland Habitat for Humanity's internal control over financial reporting and on our tests of its compliance with certain provisions of laws, regulations, contracts, and grant agreements and other matters. The purpose of that report is solely to describe the scope of our testing of internal control over financial reporting and compliance and the results of that testing, and not to provide an opinion on the effectiveness of Iowa Heartland Habitat for Humanity'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 Iowa Heartland Habitat for Humanity's internal control over financial reporting and compliance.

Carmey, Alexander, Mardel & Co., L.L.P.

Waterloo, Iowa
November 26, 2024

IOWA HEARTLAND HABITAT FOR HUMANITY
WATERLOO, IOWA

Statements of Financial Position
As of June 30, 2024 and 2023

- ASSETS -	2024	2023
Current Assets:		
Cash and cash equivalents - unrestricted	\$ 1,003,592	\$ 1,634,810
Grants and accounts receivable	1,353,483	233,740
Pledges receivable	92,528	78,358
Work in process	1,662,702	1,860,284
Inventory	110,459	78,269
Current portion of real estate contracts receivable	181,209	208,506
Prepaid expenses	39,880	32,447
	<u>4,443,853</u>	<u>4,126,414</u>
Total Current Assets		
Non-Current Assets:		
Non-interest bearing real estate contracts receivable	4,737,284	5,096,552
Less discount on non-interest bearing contracts	(1,924,683)	(1,875,579)
	<u>2,812,601</u>	<u>3,220,973</u>
Less current portion above	(181,209)	(208,506)
	<u>2,631,392</u>	<u>3,012,467</u>
Reserve deposits on IFA loans	1,743	1,743
Beneficial interest in assets held by Community Foundations	773,420	718,087
Pledges receivable, over one year	205,552	170,524
	<u>3,612,107</u>	<u>3,902,821</u>
Total Non-Current Assets		
Fixed Assets:		
Furnishings and equipment	441,104	394,111
Construction equipment	227,304	170,486
Vehicles	149,418	80,759
Buildings	3,266,969	1,754,925
Website	31,000	-
Less accumulated depreciation	(839,026)	(686,399)
	<u>3,276,769</u>	<u>1,713,882</u>
Net Fixed Assets		
	<u>3,276,769</u>	<u>1,713,882</u>
Total Assets		
	<u>\$11,332,729</u>	<u>\$ 9,743,117</u>

- LIABILITIES AND NET ASSETS -	2024	2023
Current Liabilities:		
Accounts payable	\$ 427,104	\$ 233,239
Accrued expenses	15,730	16,211
Escrow and HOA deposit liability	(1,711)	(17,743)
Current portion of long-term notes and mortgages	82,884	77,705
	<u>524,007</u>	<u>309,412</u>
Total Current Liabilities		
Long-term Liabilities:		
Notes and mortgages payable less current portion	<u>1,006,333</u>	<u>896,847</u>
Total Long-term Liabilities		
	<u>1,006,333</u>	<u>896,847</u>
Net Assets:		
Without donor restrictions	9,109,571	7,856,803
With donor restrictions	692,818	680,055
	<u>9,802,389</u>	<u>8,536,858</u>
Total Net Assets		
	<u>9,802,389</u>	<u>8,536,858</u>
Total Liabilities and Net Assets		
	<u>\$11,332,729</u>	<u>\$ 9,743,117</u>

The accompanying notes are an integral part of this statement.

IOWA HEARTLAND HABITAT FOR HUMANITY
WATERLOO, IOWA

Statements of Activities
For the Years Ended June 30, 2024 and 2023

	2024			2023		
	Without Donor Restrictions	With Donor Restrictions	Total	Without Donor Restrictions	With Donor Restrictions	Total
Support:						
Grants and gifts:						
Churches	\$ 18,846	\$ -	\$ 18,846	\$ 31,524	\$ -	\$ 31,524
Individuals	310,158	13,605	323,763	285,251	6,000	291,251
Corporations	58,842	-	58,842	40,139	-	40,139
Grants	2,611,422	742,795	3,354,217	1,567,738	541,605	2,109,343
In kind contributions	1,175,450	-	1,175,450	1,003,190	-	1,003,190
	4,174,718	756,400	4,931,118	2,927,842	547,605	3,475,447
Total Grants and Gifts						
ReStore sales	1,170,193	-	1,170,193	1,081,519	-	1,081,519
Fundraising	211,098	-	211,098	231,770	-	231,770
Sales of homes	1,960,545	-	1,960,545	1,442,920	-	1,442,920
Critical Repairs	166,632	-	166,632	160,145	-	160,145
Real estate contract discount amortization	631,644	-	631,644	560,897	-	560,897
Investment income	79,828	-	79,828	63,004	-	63,004
Realized/unrealized gain(loss) on investments	48,799	-	48,799	39,896	-	39,896
Gain/(Loss) on asset disposal	(19,119)	-	(19,119)	-	-	-
Other income	104,612	-	104,612	65,653	-	65,653
	8,528,950	756,400	9,285,350	6,573,646	547,605	7,121,251
Net assets released from restrictions	743,637	(743,637)	-	604,376	(604,376)	-
	9,272,587	12,763	9,285,350	7,178,022	(56,771)	7,121,251
Expenses:						
Program services:						
Construction costs and family selection and nurture	5,389,810	-	5,389,810	4,141,299	-	4,141,299
ReStore	1,661,492	-	1,661,492	1,619,669	-	1,619,669
Neighborhood Services	115,259	-	115,259	124,256	-	124,256
Supporting services:						
Management and general	582,520	-	582,520	451,956	-	451,956
Fundraising and public relations	270,738	-	270,738	296,960	-	296,960
	8,019,819	-	8,019,819	6,634,140	-	6,634,140
Change in Net Assets	1,252,768	12,763	1,265,531	543,882	(56,771)	487,111
Net Assets at Beginning of Year	7,856,803	680,055	8,536,858	7,312,921	736,826	8,049,747
Net Assets at End of Year	\$ 9,109,571	\$ 692,818	\$ 9,802,389	\$ 7,856,803	\$ 680,055	\$ 8,536,858

IOWA HEARTLAND HABITAT FOR HUMANITY
WATERLOO, IOWA

Statements of Functional Expenses
For the Year Ended June 30, 2024

	Program Services			Total Program Services	Supporting Services		Total Supporting Services	Total
	Construction & Family Selection	ReStore	Neighborhood Services		Management and General	Fundraising		
Building materials and supplies	\$ 3,112,552	\$ -	\$ -	\$ 3,112,552	\$ -	\$ -	\$ -	\$ 3,112,552
Real estate contract discount	680,749	-	-	680,749	-	-	-	680,749
Cost of goods sold - ReStore	-	1,047,278	-	1,047,278	-	-	-	1,047,278
Salary	1,284,484	328,583	54,010	1,667,077	61,186	35,742	96,928	1,764,005
Payroll taxes	78,864	27,909	4,290	111,063	17,906	11,035	28,941	140,004
Retirement	44,858	5,823	2,427	53,108	3,322	1,886	5,208	58,316
Benefits	130,969	42,644	6,900	180,513	6,600	3,960	10,560	191,073
Insurance	61,837	28,895	-	90,732	22,683	-	22,683	113,415
Depreciation	124,642	40,421	-	165,063	22,887	-	22,887	187,950
Utilities	-	10,386	-	10,386	12,506	-	12,506	22,892
Printing	-	2,283	207	2,490	17,534	-	17,534	20,024
Postage	1,882	-	-	1,882	1,882	-	1,882	3,764
Office supplies	8,941	6,543	387	15,871	6,802	-	6,802	22,673
Staff expense	-	1,656	5,539	7,195	82,427	-	82,427	89,622
Volunteer expense	21,440	3,127	52	24,619	-	-	-	24,619
Family selection expense	1,246	-	5,918	7,164	-	-	-	7,164
Computer and software	-	996	-	996	87,060	-	87,060	88,056
Small equipment	34,357	1,484	-	35,841	-	-	-	35,841
Vehicle costs	44,997	16,449	-	61,446	-	-	-	61,446
Tithe	78,868	-	-	78,868	-	-	-	78,868
Construction expense	21,637	-	-	21,637	-	-	-	21,637
Legal and accounting	30,234	-	-	30,234	7,558	-	7,558	37,792
Bank charges	-	34,154	-	34,154	12,077	-	12,077	46,231
Event expense	-	8,430	23,945	32,375	-	181,356	181,356	213,731
Grant expense	11,900	-	-	11,900	-	-	-	11,900
Advertising	-	12,748	100	12,848	-	36,759	36,759	49,607
Rent expense	-	602	-	602	5,193	-	5,193	5,795
Interest expense	1,906	22,803	-	24,709	10,589	-	10,589	35,298
Repairs & maintenance	-	18,278	-	18,278	20,157	-	20,157	38,435
Real estate holding expense	25,584	-	11,484	37,068	-	-	-	37,068
Miscellaneous expense	-	-	-	-	184,151	-	184,151	184,151
Less overhead charged to construction	(412,137)	-	-	(412,137)	-	-	-	(412,137)
	<u>\$ 5,389,810</u>	<u>\$ 1,661,492</u>	<u>\$ 115,259</u>	<u>\$ 7,166,561</u>	<u>\$ 582,520</u>	<u>\$ 270,738</u>	<u>\$ 853,258</u>	<u>\$ 8,019,819</u>

The accompanying notes are an integral part of this statement.

IOWA HEARTLAND HABITAT FOR HUMANITY
WATERLOO, IOWA

Statements of Functional Expenses
For the Year Ended June 30, 2023

	Program Services			Total Program Services	Supporting Services		Total Supporting Services	Total
	Construction & Family Selection	ReStore	Neighborhood Services		Management and General	Fundraising		
Building materials and supplies	\$ 2,496,080	\$ -	\$ -	\$ 2,496,080	\$ -	\$ -	\$ -	\$ 2,496,080
Real estate contract discount	579,460	-	-	579,460	-	-	-	579,460
Cost of goods sold - ReStore	-	995,918	-	995,918	-	-	-	995,918
Salary	796,653	317,775	49,102	1,163,530	69,820	117,940	187,760	1,351,290
Payroll taxes	64,877	27,429	4,105	96,411	6,012	9,855	15,867	112,278
Retirement	25,585	9,744	2,229	37,558	2,616	3,195	5,811	43,369
Benefits	85,876	41,107	6,900	133,883	6,655	10,808	17,463	151,346
Insurance	57,888	34,889	-	92,777	23,194	-	23,194	115,971
Depreciation	84,418	39,398	-	123,816	23,926	-	23,926	147,742
Amortization	-	-	-	-	33	-	33	33
Utilities	-	8,681	-	8,681	15,745	-	15,745	24,426
Printing	-	2,056	1,308	3,364	12,963	-	12,963	16,327
Postage	2,935	15	49	2,999	2,999	-	2,999	5,998
Office supplies	8,509	11,624	97	20,230	8,670	-	8,670	28,900
Staff expense	-	1,765	2,872	4,637	50,577	-	50,577	55,214
Volunteer expense	26,612	3,886	4,598	35,096	-	-	-	35,096
Family selection expense	1,284	-	-	1,284	-	-	-	1,284
Neighborhood engagement and planning	-	-	26,245	26,245	-	-	-	26,245
Computer and software	-	1,512	-	1,512	98,505	-	98,505	100,017
Small equipment	13,589	1,278	-	14,867	-	-	-	14,867
Vehicle costs	32,355	17,965	-	50,320	-	-	-	50,320
Tithe	65,189	2,411	-	67,600	-	-	-	67,600
Construction expense	39,171	-	-	39,171	-	-	-	39,171
Legal and accounting	22,267	-	-	22,267	5,567	-	5,567	27,834
Bank charges	-	21,579	-	21,579	10,787	-	10,787	32,366
Event expense	-	18,641	18,048	36,689	-	144,323	144,323	181,012
Grant expense	26,789	-	-	26,789	-	-	-	26,789
Advertising	-	9,433	98	9,531	-	10,839	10,839	20,370
Rent expense	-	1,611	-	1,611	11,129	-	11,129	12,740
Interest expense	3,663	23,557	-	27,220	11,666	-	11,666	38,886
Repairs & maintenance	-	27,395	-	27,395	29,225	-	29,225	56,620
Real estate holding expense	12,915	-	8,605	21,520	-	-	-	21,520
Miscellaneous expense	-	-	-	-	61,867	-	61,867	61,867
Less overhead charged to construction	(304,816)	-	-	(304,816)	-	-	-	(304,816)
	<u>\$ 4,141,299</u>	<u>\$ 1,619,669</u>	<u>\$ 124,256</u>	<u>\$ 5,885,224</u>	<u>\$ 451,956</u>	<u>\$ 296,960</u>	<u>\$ 748,916</u>	<u>\$ 6,634,140</u>

The accompanying notes are an integral part of this statement.

IOWA HEARTLAND HABITAT FOR HUMANITY
WATERLOO, IOWA

Statements of Cash Flows
For the Years Ended June 30, 2024 and 2023

	2024	2023
Cash Flows From Operating Activities:		
Change in net assets	\$ 1,265,531	\$ 487,111
Adjustments to reconcile change in net assets to net cash used by operations:		
Origination of non-interest bearing mortgages	(1,098,189)	(1,098,189)
Real estate contract discount	680,749	579,460
Current year amortization of discount on contracts	(631,644)	(560,897)
Depreciation of buildings and equipment	187,950	147,742
Amortization of intangible assets	-	33
(Gain)/Loss on asset disposal	19,119	-
Realized/unrealized (gain)/loss on investments	(48,799)	(39,896)
Change in grants and accounts receivable	(1,119,743)	(34,400)
Change in pledges receivable	(49,198)	(121,570)
Change in work in process	197,582	(370,792)
Change in inventory	(32,190)	8,046
Change in prepaid expenses	(7,433)	354
Change in accounts payable	193,865	2,206
Change in accrued expenses	(481)	(2,281)
Change in escrow deposit liability	16,032	(13,652)
Net Cash Used by Operating Activities	<u>(426,849)</u>	<u>(1,016,725)</u>
Cash Flows From Investing Activities:		
Payments received on real estate contracts	1,556,258	1,581,572
Purchases of land, buildings, and equipment	(1,715,514)	(124,596)
Sale of equipment	(1,500)	-
Increase in assets held at Community Foundations	(160,722)	(104,797)
Net Cash (Used)/Provided by Investing Activities	<u>(321,478)</u>	<u>1,352,179</u>
Cash Flows From Financing Activities:		
New borrowings	191,832	-
Payments reducing long-term notes	(74,723)	(74,070)
Net Cash (Used)/Provided by Financing Activities	<u>117,109</u>	<u>(74,070)</u>
Change in Cash and Cash Equivalents	(631,218)	261,384
Beginning Cash and Cash Equivalents	<u>1,634,810</u>	<u>1,373,426</u>
Ending Cash and Cash Equivalents	<u><u>\$ 1,003,592</u></u>	<u><u>\$ 1,634,810</u></u>
Supplemental Disclosure of Cash Flow Information:		
Cash paid during the period for:		
Interest	\$ 34,873	\$ 38,948

The accompanying notes are an integral part of this statement.

IOWA HEARTLAND HABITAT FOR HUMANITY
WATERLOO, IOWA

Notes to Financial Statements

Note 1: Summary of Significant Accounting Policies:

Nature of Activities

Iowa Heartland Habitat for Humanity (Habitat) is a charitable organization incorporated in the State of Iowa, and is an affiliate of Habitat for Humanity International (Habitat International) located in Americus, Georgia. Habitat's purpose is to provide to low income individuals an opportunity for ownership of simple, decent housing in a safe neighborhood in Black Hawk, Bremer, Buchanan, and Butler Counties. Although Habitat International assists with information resources, training, publications, prayer support and in other ways, Habitat is primarily and directly responsible for its own operations.

Basis of Presentation

The financial statements, which include the assets, liabilities, net assets and financial activities of Habitat, have been prepared on the accrual basis of accounting in conformity with accounting principles generally accepted in the United States of America for not for profit organizations. The significant accounting policies are described below to enhance the usefulness of the financial statements to the reader.

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 available for use in general operations and not subject to donor or grantor restrictions.

Net Assets With Donor Restrictions - Net assets subject to donor or grantor-imposed restrictions. Some donor-imposed restrictions are temporary in nature, such as those that will be met by the passage of time or other events specified by the donor. Other donor-imposed restrictions are perpetual in nature, where the donor stipulates that resources be maintained in perpetuity. Contributions that are restricted by the donor are reported as increases in net assets without donor restrictions if the restrictions expire (that is, when a stipulated time restriction ends, or purpose restriction is accomplished) 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. When a restriction expires, net assets with donor restrictions are reclassified to net assets without donor restrictions and reported in the statement of activities as net assets released from restrictions.

Home Construction

Habitat builds homes and performs critical repairs and modifications for low to moderate income homeowners. Habitat carries the cost of purchased materials as work in process inventory until completion of the home project. The estimated fair market value of contributed land and material is also carried as work in process and recognized as contributed support and revenue when received. Upon completion of the home project, work in process is then charged to program expense. Construction labor is provided by Habitat volunteers, by future home buyers and by paid construction staff. No value is recognized in the accounts for labor contributed by Habitat volunteers.

IOWA HEARTLAND HABITAT FOR HUMANITY
WATERLOO, IOWA

Notes to Financial Statements

Note 1: Summary of Significant Accounting Policies: (continued)

ReStore Operations

Habitat operates ReStore, a retail business that accepts donations of new and used building materials, furniture, appliances and housewares and resells them to the general public through a retail store front warehouse. The ReStore provides the community with a low-cost outlet for home improvement materials making home renovations and improvements more affordable.

Neighborhood Services

Holistic neighborhood revitalization focuses on asset-based community development in order to create the ultimate outcome of an improved quality of life for residents and the community as a whole. Asset-based community development considers local strengths as the primary building blocks of sustainable, long-term community development. It's an innovative solution that reverses neighborhood, economic, and housing disparities that have followed decades of disinvestment and adversely impacted quality of life. Yet, neighborhoods can become stronger and more resilient through a neighborhood-driven plan when all pertinent parties are vested in and accountable to its success.

Real Estate Contracts Receivable

Upon completion of homes, Habitat enters into contracts of sale with home buyers. Contracts provide for the payment of costs of construction (including contributed land and materials, if any) over periods of 15 to 30 years. These contracts bear no interest, and contain clauses restricting speculation and the earning of windfall profits by home buyers.

Sales of homes are recorded at the gross amount of payments to be received over the lives of the contracts. Non-interest bearing contracts are discounted at 3.60 - 7.5%. Discounts are amortized using the effective interest method over the lives of the contracts. Monthly payments are remitted to Farmers State Bank, who then makes deposits twice monthly to Habitat for collections on accounts. These contracts receivable are recorded on the statement of financial position as non-current assets except for the principal portion due within one year. In addition, home buyers make escrow payments to Farmers State Bank for insurance and property taxes. Homeowners in the Heartland Hills area are also required to pay Habitat homeowners association dues. Amounts are classified as HOA deposits. During the year ending June 30, 2024 was transferred to the homeowners and is no longer maintained by Habitat.

Cash and Cash Equivalents

For purposes of the statement of cash flows, Habitat considers all highly liquid debt instruments purchased with a maturity of three months or less to be cash equivalents.

Fair Value of Financial Instruments

The FASB standard for Fair Value Measurements establishes a fair value hierarchy that prioritizes the inputs to valuation techniques used to measure fair value. The hierarchy consists of three broad levels: Level 1 inputs consist of unadjusted quoted prices in active markets for identical assets and have the highest priority. Level 2 inputs are inputs (other than quoted prices included within Level 1) that are observable for assets, either directly or indirectly. Level 3 uses significant unobservable inputs. Level 3 has the lowest priority. Habitat uses appropriate valuation techniques based on the available inputs to measure the fair value of its investments. When applicable, Habitat measures fair value using Level 1 inputs because they generally provide the most reliable evidence of fair value. Level 2 and Level 3 inputs would only be used when Level 1 inputs are not available.

IOWA HEARTLAND HABITAT FOR HUMANITY
WATERLOO, IOWA

Notes to Financial Statements

Note 1: Summary of Significant Accounting Policies: (continued)

Buildings, Equipment, and Depreciation

Depreciation of buildings and equipment is provided over the estimated useful lives of the respective assets on a straight-line basis, as follows:

Buildings	10 - 39 years
Furnishings and equipment	5 - 7 years
Vehicles	5 years
Construction equipment	5 years

Depreciation expense for the years ended June 30, 2024 and 2023 was \$187,950 and \$147,742, respectively.

Contributed Goods and Services

Donated services are recognized as contributions if the services (a) create or enhance nonfinancial assets or (b) require specialized skills, and would otherwise be purchased by the organization. However, a substantial number of volunteers have donated significant amounts of their time to the organization's program and other services. Contributed goods are valued at fair market value at the date of the contribution. These goods are then included in the value of the respective homes when sold. Donated services of \$0 and \$1,324 for year ended June 30, 2024 and 2023, respectively, are recorded as contributions at their fair values at the date of donation.

Restricted and Unrestricted Revenue

Contributions received are recorded as increases in net assets without donor restrictions and net assets with donor restrictions, depending on the existence and/or nature of any donor restrictions. Contributions that are restricted by the donor are reported as increases in net assets without donor restrictions if the restrictions expire (that is, when a stipulated time restriction ends or purpose restriction is accomplished) in the reporting period in which the revenue is recognized. Donor-restricted contributions are reported as increases in net assets with donor restrictions. When a restriction expires, net assets with donor restrictions are reclassified to net assets without donor restrictions and reported in the Statements of Activities as net assets released from restrictions.

Estimates

The preparation of financial statements in conformity with accounting principles generally accepted in the United States of America requires management to make estimates and assumptions that affect certain reported amounts and disclosures. Actual results could differ from those estimates.

Advertising

Advertising costs for promotion purposes are expensed when incurred. Advertising costs charged against operations was \$49,607 and \$20,370 for June 30, 2024 and 2023, respectively.

IOWA HEARTLAND HABITAT FOR HUMANITY
WATERLOO, IOWA

Notes to Financial Statements

Note 1: Summary of Significant Accounting Policies: (continued)

Income Taxes

Habitat is a nonprofit organization exempt from paying income taxes under Internal Revenue Code Section 501(c)(3), and is not classified as a private foundation.

Habitat has adopted the accounting standards regarding uncertain tax positions which requires evaluation of the impact of uncertain tax positions taken or expected to be taken on a tax return. In some instances, the organization may be required to recognize a liability related to those tax positions. In evaluating Habitat's tax provisions and accruals, interpretations and tax planning strategies are considered. At June 30, 2024 and 2023, Habitat had no uncertain tax positions requiring recognition in the financial statements. Habitat's income tax filings prior to 2021 are no longer subject to audit by the federal and state taxing authorities. Interest and penalties incurred, if any, when filing income tax returns are recognized in the Statements of Functional Expenses.

Related Entities

Habitat contributed \$39,400 and \$31,415 to Habitat International for the years ended June 30, 2024 and 2023, respectively. Such amounts are classified as program services expense because such funds are expended by Habitat International for low-income housing under terms of the contribution.

Inventory

Inventory consists of building materials used in the construction of homes and donated items to be sold in the ReStore. Purchased inventory is valued at cost. Donated inventory is valued at its estimated fair value based on its expected selling price.

Allowance for Doubtful Accounts

Real estate contracts receivable consists of amounts due from homeowners for home purchases. No allowance for doubtful accounts has been established because management feels the receivables are fully secured by a mortgage on the property.

Functional Allocation of Expenses

The costs of providing program services, supporting management and general expenses, and fundraising have been summarized in the statement of functional expenses. Certain costs have been allocated among program and supporting services in relation to the manner and purpose for which they were incurred. Joint costs for fundraising expenses have been allocated for cost of goods sold, salary, payroll taxes, employee benefits, and advertising.

IOWA HEARTLAND HABITAT FOR HUMANITY
WATERLOO, IOWA

Notes to Financial Statements

Note 2: Real Estate Contracts Receivable

Real estate contracts arising from sales of homes to low-income families provide for monthly payments of principal (aggregate \$181,209 expected to be received during the year ended June 30, 2024) plus amounts for discounted interest and homeowners association dues (if applicable). At June 30, 2024, there were eleven homeowners that were behind on their payments with a total principal balance of \$617,746. At June 30, 2023, there were eight homeowners that were behind on their payments with a total principal balance of \$317,402.

Real estate contracts receivable are non-interest bearing and for financial statement purposes, they are discounted at a 3.60 - 7.5% rate of interest. The discount is then realized over the respective lives of the loans. The fair value of the asset is measured on a recurring basis using significant unobservable inputs (Level 3 inputs).

Real estate contracts arising since 1999 have included a second promissory note that recaptures the difference between the amount of the total price of the house expected to be repaid by the homebuyer through the first/primary mortgage and the house's value based on the market appraisal. The term of the second promissory note is determined on a case by case basis based on the unique factors of each home purchase. The rationale of the second mortgage is to protect donors' and volunteers' charitable gift of funds and labor, protect the homeowner from predatory or sub-prime lenders, to help preserve the availability of affordable housing in the community, allow Habitat to recapture the full value of the home, and to allow Habitat to share in the equity of the home. Since the probability of the home buyer selling the home in the future cannot be determined, no accrual of the notes has been reflected in the financial statements.

In the current year, additional funding was received on some home sales. Down payment assistance and additional subsidy programs were used to reduce the amount of the primary mortgage to the new homeowner. These programs required additional deed restrictions or mortgages to be placed on the home and these take priority over the second mortgage issued by Habitat.

Habitat retains the first right of refusal to repurchase the Habitat home if a home buyer wishes to sell their home during the term of the second promissory note.

	2024		2023	
	Cost	Fair Value (level 3 inputs)	Cost	Fair Value (level 3 inputs)
Balance at beginning of year	\$ 3,220,973	\$ 3,220,973	\$ 3,722,919	\$ 3,722,919
New contracts receivable	1,179,629	1,179,629	1,098,188	1,098,188
Discount on new contracts	(680,749)	(680,749)	(579,460)	(579,460)
Collections	(523,278)	(523,278)	(677,511)	(865,670)
Contracts receivable sold	(1,015,618)	(1,015,618)	(904,060)	(715,901)
Imputed interest	631,644	631,644	560,897	560,897
Balance at end of year	\$ 2,812,601	\$ 2,812,601	\$ 3,220,973	\$ 3,220,973

Habitat was party to an arrangement with Community Bank & Trust, Veridian Credit Union and Midwest One in which it sold, with recourse, nine non-interest bearing mortgage notes receivable for \$1,015,618 as of June 30, 2024 and eleven non-interest bearing mortgage notes receivable for \$904,060 as of June 30, 2023. Habitat services these mortgages by collecting the monthly payments through Farmers State Bank, and remitting the principal portion of these payments to MidWestOne Bank, Community Bank & Trust, or Veridian. If a mortgage were to be delinquent by more than ninety days, Habitat shall use its best efforts to replace the nonperforming loan with a substitute loan. As of June 30, 2024 and 2023, the balance of the unrecorded recourse obligation is \$3,495,088 and \$2,678,243, respectively.

IOWA HEARTLAND HABITAT FOR HUMANITY
WATERLOO, IOWA

Notes to Financial Statements

Note 3: Pledges Receivable

The Builders Circle is a multi-year leadership giving society for individuals who invest a minimum of \$1,000 or more for a minimum of 5 years. The Nonbuilders Circle was created for individuals who invest less than \$1,000 a year or less than 5 years. The Builders Circle and Nonbuilders Circle were created to recognize the important role donors play in continuing the mission of providing homes, communities and hope for families into the future. The promises to give as of June 30, 2024 are unrestricted, unconditional and due over the next five years. Promises to give to be received after June 30, 2024 are discounted at 4.16%. The unamortized discount on promises to give is \$13,437 and \$10,912 as of June 30, 2024 and 2023, respectively.

Unconditional promises to give are expected to be realized in the following periods:

	2024	2023
In one year or less	\$ 92,528	\$ 78,269
Between one year and five years	218,989	181,436
	<u>311,517</u>	<u>259,705</u>
Less: discounts to present value	(13,437)	(10,912)
	<u>\$ 298,080</u>	<u>\$ 248,793</u>
Reported under current assets	\$ 92,528	\$ 78,269
Reported under other assets	205,552	170,524
Total assets	<u>\$ 298,080</u>	<u>\$ 248,793</u>

Note 4: Work In Process

Following is a summary of home building activity for the years ended June 30:

	2024		2023	
	Homes	Costs	Homes	Costs
Homes under construction, beginning of year	45	\$ 1,860,284	47	\$ 1,489,492
Additional costs incurred on beginning inventory		3,238,065		2,033,820
New homes started during year	8	300,426	15	490,551
New critical repairs started during year	65	301,623	53	280,475
Critical repairs completed	(60)	(274,257)	(59)	(278,743)
Transfer to fixed assets	(5)	(967,498)	0	-
Homes transferred to homeowners	(16)	(2,795,941)	(11)	(2,155,311)
Total work in process	37	<u>\$ 1,662,702</u>	45	<u>\$ 1,860,284</u>

The balance of homes under construction consists of ending construction inventory - homes and ending work in process at June 30 as follows:

	2024		2023	
	Homes	Costs	Homes	Costs
Homes and critical repair under construction, end of year	16	\$ 1,140,970	28	\$ 1,804,251
Home sites, no construction by year end	21	521,732	17	56,033
		<u>\$ 1,662,702</u>		<u>\$ 1,860,284</u>

IOWA HEARTLAND HABITAT FOR HUMANITY
WATERLOO, IOWA

Notes to Financial Statements

Note 5: Beneficial Interest Held by Community Foundation

As of June 30, 2024, Habitat has a beneficial interest in assets held by the Community Foundation of Northeast Iowa (the Foundation). The money was transferred by Habitat to the Foundation to establish an endowment fund. Variance power was granted to the Foundation allowing its Board of Directors to redirect the fund to the support of another charitable agency, in the event Habitat terminates or ceases to exist as a legal entity. Habitat is entitled to receive the earnings on its beneficial interest.

During the year ending June 30, 2023, Habitat started a beneficial interest in assets held by the Waterloo Community Foundation. The money was transferred by Habitat to the Waterloo Community Foundation to establish an endowment fund. Variance power was granted to the Waterloo Community Foundation allowing its Board of Directors to redirect the fund to the support of another charitable agency, in the event Habitat terminates or ceases to exist as a legal entity. Habitat is entitled to receive the earnings on its beneficial interest.

Fair value of asset measured on a recurring basis using significant unobservable inputs (Level 3 inputs):

	2024	2023
Balance at beginning of year	\$ 718,087	\$ 573,394
Contributions	11,480	109,665
Interest income	11,799	10,666
Investment fees	(10,654)	(10,070)
Realized/Unrealized gain/(loss)	56,313	40,432
Distribution received	(13,605)	(6,000)
	<u>\$ 773,420</u>	<u>\$ 718,087</u>
Balance at end of year	<u>\$ 773,420</u>	<u>\$ 718,087</u>

IOWA HEARTLAND HABITAT FOR HUMANITY
WATERLOO, IOWA

Notes to Financial Statements

Note 6: Long-Term Debt:

Following is a summary of long-term debt at June 30:

Notes payable:	2024	2023
Notes payable to Habitat for Humanity Iowa, repayable in monthly installments of \$250, 4% interest, secured by promissory notes for 1213 Lantz Ave, Cedar Falls with balances of \$10,347 due June 1, 2026	\$ 5,757	\$ 8,468
Notes payable to Habitat for Humanity Iowa, repayable in monthly installments of \$331, 2% interest, secured by promissory notes for 5419 Norse Dr, Cedar Falls with balances of \$18,484, due December 1, 2033	34,351	37,602
Note payable to Habitat for Humanity International, repayable in monthly payments of \$4,522.20, 5% interest, secured by promissory notes on 10 properties, due June 25, 2028	195,634	238,763
Note payable to Farmers State Bank, repayable in monthly payments of \$4,275.44, 4.29% interest, secured by promissory notes on the ReStore building, due July 10, 2044	663,304	691,805
Notes payable to U.S. Cellular Financing, repayable in monthly payments of \$22.22 and \$33.30, secured by promissory notes on two phones, due April 25, 2024	1,832	-
Notes payable for Housing Renewel, no interest, secured by promissory notes on the mortgage, due October 16, 2025 and May 24, 2026	190,000	-
	1,090,878	976,638
Less unamortized debt issuance cost	(1,661)	(2,086)
Less current maturities	(82,884)	(77,705)
Long-term notes and mortgages payable	\$ 1,006,333	\$ 869,847

IOWA HEARTLAND HABITAT FOR HUMANITY
WATERLOO, IOWA

Notes to Financial Statements

Note 6: Long-Term Debt: (continued)

Estimated maturities of long-term notes payable for the next five years are as follows:

<u>Year Ended June 30.</u>		
2025	\$	82,884
2026		84,514
2027		85,148
2028		88,844
2029		37,416

Habitat obtained a \$500,000 line of credit at Farmers State Bank dated October 14, 2022 secured by a general business security agreement. At June 30, 2024 no amounts were borrowed against the line of credit. The line of credit was renewed on October 4, 2024 and matures on October 16, 2025.

Note 7: Restricted Net Assets

Net assets were released from restrictions by incurring expenses satisfying the purpose or time restrictions specified by third parties as follows:

	2024	2023
Purpose Restriction Accomplished:		
Home construction costs	\$ 743,637	\$ 604,376
	\$ 743,637	\$ 604,376

Net assets with donor restrictions consist of the following as of June 30, 2024 and 2023:

Beneficial interest in assets held at Community Foundation	\$ 131,915	\$ 131,100
Home construction costs	560,903	548,955
	\$ 692,818	\$ 680,055

Note 8: Pension Plan

Habitat contributes 4% during the year ending June 30, 2024 and 2023, respectively, toward a 401k plan for all eligible employees. Total pension expense for the period ended June 30, 2024 and 2023 was \$58,316 and \$43,369, respectively.

Note 9: ReStore Program

Habitat established its ReStore in fall of 2015. The ReStore is a retail store set up to receive donated goods and sell to the general public at discounted prices. Donated goods include such items as building materials and household items that would not generally be sold at other retail outlets. The sales from the store are used to help support Habitat's programs. Retail store revenues are recognized when the related goods are sold. The donated materials and goods are valued at the time the goods are sold at the sale value. The costs of sales are recorded at sale value.

IOWA HEARTLAND HABITAT FOR HUMANITY
WATERLOO, IOWA

Notes to Financial Statements

Note 10: Liquidity and Availability

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

	2024	2023
Total financial assets		
Cash and cash equivalents	\$ 1,003,592	\$ 1,634,810
Accounts and pledges receivable	<u>1,446,011</u>	<u>312,098</u>
	<u>2,449,603</u>	<u>1,946,908</u>
Less donor restrictions	<u>692,818</u>	<u>680,055</u>
Financial assets available to meet cash needs for general expenditures within one year	<u>\$ 1,756,785</u>	<u>\$ 1,266,853</u>

Note 11: Subsequent Events

Management has evaluated subsequent events through November 26, 2024, the date on which the financial statements were available to be issued.

Required Supplementary Information

IOWA HEARTLAND HABITAT FOR HUMANITY

Schedule of Expenditures of Federal Awards

Year ended June 30, 2024

Grantor/Program	Assistance Listing Number	Grant Number	Program Expenditures
Indirect:			
U.S. Department of Housing and Urban Development:			
HOME Program:			
Waterloo HOME Funds	92.216	FY 24	\$ 84,000
State HOME Funds	92.216	FY 24	130,000
Cedar Falls HOME Funds	92.216	FY 24	164,500
 Total HOME Program			<u>378,500</u>
 CDBG	 14.218	 FY 24	 <u>53,998</u>
 U.S. Department of Health & Human Services:			
Iowa Department of Health & Human Services:			
ARPA	21.027	FY 24	<u>868,641</u>
 Total Expenditures of Federal Awards			 <u><u>\$ 1,301,139</u></u>

Basis of Presentation

The accompanying Schedule of Expenditures of Federal Awards (Schedule) includes the federal award activity of the Iowa Heartland Habitat for Humanity under programs of the federal government for the year ended June 30, 2024. The information in this Schedule is presented in accordance with the requirements of Title 2, *U.S. Code of Federal Regulations*, Part 200, *Uniform Administrative Requirements, Cost Principles and Audit Requirements for Federal Awards* (Uniform Guidance). Because the Schedule presents only a selected portion of the operations of Iowa Heartland Habitat for Humanity, it is not intended to and does not present the financial position, changes in financial position or cash flows of Iowa Heartland Habitat for Humanity.

Summary of Significant Accounting Policies

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

Indirect Cost Rate

Iowa Heartland Habitat for Humanity has elected to use the 10% de minimis indirect cost rate as allowed under Uniform Guidance.

See accompanying independent auditors' report.

Internal Controls and Compliance

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Thomas F. Thierman, CPA
David J. Rogers, CPA/ABV
Janel J. Ruzicka, CPA

Independent Auditors' Report on Compliance
for Each Major Federal Program and on Internal Control over Compliance
Required by the Uniform Guidance

To the Board of Directors of
Iowa Heartland Habitat for Humanity

Report on Compliance for Each Major Federal Program

Opinion on Each Major Federal Program

We have audited Iowa Heartland Habitat for Humanity'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 Iowa Heartland Habitat for Humanity's major federal program for the year ended June 30, 2024. Iowa Heartland Habitat for Humanity's major federal program is identified in the summary of auditor's results section of the accompanying Schedule of Findings and Questioned Costs.

In our opinion, Iowa Heartland Habitat for Humanity 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 program for the year ended June 30, 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 for our report.

We are required to be independent of Iowa Heartland Habitat for Humanity 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 Iowa Heartland Habitat for Humanity'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 Iowa Heartland Habitat for Humanity's federal programs.

Auditors' Responsibilities for the Audit of Compliance

Our objective is 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 Iowa Heartland Habitat for Humanity'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 judgement made by a reasonable user of the report on compliance about Iowa Heartland Habitat for Humanity's compliance with the requirements of each major federal program as a whole.

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 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 Iowa Heartland Habitat for Humanity'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 Iowa Heartland Habitat for Humanity'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 Iowa Heartland Habitat for Humanity'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 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 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.

Corney, Alexander, Arnold + Co, LLP

Waterloo, Iowa
November 26, 2024

IOWA HEARTLAND HABITAT FOR HUMANITY

Schedule of Findings and Questioned Costs

Year ended June 30, 2024

Part I: Summary of the Independent Auditors' Results

- (a) Unmodified opinion was issued on the financial statements prepared in accordance with U.S. generally accepted accounting principles.
- (b) The audit did not disclose any significant deficiencies in internal control over financial reporting.
- (c) The audit did not disclose any non-compliance which is material to the financial statements.
- (d) The audit did not disclose any significant deficiencies in internal control over major programs.
- (e) An unmodified opinion was issued on compliance with requirements applicable to each major program.
- (f) The audit did not disclose any findings which were required to be reported in accordance with the Uniform Guidance, Section 200.515.
- (g) Major program is as follows:
 - ARPA
- (h) The dollar threshold used to distinguish between Type A and Type B programs was \$750,000.
- (i) Iowa Heartland for Humanity did qualify as a low-risk auditee.

Part II: Findings Related to the Financial Statements:

INSTANCES OF NON-COMPLIANCE:

No matters were noted.

INTERNAL CONTROL DEFICIENCIES:

No matters were noted.

Part III: Findings and Questioned Costs for Federal Awards:

INSTANCES OF NON-COMPLIANCE:

No matters were noted.

INTERNAL CONTROL DEFICIENCIES:

No matters were noted.

Part IV: Other Findings Related to Required Statutory Reporting:

No matters were noted.

IOWA HEARTLAND HABITAT FOR HUMANITY

Audit Staff

This audit was performed by:

Janel Ruzicka, CPA, Partner

Lauren Banowetz

Lexi Lyons