

**AMERICAN CIVIL LIBERTIES UNION OF
MASSACHUSETTS, INC.**

Financial Statements

Years Ended March 31, 2025 and 2024

(With Independent Auditors' Report Thereon)

AMERICAN CIVIL LIBERTIES UNION OF MASSACHUSETTS, INC.

FINANCIAL STATEMENTS

Years Ended March 31, 2025 and 2024

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INDEPENDENT AUDITORS' REPORT

To the Board of Directors of
American Civil Liberties Union of Massachusetts, Inc.:

Opinion

We have audited the accompanying financial statements of American Civil Liberties Union of Massachusetts, Inc. (the Union) (a not-for-profit organization), which comprise the statements of financial position as of March 31, 2025 and 2024, 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, except for the effects of not recording the accounts and transactions of American Civil Liberties Union Foundation of Massachusetts, Inc. (the Foundation), of which the Union is the sole member, in the financial statements as described in the Basis for Qualified Opinion section of our report, the financial statements referred to in the first paragraph present fairly, in all material respects, the financial position of the Union as of March 31, 2025 and 2024, 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 Qualified Opinion

As more fully described in Note 1 to the financial statements, the Union has not recorded the accounts and transactions of the Foundation, of which the Union is the sole member. In our opinion, accounting principles generally accepted in the United States of America require that all entities of which the Union is the sole member be consolidated with the Union. If the financial statements of the Foundation had been consolidated with those of the Union as of March 31, 2025 and 2024, total assets would be increased by approximately \$32,370,300 and \$30,211,600, respectively, and total liabilities would be increased by approximately \$489,000 and \$378,200, respectively. Total revenues would have increased by approximately \$8,894,500 and \$8,460,800, respectively, and total expenses would have increased by approximately \$8,109,200 and \$7,564,000 respectively, for the years then ended.

We conducted our audits in accordance with auditing standards generally accepted in the United States of America. Our responsibilities under those standards are further described in the Auditors' Responsibilities for the Audit of the Financial Statements section of our report. We are required to be independent of the Union and to meet our other ethical responsibilities in accordance with the relevant ethical requirements relating to our audits. We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our qualified 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 the Union's ability to continue as a going concern for one year after the date that the financial statements are available to be issued.

Auditors' 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 auditors' 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 judgement made by a reasonable user based on the financial statements.

In performing an audit in accordance with generally accepted 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 Union'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 Union'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.

Kahn, Litwin, Renya & Co, Ltd.

November 25, 2025

AMERICAN CIVIL LIBERTIES UNION OF MASSACHUSETTS, INC.
STATEMENTS OF FINANCIAL POSITION
March 31, 2025 and 2024



	2025	2024
Assets		
Current Assets:		
Cash and cash equivalents	\$ 977,338	\$ 2,244,221
Prepaid expenses	34,233	69,830
Investments, available for operations	2,349,526	4,134,828
Due from ACLU Foundation	-	61,404
Due from ACLU National	1,363,125	208,239
Total current assets	4,724,222	6,718,522
Right-of-use Asset - Operating Lease	5,572,416	6,212,662
Investments, long-term	13,561,965	9,567,889
Investments Held by Others	67,222	64,902
Leasehold Improvements, net	7,188	8,191
Total Assets	\$ 23,933,013	\$ 22,572,166
Liabilities and Net Assets		
Current Liabilities:		
Accounts payable and accrued expenses	\$ 152,683	\$ 159,144
Due to ACLU Foundation	141,266	-
Due to ACLU National	-	237,175
Current portion of operating lease payable	661,586	627,760
Total current liabilities	955,535	1,024,079
Operating lease payable, less current portion	5,371,484	6,033,070
Total liabilities	6,327,019	7,057,149
Net Assets:		
Without donor restrictions	17,358,772	15,450,115
With donor restrictions	247,222	64,902
Total net assets	17,605,994	15,515,017
Total Liabilities and Net Assets	\$ 23,933,013	\$ 22,572,166

See accompanying notes to the financial statements and independent auditors' report.

AMERICAN CIVIL LIBERTIES UNION OF MASSACHUSETTS, INC.
STATEMENTS OF ACTIVITIES
Years Ended March 31, 2025 and 2024

	2025			2024		
	Without Donor Restrictions	With Donor Restrictions	Total	Without Donor Restrictions	With Donor Restrictions	Total
Change in Net Assets:						
Revenue and support:						
Membership fees	\$ 2,998,780	\$ -	\$ 2,998,780	\$ 1,960,786	\$ -	\$ 1,960,786
Grants	247,175	180,000	427,175	44,000	-	44,000
Contributions	226,297	-	226,297	139,805	-	139,805
Bequests	119,858	-	119,858	47,714	61,594	109,308
Investment return, net	784,877	2,320	787,197	1,964,533	3,308	1,967,841
Contributed nonfinancial assets	26,805	-	26,805	40,454	-	40,454
Other income	1,859	-	1,859	312	-	312
Net assets released from restriction	-	-	-	80,000	(80,000)	-
Total revenue and support	4,405,651	182,320	4,587,971	4,277,604	(15,098)	4,262,506
Expenses:						
Program services	2,144,014	-	2,144,014	2,233,777	-	2,233,777
Management and general	352,980	-	352,980	295,787	-	295,787
Total expenses	2,496,994	-	2,496,994	2,529,564	-	2,529,564
Change in Net Assets	1,908,657	182,320	2,090,977	1,748,040	(15,098)	1,732,942
Net Assets, beginning of year	15,450,115	64,902	15,515,017	13,702,075	80,000	13,782,075
Net Assets, end of year	\$ 17,358,772	\$ 247,222	\$ 17,605,994	\$ 15,450,115	\$ 64,902	\$ 15,515,017

AMERICAN CIVIL LIBERTIES UNION OF MASSACHUSETTS, INC.
STATEMENTS OF FUNCTIONAL EXPENSES
Years Ended March 31, 2025 and 2024

	2025			2024		
	Program Services	Management and General	Total Expenses	Program Services	Management and General	Total Expenses
Salaries and Benefits						
Salaries	\$ 1,197,679	\$ 169,783	\$ 1,367,462	\$ 1,139,269	\$ 155,300	\$ 1,294,569
Employee benefits	302,876	63,138	366,014	289,073	57,607	346,680
Payroll taxes	97,917	13,971	111,888	91,018	12,741	103,759
Total salaries and related expenses	1,598,472	246,892	1,845,364	1,519,360	225,648	1,745,008
Operating Expenses						
Books, subscriptions	40,096	134	40,230	34,071	432	34,503
Depreciation	908	95	1,003	909	94	1,003
Dues and fees	2,095	4,654	6,749	3,203	2,334	5,537
Equipment lease and maintenance	3,710	376	4,086	2,193	154	2,347
Event expenses	2,904	187	3,091	-	-	-
Insurance	6,116	660	6,776	5,203	573	5,776
Miscellaneous	13,573	5,242	18,815	12,198	3,892	16,090
Occupancy	195,282	18,847	214,129	202,473	20,858	223,331
Office expense and supplies	2,229	409	2,638	4,160	305	4,465
Postage	11,054	120	11,174	2,137	142	2,279
Printing and publishing	27,285	910	28,195	12,526	382	12,908
Professional fees	193,793	54,022	247,815	284,947	37,317	322,264
Support to other non-profits	1,300	-	1,300	120,000	-	120,000
Technology	21,560	12,408	33,968	18,762	1,709	20,471
Telephone	5,719	806	6,525	4,305	718	5,023
Travel and transportation	17,918	7,218	25,136	7,330	1,229	8,559
Total expenses	\$ 2,144,014	\$ 352,980	\$ 2,496,994	\$ 2,233,777	\$ 295,787	\$ 2,529,564

AMERICAN CIVIL LIBERTIES UNION OF MASSACHUSETTS, INC.
STATEMENTS OF CASH FLOWS
Years Ended March 31, 2025 and 2024



	2025	2024
Cash Flows from Operating Activities:		
Change in net assets	\$ 2,090,977	\$ 1,732,942
Adjustments to reconcile change in net assets to cash provided by operating activities:		
Depreciation	1,003	1,003
Net gain from investments	(325,022)	(1,545,877)
Amortization of right-of-use asset	640,246	623,410
Contributions received for long-term purposes	-	(61,594)
Changes in operating assets and liabilities:		
Accounts receivable	-	592,610
Due to/from ACLU National	(1,392,061)	237,175
Prepaid expenses	35,597	(69,830)
Due to ACLU Foundation	202,670	(108,646)
Accounts payable and accrued expenses	(6,461)	18,190
Operating lease payable	(627,760)	(595,164)
Net cash provided by operating activities	619,189	824,219
Cash Flows from Investing Activities:		
Proceeds from the sale of investments	4,381,215	-
Purchase of investments	(6,267,287)	(381,323)
Net cash used by investing activities	(1,886,072)	(381,323)
Cash Flows from Financing Activities:		
Contributions received for long-term purposes	-	61,594
Net cash provided by financing activities	-	61,594
Net Increase (Decrease) in Cash and Cash Equivalents	(1,266,883)	504,490
Cash and Cash Equivalents, beginning of year	2,244,221	1,739,731
Cash and Cash Equivalents, end of year	\$ 977,338	\$ 2,244,221

See accompanying notes to the financial statements and independent auditors' report.

AMERICAN CIVIL LIBERTIES UNION OF MASSACHUSETTS, INC.
NOTES TO THE FINANCIAL STATEMENTS
Years Ended March 31, 2025 and 2024

1. Nature of Operations

American Civil Liberties Union of Massachusetts, Inc. (the Union) is a not-for-profit organization whose mission is to defend freedoms guaranteed in the Constitution and Bill of Rights and to educate the population about civil liberties through its legislative and education programs. The Union's main source of revenue is derived from membership dues paid by members throughout Massachusetts. The Union is affiliated with the American Civil Liberties Union, Inc. (the National Union), the American Civil Liberties Foundation, Inc. (the National Foundation) and the American Civil Liberties Union Foundation of Massachusetts, Inc. (the Foundation).

The Union and the Foundation together comprise New England's premier civil liberties and law reform organizations. Utilizing impact litigation, policy advocacy, and community organizing, the Union and the Foundation win critical battles for voting rights, democracy, reproductive justice, immigrants' rights, criminal law reform, racial justice, privacy and technology, LGBTQI+ rights and free expression. Notable advocacy over the past year includes challenging unlawful Trump administration policies and executive orders, including defending due process, free speech, immigrants' rights, LGBT equality and public health.

The accompanying financial statements do not include the accounts and transactions of the Foundation, of which the Union is the sole member. Accounting principles generally accepted in the United States of America require consolidation of entities for which the Union is the sole member.

2. Summary of Significant Accounting Policies

This summary of the significant accounting policies of the Union is presented to assist the reader in understanding the Union's financial statements. The financial statements and notes are representations of the Union's management, who is responsible for their integrity and objectivity. Except for not consolidating the Foundation, these accounting policies conform to accounting principles generally accepted in the United States of America and have been consistently applied in the preparation of the financial statements.

AMERICAN CIVIL LIBERTIES UNION OF MASSACHUSETTS, INC.
NOTES TO THE FINANCIAL STATEMENTS
Years Ended March 31, 2025 and 2024

Basis of Presentation

The Union prepares its financial statements on the accrual basis of accounting and, in accordance with authoritative guidance, reports information regarding its financial position and activities according to two classes of net assets: net assets without donor restrictions and net assets with donor restrictions.

Net Assets Without Donor Restrictions

Net assets without donor restrictions are available for use at the discretion of the Board of Directors (the Board) and/or management for general operating purposes.

Net Assets With Donor Restrictions

Net assets with donor restrictions consist of assets whose use is limited by donor-imposed time and/or purpose restrictions. Donor-restricted contributions are reported as increases in net assets with donor restrictions. When a restriction is satisfied, net assets are reclassified from net assets with donor restrictions to net assets without donor restrictions in the statement of activities.

Cash and Cash Equivalents

The Union considers all cash balances and highly liquid investments with original maturities of three months or less to be cash equivalents, with the exception of certain amounts classified as investments.

Leases

The Union leases office space under an operating lease arrangement. The Union determines if an arrangement is a lease at inception. Noncancellable operating leases with lease terms in excess of 12 months are included in operating lease right-of-use (ROU) assets, current portion of operating lease payable, and operating lease payable, less current portion, on the accompanying statements of financial position.

ROU assets represent the Union's right to use an underlying asset for the lease term and lease liabilities represent the Union's obligation to make lease payments arising from the lease.

ROU assets and liabilities are recognized at commencement date based on the present value of lease payments over the lease term. If a lease does not provide an implicit rate, the Union uses a risk-free rate based on the information available at commencement date in determining the present value of lease payments. The ROU asset also includes any lease payments made and excludes lease incentives. The Union's lease terms include options to extend or terminate the lease when it is reasonably certain the Union will exercise that option. Lease cost is recognized on a straight-line basis over the lease term. The Union's lease agreements do not contain any material residual value guarantees or material restrictive covenants.

AMERICAN CIVIL LIBERTIES UNION OF MASSACHUSETTS, INC.
NOTES TO THE FINANCIAL STATEMENTS
Years Ended March 31, 2025 and 2024

Investments and Fair Value Measurement

The Union reports its investments at fair value. Fair value is the price that would be received to sell an asset or paid to transfer a liability in an orderly transaction between market participants at the measurement date. A fair value measurement assumes that the transaction to sell the asset or transfer the liability occurs in the principal market for the asset or liability or, in the absence of a principal market, the most advantageous market. Valuation techniques that are consistent with the market, income or cost approach, as specified by authoritative guidance, are used to measure fair value.

The fair value hierarchy prioritizes the inputs to valuation techniques used to measure fair value into three broad levels:

Level 1 inputs are quoted prices (unadjusted) in active markets for identical assets or liabilities the Union has the ability to access.

Level 2 inputs (other than quoted prices included within level 1) are observable for the asset or liability, either directly or indirectly.

Level 3 inputs are unobservable inputs for the asset or liability and rely on management's own assumptions about the assumptions that market participants would use in pricing the asset or liability. The unobservable inputs are developed based on the best information available in the circumstances and may include the Union's own data.

The Union reports investments, including investments held by others, at fair value on a recurring basis. These investments are classified as level 1 and 3 within the fair value hierarchy.

Level 1 investments owned by the Union and listed on a National Securities Exchange are valued at the last recorded sales price as of the financial statement reporting date or, in the absence of recorded sales, at the last quoted bid price reported as of the financial statement reporting date.

Level 3 investment values are provided by the trustee who develops their valuations using the third-party monthly investment broker's statements. Due to the inaccessibility of these broker statements, as well as the Union's lack of control over the investing activity, the funds held in a trust are considered unobservable market inputs in accordance with authoritative guidance.

Realized and unrealized gains or losses are included as a component of investment return, net on the statement of activities. Gains and losses on investments are reported as changes in net assets without donor restrictions unless gains and losses on investments are restricted by a donor's explicit stipulation or by a law that extends a donor's restriction.

AMERICAN CIVIL LIBERTIES UNION OF MASSACHUSETTS, INC.
NOTES TO THE FINANCIAL STATEMENTS
Years Ended March 31, 2025 and 2024

Dividends are recorded on the ex-dividend date and interest is recorded on the accrual basis of accounting. Purchases and sales of securities are recorded on the trade date. In determining the gains (losses) realized on the sales of securities, the cost of securities sold is determined on a specific identification basis.

Leasehold Improvements

Leasehold improvements are stated at cost at the time of acquisition or fair value at the time of donation. Donated assets are considered unrestricted support unless the donor has restricted the donated asset for a specific purpose. Expenditures for maintenance and repairs are charged to expense as incurred; major renewals, additions and betterments are capitalized. When assets are sold or retired, the related costs and accumulated depreciation are removed from the respective accounts and any resulting gain or loss is credited or charged to operations. Depreciation is recorded on a straight-line basis over the shorter of the lease term or the useful life of the improvements.

Revenue Recognition

Membership Dues - Membership dues are considered to be contributions since the Union provides no direct benefit to the members. The Union recognizes membership fees as income upon receipt.

Contributions and Grants - The Union recognizes contribution and grant income in the year in which the contribution or grant is made. Contributions and grant income is recorded either as with or without donor restrictions, depending on the existence and/or nature of any donor/grantor-imposed restrictions. However, it is the policy of the Union to recognize contributions and grants with donor restrictions that are both received and fully expended during the same year as contributions without donor restrictions.

Bequests - Conditional contributions are recognized in the period in which the conditions are met.

Contributed Nonfinancial Assets - The Union records the value of donated noncash assets at fair value at the date of the donation. Donated services are recognized as contributions if the services (a) create or enhance nonfinancial assets, or (b) require specialized skills and are performed by people with those skills and would otherwise be purchased by the Union. Volunteers also provide a variety of program services throughout the year that are not recognized as contributions in the financial statements since the recognition criteria under generally accepted accounting principles were not met.

AMERICAN CIVIL LIBERTIES UNION OF MASSACHUSETTS, INC.
NOTES TO THE FINANCIAL STATEMENTS
Years Ended March 31, 2025 and 2024



Income Taxes

The Union is exempt from income taxes as a public charity under Section 501(c)(4) of the Internal Revenue Code. Management believes that the Union operates in a manner consistent with its tax-exempt status at both the state and federal levels.

The Union annually files IRS Form 990, *Return of Organization Exempt From Income Tax*, reporting various information that the IRS uses to monitor the activities of tax-exempt entities. These tax returns are subject to review by the taxing authorities, generally for a period of three years after they were filed. The Union currently has no tax examinations in progress.

Functional Allocation of Expenses

The financial statements report certain categories of expenses that are attributable to more than one program or supporting function. Therefore, these expenses require allocation on a reasonable basis that is consistently applied. The expenses that are allocated include compensation and benefits, which are allocated on the basis of job description, and estimates of time and effort. Depreciation and occupancy and all other indirect expenses are allocated on the basis of square footage or time and effort.

Estimates

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

Subsequent Events

Management of the Union has evaluated subsequent events through November 25, 2025, which is the date these financial statements were available to be issued.

AMERICAN CIVIL LIBERTIES UNION OF MASSACHUSETTS, INC.
NOTES TO THE FINANCIAL STATEMENTS
Years Ended March 31, 2025 and 2024



3. 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:

	2025	2024
Financial assets:		
Cash and cash equivalents	\$ 977,338	\$ 2,244,221
Investments, available for operations	2,349,526	4,134,828
Due from ACLU Foundation	-	61,404
Due from ACLU National	1,363,125	208,239
	4,689,989	6,648,692
Less those unavailable for general expenditure within one year, due to:		
Purpose restrictions	180,000	-
Financial assets available to meet general expenditure needs within one year	\$ 4,509,989	\$ 6,648,692

The Union has a policy to structure its financial assets to be available as its general expenditures, liabilities, and other obligations come due. The Union's goal is generally to maintain financial assets to meet six months of operating expenses. The investments of the Union are invested for long-term appreciation and current income but may be spent at the discretion of the Board.

4. Right-of-Use Asset and Lease Payable

Effective May 2022, the Union leases its facility under a noncancellable operating lease, expiring November 2032. In connection with the lease, the Union obtained a letter of credit from a financial institution amounting to \$357,129.

AMERICAN CIVIL LIBERTIES UNION OF MASSACHUSETTS, INC.
NOTES TO THE FINANCIAL STATEMENTS
Years Ended March 31, 2025 and 2024



The related cost of the right-of-use asset and accumulated amortization at March 31, 2025 and 2024 were as follows:

	<u>2025</u>	<u>2024</u>
Right-of-use asset - operating lease	\$ 7,366,761	\$ 7,366,761
Less accumulated amortization	<u>1,794,345</u>	<u>1,154,099</u>
 Total right-of-use asset - operating lease	 <u><u>\$ 5,572,416</u></u>	 <u><u>\$ 6,212,662</u></u>

The components of lease cost for the years ended March 31, 2025 and 2024 were as follows:

	<u>2025</u>	<u>2024</u>
Total gross operating lease cost	\$ 816,232	\$ 816,232
Less: amounts paid by ACLU Foundation for shared space	<u>(609,307)</u>	<u>(604,771)</u>
 Total lease cost	 <u><u>\$ 206,925</u></u>	 <u><u>\$ 211,461</u></u>

Other information related to the lease for the years ended March 31, 2025 and 2024 is as follows:

	<u>2025</u>	<u>2024</u>
Operating cash flows from operating leases	\$ (803,746)	\$ (787,986)
Weighted Average Remaining Lease Term	7.67 years	8.67 years
Weighted Average Discount Rate	2.76%	2.76%

AMERICAN CIVIL LIBERTIES UNION OF MASSACHUSETTS, INC.
NOTES TO THE FINANCIAL STATEMENTS
Years Ended March 31, 2025 and 2024



Future minimum lease payments under the noncancellable lease as of March 31, 2025 were as follows:

<u>Year Ending</u>	
March 31, 2026	\$ 819,821
March 31, 2027	836,218
March 31, 2028	852,942
March 31, 2029	870,001
March 31, 2030	887,400
Thereafter	<u>2,452,236</u>
Total future minimum lease payments	6,718,618
Less imputed interest	<u>685,548</u>
Total	6,033,070
Less current portion of lease payable	<u>661,586</u>
Lease payable, long-term	<u><u>\$ 5,371,484</u></u>

5. Investments

The Union's investments and investments held by others are presented in the financial statements at their aggregate fair value and consist of the following:

	March 31, 2025		
	<u>Level 1</u>	<u>Level 3</u>	<u>Total</u>
Cash and cash equivalents	\$ 477,290	\$ -	\$ 477,290
Mutual funds			
International funds	4,372,350	-	4,372,350
Bond index funds	5,163,075	-	5,163,075
Stock index funds	5,898,776	-	5,898,776
Investments held by others	<u>-</u>	<u>67,222</u>	<u>67,222</u>
Total	<u><u>\$ 15,911,491</u></u>	<u><u>\$ 67,222</u></u>	<u><u>\$ 15,978,713</u></u>

AMERICAN CIVIL LIBERTIES UNION OF MASSACHUSETTS, INC.
NOTES TO THE FINANCIAL STATEMENTS
Years Ended March 31, 2025 and 2024

	March 31, 2024		
	Level 1	Level 3	Total
Cash and cash equivalents	\$ 782,141	\$ -	\$ 782,141
Mutual funds			
International funds	3,419,166	-	3,419,166
Bond index funds	3,970,854	-	3,970,854
Stock index funds	5,530,556	-	5,530,556
Investments held by others	-	64,902	64,902
Total	\$ 13,702,717	\$ 64,902	\$ 13,767,619

A reconciliation of investments measured at fair value using significant unobservable inputs (level 3) for the years ended March 31, 2025 and 2024 is as follows:

	2025	2024
Beginning balance	\$ 64,902	\$ -
Contributions	-	61,594
Distributions	(2,522)	-
Change in fair value	4,842	3,308
Ending balance	\$ 67,222	\$ 64,902

Investments Held by Others

In 1997, the National Foundation established the Bill of Rights Trust Endowment (the "BOR endowment"). The purpose of the BOR endowment, a portion of which is an endowment fund of the Union, is to build an enduring endowment to carry out the work of the National Foundation and its affiliates in protecting, preserving and expanding the civil liberties of all persons in the United States of America. The Endowment has 100,000,000 authorized units, which are issued to or among the Union and affiliates based upon their respective interests in the BOR endowment. Unit shares held by the affiliates have a unit value based upon the fair value of the net assets of the BOR endowment divided by the total number of unit shares outstanding. The BOR endowment provides for annual distributions to the Union and affiliates in accordance with the Union's approved spending policy, prorated in accordance with the percentage of the fair value of each unit share. The investment goal of the BOR endowment is to invest assets in a prudent manner that will produce a reasonable distribution to the National Foundation and affiliated foundations and provide long-term growth in value of these assets.

AMERICAN CIVIL LIBERTIES UNION OF MASSACHUSETTS, INC.
NOTES TO THE FINANCIAL STATEMENTS
Years Ended March 31, 2025 and 2024

The Union’s share of this endowment is subject to certain withdrawal limitations as disclosed in the BOR endowment agreement. Under the National spending policy, the Union receives a distribution equal to 4% of the three-year average unit value of the fair value of investments at the beginning of each of the preceding fiscal years. Distributions are typically in the form of cash or additional unit shares of the fund. During the year ended March 31, 2025, the Union received a distribution of \$2,522. No distributions were issued during the year ended March 31, 2024.

6. Net Assets

A summary of net assets is as follows:

	2025	2024
Net Assets without Donor Restrictions	\$ 17,358,772	\$ 15,450,115
Net Assets With Donor Restrictions		
Subject to expenditure for specific purpose:		
BIPOC to the Ballot	160,000	-
Racial justice	20,000	-
Subject to restriction in perpetuity:		
BOR Endowment	67,222	64,902
Total net assets with donor restrictions	247,222	64,902
Total net assets	\$ 17,605,994	\$ 15,515,017

7. Contributed Nonfinancial Assets

The Union actively solicits and receives support from the community and local businesses in the form of contributed goods and services related to its efforts in responding to local needs, fundraising and performing administrative functions.

For the years ended March 31, 2025 and 2024, the Union received donated legal services of \$26,805 and \$40,454, respectively, which was recorded in the statements of activities. The Union records the value of contributed nonfinancial assets at fair value at the date of the donation based on the value determined by the donor.

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8. Commitments and Contingencies

Legal Contingencies

The Union is from time to time involved in legal actions arising in the ordinary course of business. Management is of the opinion that the ultimate outcome of these matters will not have a material adverse impact on the financial position of the Union or the results of its activities.

Collective Bargaining Agreement

The Union had a collective bargaining agreement, which expired June 30, 2023, with certain employees, including two full-time equivalents. The agreement included provisions including but not limited to vacation accruals, normal working hours, etc. A new agreement was entered into, effective October 1, 2025, which expires on September 30, 2030. Under the new agreement, a one-time salary adjustment, applicable to one employee, was made retroactive to April 1, 2025.

Operating Leases

The Union also has several leases that are not required to be reported on the statements of financial position. The future minimum lease payments under these short-term or cancellable leases as of March 31, 2025 were as follows:

<u>Year Ending</u>	
March 31, 2026	\$ 12,900
March 31, 2027	7,800
March 31, 2028	7,600
March 31, 2029	7,600
March 31, 2030	<u>7,600</u>
Total	<u><u>\$ 43,500</u></u>

9. Retirement Plans

Pension Plan

The Union participates in a non-contributory defined benefit plan, the American Civil Liberties Union Retirement Plan, through the National Union. The plan covers all employees hired before April 1, 2009 who satisfied minimum age and service requirements. Benefits are paid to eligible employees at retirement based on years of service and average career compensation.

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The total pension expense is allocated to the Union based on the number of participating employees. Pension expense amounted to \$117,185 and \$134,512 for the years ended March 31, 2025 and 2024, respectively, and is included with employee benefits on the accompanying statements of functional expenses.

As of April 1, 2009, the National Union instituted a “soft freeze” on the plan. Employees hired on or after April 1, 2009 are enrolled in the National Union’s 401(k) plan.

The National Union’s defined benefit plan is currently underfunded according to actuarial projections. A portion of the National Union’s unfunded liability is for the employees of the Union. Accumulated plan benefits information provided by consulting actuaries has not been distinguished from the benefits of this affiliated organization that is participating in the pension plan and accordingly, such information is not presented herein. As of March 31, 2025 and 2024, the financial statements of the pension plan reflected the fair value of plan assets of \$167,740,947 and \$162,455,894, and a projected benefit obligation of \$166,419,971 and \$163,368,146, respectively. As the liability directly related to the Union is not known, no liability has been recorded in the accompanying financial statements.

401(k) Plan

The Union participates in the National ACLU’s 401(k) plan which covers substantially all of its employees who meet certain eligibility requirements. Under the plan, employees may voluntarily contribute pre-tax compensation subject to IRS regulations related to dollar limits. The Union will match 100% of the first 1% of employee contributions plus 50% of the next 5% of employee contributions. Additionally, the Union makes an automatic employer contribution of 2% each pay period. The Union’s employer contributions vest after two years of employment. Total Union contributions for the years ended March 31, 2025 and 2024 were \$53,350 and \$47,414, respectively, and are included in employee benefits in the accompanying statements of functional expenses.

10. Related Party Transactions

The Foundation

The Union is affiliated with the Foundation through shared management and administrative costs. The Foundation charged the Union \$1,418,636 and \$1,436,977, respectively, for salaries, benefits and related payroll taxes and \$446,516 and \$348,494, respectively, for other administrative expenses for the years ended March 31, 2025 and 2024. Additionally, the Union shares its facilities with Foundation staff. As a result, a portion of the rent expense is charged to the Foundation for its proportional share of the rent based on the amount of space utilized by Foundation employees. The Union charged the Foundation \$620,848 and \$628,862 for its share of the rent and other occupancy related expense for the years ended March 31, 2025 and 2024, respectively. As of March 31, 2025, the Union recorded a payable totaling \$141,266, and as of March 31, 2024, a receivable totaling \$61,404, related to the transactions described above.

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The National Union

The Union is an affiliate of the National Union. The Union receives funds from the National Union for allocated membership contributions made directly to the National Union. The total funds allocated to the Union for members located in Massachusetts were \$2,998,780 and \$1,960,786 for the years ended March 31, 2025 and 2024, respectively. Additionally, during the years ended March 31, 2025 and 2024, the National ACLU granted the Union \$427,175 and \$44,000, respectively, which is included in grant income in the accompanying financial statements.

In addition, in accordance with the affiliation agreement, the Union receives certain shared contributions and bequests as defined in that agreement. As of March 31, 2025 and 2024, total amounts due from the National Union include shared revenue of \$315,168 and \$87,519, respectively, and membership fees of \$1,047,957 and \$120,720, respectively.

During the year ended March 31, 2024, the National Union increased the cost factor used to calculate the allocation of membership contributions to the Union, retrospectively effective to April 1, 2023. As a result, the Union has recorded an estimated payable to the National Union of \$237,175 as of March 31, 2024. There was no payable balance as of March 31, 2025.

11. Concentrations of Risk

Financial instruments that potentially subject the Union to concentrations of credit risk consist principally of cash and cash equivalents and investments.

The Union maintains its cash accounts in one financial institution. The balance at the institution is insured by the Federal Deposit Insurance Corporation up to \$250,000. Cash balances in excess of \$250,000 are generally uninsured. At March 31, 2025, the uninsured portion of this balance was approximately \$763,000. The Union monitors its exposure with regard to cash and cash equivalents and has not experienced losses on such accounts.

Investment securities are exposed to various risks, such as interest rate, market and credit risks. Due to the level of risk associated with certain investment securities, it is possible that changes in values of investment securities could occur in the near term and that such changes could materially affect investment balances and activity included in the financial statements. The Union has a diversified portfolio for all of its investments and retains an investment advisor to attain a prudent level of diversification in an attempt to minimize potential risk associated with investment securities to the extent possible.