



Kristine Sayrafe
Alfriero and Lucia Palestro Foundation
333 Sylvan Avenue, Suite # 100
Englewood Cliffs, NJ 07632

BOARD MEMBERS

Paul Coller
President

Dr. Paula Madison Ryner
Vice President

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James LoPresti
Joshua Perez
Natalie Robinson
Maria Spina
Jacob Thomas
David Warshaw

Shara Nadler
Chief Executive Officer

July 22, 2025

Dear Ms. Sayrafe,

Please see the enclosed application to the Alfiero and Lucia Palestro Foundation, requesting \$25,000 in grant support for the portfolio of Senior Services offered by Bergen Volunteers. We appreciate this opportunity to share about the needs we have seen among the older adults in our area, and the ways in which our programs address them.

With many thanks,

A handwritten signature in black ink that reads "Shara Nadler". The signature is fluid and cursive, with a horizontal line extending from the end of the last name.

Shara Nadler
CEO

*Alfiero & Lucia Palestro*n Foundation, Inc.

A Tax Exempt Private Foundation

333 Sylvan Avenue, Suite # 100

Englewood Cliffs, NJ 07632

Phone (201) 568-8000 Fax (201) 568-6973

E-mail: info@palestroni.com

2025 ALFIERO & LUCIA PALESTRONI FOUNDATION GRANT APPLICATION

1. Name of Organization: Volunteer Center of Bergen County, Inc.
doing business as Bergen Volunteers

2. Address of Headquarters Office: 50 Eisenhower Drive
Paramus, NJ 07652

3.

Telephone: 201.489.9454 **Fax:** 201.489.1995

E-mail: snadler@bergenvolunteers.org

Website: <https://www.bergenvolunteers.org>

4. Date Organized: 1966

5. Date and Place of Incorporation: December 30, 1966, Trenton, NJ

6. Federal Tax Exempt Status: 501(c)(3)

Please include IRS Code Determination and a Copy of IRS letter as Exhibit 1.

7. Staff Head

Name: Shara Nadler

Title: Chief Executive Officer

Volunteer or Compensated: Compensated

Amount of Compensation/Benefits (if any): \$140,000

8. Staff Head

Name: Donna Leibe

Title: Administrative Director

Volunteer or Compensated: Compensated

Amount of Compensation/Benefits (if any) \$82,681

Kindly list Officer/Members or the Board of Directors with Compensation/Benefits (if any) if they serve as Management as Exhibit 2.

9. Chief Purpose of the Organization:

The core purpose of Bergen Volunteers is to turn community concern into meaningful action through volunteerism. We inspire, train, and develop individuals to maximize their impact as volunteers throughout Bergen County, NJ. Our mission is to provide human services and training programs to improve lives and strengthen communities. These volunteer-driven programs address a range of needs, including youth mentoring, senior care, family support, and professional development.

10. Brief History of the Organization:

Bergen Volunteers was founded in 1966 by members of the Junior League, with the goal of connecting residents of Bergen County, NJ, with meaningful volunteer opportunities to support neighbors in need. Since then, it has grown into a vital organization that delivers direct services, provides essential resources, and supports youth and rising professionals to create positive change in their communities.

Bergen Volunteers offers no-cost programs to under-resourced individuals, including at-risk youth, low-income families, veterans, vulnerable seniors, individuals with disabilities, and others facing economic hardship. Each year, our programs impact over 8,000 lives, and 500+ volunteers have devoted over 25,000 service hours to uplift Bergen County. To date, Bergen Volunteers has served over 380,000 residents across Bergen County and the surrounding areas.

11. Brief Description of the Organization's Programs in the Most Recent Year:

Please include descriptive materials, publications, etc. as Exhibit 3.

Bergen Volunteers offers unique programs and services that address many of the county's most pressing needs. Our **Mentoring** program has connected trained adult mentors with more than 4500 children and caregivers who are facing significant personal challenges. **Bergen READS** promotes youth literacy by pairing reading buddies with more than 200 Title I school students. Our Senior Service programs provide companionship and friendly assistance to isolated seniors and those with disabilities, helping with tasks such as light housekeeping and errands (**CHEER**) and home maintenance (**CHORE**). Our IRS-certified Volunteer Income Tax Assistance (**VITA**) offers free 1:1 tax preparation assistance and has generated nearly \$1 million in returns for low-income residents. Fund drives like **Campership** and **All Wrapped Up** enable low-income families to send their children to camp and provide them with meaningful holiday gifts. Our hands-on **LEADS** and **Teen LEADS** programs develop the future leaders of the county through mentorship, site visits, and leadership activities.

12. Names of Six Major Contributors:

Please include amount of support given by each last year.

| | |
|------------------------------|-----------------|
| 1. Lillian P. Schenck Fund | Amount \$40,000 |
| 2. Achelis & Bodman | Amount \$25,000 |
| 3. Shirvan Family Foundation | Amount \$20,000 |
| 4. Palestroini Foundation | Amount \$10,000 |
| 5. TD Bank | Amount \$10,000 |
| 6. The Boldger Foundation | Amount \$10,000 |

13. Three Most Important Needs for Funding by the Palestroini Foundation and the amount you seek for each:

Please list in order of priority.

Bergen Volunteers is seeking funding from the Palestroini Foundation to support our portfolio of Senior Service programs, which help older adults age in place with dignity, safety, and social connection—addressing the growing risks faced by Bergen County’s senior population. Our three most urgent funding needs include the **Amy and Mark Shirvan Senior Safety Initiative**, **CHEER**, and **CHORE**.

Bergen Volunteers is deeply committed to supporting older adults in aging in place—an essential factor in maintaining independence, health, and quality of life. In Bergen County, where the older adult population exceeds 236,789 residents, many face serious and significant challenges in maintaining their homes. Approximately 35% of these individuals live alone, placing them at high risk of falls, loneliness, and social isolation (Bergen County Strategic Plan on Aging, 2022-2024). Through our Senior Services programs, Bergen Volunteers helps older adults age in place safely. All senior programs services are provided at no cost to participants.

1. CHEER: CHEER uplifts some of Bergen County’s most isolated populations by providing seniors and those with disabilities with regular companionship. Trained volunteers are paired with participants for weekly visits, where they provide emotional support, assist with simple tasks like shopping and laundry, and maintain a connection between participants and their community. In 2024 alone, our enthusiastic volunteers provided more than 5600 hours of service to nearly 100 clients. These social hours are critical for those who are living alone: the National Institute on Aging identified that loneliness increases the risk of premature death by 26%. Many of our clients face higher risk because they suffer from chronic health and mobility issues or lack access to familial care. Seventy-five percent of our Senior Services participants subsist on low-to-moderate incomes. Participants have expressed the power of the program: Anne, a local senior, wrote that she “would not be able to survive without Tasha,” her CHEER partner.

Amount: \$10,000

2. CHORE: With skilled volunteer crews dispatched every weekday, the CHORE program helps seniors and those with disabilities remain safe in their homes by offering repair services and home maintenance. Tasks such as installing a handrail, replacing a smoke detector, or weatherproofing a window can be dangerous obstacles for seniors and those with disabilities. Our CHORE volunteers use proper skills and tools to address safety concerns, providing clients with care, comfort, and

peace of mind. CHORE volunteers fix leaky faucets, replace light switches and outlets, and install grab bars, indoor railings, doorbells, locks, carbon monoxide detectors, and smoke alarms. When the seasons change, CHORE volunteers will help with either installing or removing window AC units. These essential repairs and tasks help ensure seniors can move through their homes with confidence and security. The results are clear: over 97% of our clients age in place without needing institutional placement, living with dignity in the homes they love. CHORE volunteers care for 60-90 homes each week, touching the lives of more than 1,250 unique clients each year.

Amount: \$7,500

3. AMY AND MARK SHIRVAN SENIOR SAFETY INITIATIVE: Our newest program, the Amy and Mark Shirvan Family Senior Safety Initiative (AMSFSSI), is dedicated to identifying safety risks in the homes of older adults to help prevent falls and other serious injuries. Through thorough home safety evaluations, AMSFSSI works to reduce hazards, enabling seniors to feel safer and more secure in their daily lives. Trained staff and volunteers assess each participant's home to improve safety and well-being. Interventions may include removing trip hazards, checking smoke detectors, improving lighting, replacing hazardous furniture, and recommending safety modifications like grab bars or non-slip mats. Along with a list of suggested home improvements and referrals to our CHORE program, volunteers provide a list of local vendors who can complete larger repairs. Volunteers are also trained to identify socio-emotional risks among clients, and referrals are made to the CHEER program and other community resources. This program leverages the network that Bergen Volunteers has developed as a hub of community resources, connecting high-risk seniors to a wealth of local resources. Every visit provides practical improvements and reassurance that someone is looking out for their well-being.

Amount: \$7,500

14. Are Funds Donated to or Raised by the Organization Passed on to Other Charities? No

If yes, please list the charities and the amounts given to each in the last two years.

[n/a]

15. Gross Income in 2024: \$1,221,943

Program Expense in 2024: \$925,085

Management and General Costs in 2024: \$72,942

Fund Raising Costs in 2024: \$133,804

16. Copy of the Most Recent Financial Audit or Year End Financial Report.

Please enclose as Exhibit 4.

17. Copy of the Most Recent IRS 990 and Schedule A.

Please enclose as Exhibit 5.

18. Copy of Current Budget.

Please enclose as Exhibit 6.

19. Copy of the Current Annual Report if available.

Please enclose as Exhibit 7.

***PLEASE ENCLOSE ANY OTHER DOCUMENTATION WHICH YOU FEEL WOULD BE OF
INTEREST AND/OR ASSISTANCE TO THE TRUSTEES AS EXHIBIT 8.***

Ex. 1

Internal Revenue Service

Date: June 14, 2007

VOLUNTEER CENTER OF BERGEN
COUNTY INC
% ROBERT MALESARDI AND COMPANY
64 PASSAIC ST
HACKENSACK NJ 07601-4309

Department of the Treasury
P. O. Box 2508
Cincinnati, OH 45201

Person to Contact:

Ms. Mills 31-08706
Customer Service Representative

Toll Free Telephone Number:
877-829-5500

Federal Identification Number:
22-1821282

Dear Madam:

This is in response to your request of June 14, 2007, regarding your organization's tax-exempt status.

In November 1969 we issued a determination letter that recognized your organization as exempt from federal income tax. Our records indicate that your organization is currently exempt under section 501(c)(3) of the Internal Revenue Code.

Our records indicate that your organization is also classified as a public charity under sections 509(a)(1) and 170(b)(1)(A)(vi) of the Internal Revenue Code.

Our records indicate that contributions to your organization are deductible under section 170 of the Code, and that you are qualified to receive tax deductible bequests, devises, transfers or gifts under section 2055, 2106 or 2522 of the Internal Revenue Code.

If you have any questions, please call us at the telephone number shown in the heading of this letter.

Sincerely,



Michele M. Sullivan, Oper. Mgr.
Accounts Management Operations 1

Ex. 2



2025 Board of Trustees

Paul Coller, President

Retired HR Professional

Michael Glicksman, Vice President

Chapter Chair, SCORE

Retired Business Owner, Viziflex Seels, Inc

Joshua Perez, Secretary

Senior Finance and Economics

Professional

Jacob Thomas, Treasurer

Investment Advisor, PNC

Carlos Andujar

Commercial Banking Professional, M&T
Bank

Beth Figman

Retired Nonprofit Leader and Community
Advocate

Stephen Kalsih

Retired Corporate Executive, Xylem Inc. &
ITT Corporation

Dr. Paula Madison Ryner, Vice President

Healthcare Administrator

Jim Prussak

CEO, Applause Home Care, LLC

Natalie Robinson

Human Resources Professional

Ex. 3

BERGEN VOLUNTEERS



Providing human service and training programs to improve lives and strengthen communities since 1966.



Bergen READS

250 students receive individualized literacy support



CHEER

More than 3,900 hours of service for more than 70 elderly residents



CHORE

1,180+ home safety measures implemented



Mentoring

40 mentoring matches achieve new goals each year

8,000 lives impacted annually

through Civic Leadership, Community Engagement, and Volunteer programs



Bergen LEADS

10 months of interactive leadership development



VITA

\$1,300 average returns for 350+ individuals



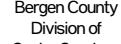
All Wrapped Up

500+ families match with donors to receive gifts for the holidays



Redefining Retirement

Over 100 new retirees shared skills to help local nonprofits.



2.4 million or one-in-four New Jersey residents suffer from loneliness. The risk of developing depression from loneliness is higher among older, isolated members of the community.

— New Jersey Department of Human Services



**BERGEN
VOLUNTEERS**

The CHEER program enables homebound seniors in Bergen County to live safely and independently in their homes by matching them with volunteers from the community who provide support to run essential errands.

Caring. Helping. Engaging. Encouragement. Resources.

C H E E R

Who we serve

- Individuals with disabilities, cognitive impairments, or physical challenges
- Those who lack the social resources of friends and family
- Seniors 60+ who are homebound or isolated

What we offer

- Companionship
- Grocery delivery
- Socialization
- Assistance with errands
- Weekly wellness checks
- Connection with partner agencies

Impact and benefits

- Combat isolation and reduce effects of depression in the elderly & alone
- 97% of CHEER clients avoid entering a full time care facility
- Volunteers devote 5,000 hours of service each year

5,400+ volunteer hours annually



When the CHEER program matched me with my volunteer, my heart jumped for joy. My volunteer is dependable, kind, and a wonderful person that truly cares about me and my well-being.

— Gladys, CHEER recipient

70+ senior citizens registered each year

To inquire about services or to volunteer, contact Michele Ogden, CHORE Program Manager:

201.489.9456

mogden@bergenvolunteers.org

More than 50% of New Jersey retired senior-only households are economically insecure. Those with a disability who live alone are more likely to face financial insecurity, making it difficult to age in place with dignity.

— New Jersey Department of Human Services



Since 1977, CHORE has helped more than 22,000 elderly residents and those with disabilities live independently by providing minor home repairs, implementing safety measures, and offering wellness checks.

9,900+ hours of
volunteer service
in 2024

CHORE

Community Helpers Offering Repairs and Essentials

2,500+ minor
home repairs &
upgrades in 2024

Who We Serve

- Individuals with low-income
- Those with disabilities, cognitive impairments, or physical challenges
- People who lack the social support of friends or family
- Residents of Bergen County who are 60 years and older

Services Offered

- Grab bar installation
- Electrical & plumbing repair
- Air conditioning unit installation and removal
- Door lock upgrade
- Indoor railing installation
- Light fixture maintenance and more!

Impact and Benefits

Promote
independent
living

Socialize
with the
community

Reduce the
risk of
injuries

Save on
costly
repairs

Receive
watchful
support



No fees. Donations gladly accepted.

To make an appointment or to volunteer your services, contact Michele Ogden, CHORE Program Manager:

201.489.9456

mogden@bergenvolunteers.org



**The Amy & Mark Shirvan Family
Senior Safety Initiative**

**FREE HOME SAFETY
EVALUATIONS***

FOR SENIORS 60+

- 1 Keeping seniors safe in their homes.**
- 2 Caring volunteers perform home safety evaluations.**
- 3 Providing safety recommendations to prevent injuries and falls.**

For more information

 201.489.6106

 50 Eisenhower Dr. Paramus

 BergenVolunteers.org



**Home Safety Evaluations are conducted by trained volunteers, not licensed professionals such as home inspectors or skilled tradesmen. Bergen Volunteers conducts these evaluations to the best of its ability & does not warrant that these evaluations are all inclusive.*

Ex. 4

VOLUNTEER CENTER OF BERGEN COUNTY, INC.

**Financial Statements
December 31, 2024
(with summarized comparative financial information as
of and for the year ended December 31, 2023)**

VOLUNTEER CENTER OF BERGEN COUNTY, INC.

FINANCIAL STATEMENTS

December 31, 2024

(with summarized comparative financial information as
of and for the year ended December 31, 2023)

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MALESARDI, QUACKENBUSH, SWIFT & COMPANY LLC

Certified Public Accountants
155 North Dean Street, Suite 5
Englewood, New Jersey 07631
201-567-4100
FAX 201-567-3461

INDEPENDENT AUDITORS' REPORT

To the Board of Directors of
Volunteer Center of Bergen County, Inc.

Report on the Audit of the Financial Statements

Opinion

We have audited the accompanying financial statements of Volunteer Center of Bergen County, Inc. (a nonprofit organization), which are comprised of the statement of financial position as of December 31, 2024, and the related statements of activities, functional expenses, and cash flows for the year then ended, and the related notes to the financial statements.

In our opinion, the financial statements present fairly, in all material respects, the financial position of Volunteer Center of Bergen County, Inc. as of December 31, 2024, and the changes in its net assets and its cash flows for the year then ended in accordance with accounting principles generally accepted in the United States of America.

Basis for Opinion

We conducted our audit in accordance with auditing standards generally accepted in the United States of America and the standards applicable to financial audits contained in *Government Auditing Standards* issued by the Comptroller General of the United States. Our responsibilities under those standards are further described in the Auditors' Responsibilities for the Audit of the Financial Statements section of our report. We are required to be independent of Volunteer Center of Bergen County, Inc. 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 opinions.

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 Volunteer Center of Bergen County, Inc.'s ability to continue as a going concern within 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 and *Government Auditing Standards* will always detect a material misstatement when it exists. The risk of not detecting a material misstatement resulting from fraud is higher than for one resulting from error, as fraud may involve collusion, forgery, intentional omissions, misrepresentations, or the override of internal control. Misstatements are considered material if there is a substantial likelihood that, individually or in the aggregate, they would influence the judgment made by a reasonable user based on the financial statements.

In performing an audit in accordance with generally accepted auditing standards and *Government Auditing Standards*, we:

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

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

Report on Summarized Comparative Information

We have previously audited Volunteer Center of Bergen County, Inc.'s 2023 financial statements, and we expressed an unmodified audit opinion on those audited financial statements in our report dated March 29, 2024. In our opinion, the summarized comparative information presented herein as of and for the year ended December 31, 2023, is consistent, in all material respects, with the audited financial statements from which it has been derived.

Supplementary Information

Our audit was conducted for the purpose of forming an opinion on the financial statements as a whole. The accompanying schedule of activities - program services, schedule of functional expenses - program services, schedule of expenditures of county awards, and schedule of expenditures of federal and state awards are presented for purposes of additional analysis and are 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 supplemental information 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 April 10, 2025 on our consideration of Volunteer Center of Bergen County, Inc.'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 Volunteer Center of Bergen County, Inc.'s internal control over financial reporting or on compliance. That report is an integral part of an audit performed in accordance with *Government Auditing Standards* in considering Volunteer Center of Bergen County, Inc.'s internal control over financial reporting and compliance.

Malesardi, Quackenbush Swift & Company

Englewood, New Jersey
April 10, 2025

VOLUNTEER CENTER OF BERGEN COUNTY, INC.

STATEMENT OF FINANCIAL POSITION

December 31, 2024

(with comparative financial information as of December 31, 2023)

ASSETS

| | 2024 | 2023 |
|---|---------------------|---------------------|
| ASSETS: | | |
| Cash and equivalents | \$ 982,082 | \$ 883,428 |
| Custodial accounts | 64,485 | 65,870 |
| Investments | 26,976 | 17,978 |
| Grants receivable | 76,876 | 86,917 |
| Other receivables | 85,654 | 59,811 |
| Prepaid expenses | 15,588 | 16,975 |
| Property and equipment, net | 47,739 | 59,101 |
| Intangible assets, net | 9,313 | 11,853 |
| Operating lease right-of-use asset, net | 240,970 | - |
| Security deposit | 4,583 | - |
| Total Assets | \$ 1,554,266 | \$ 1,201,933 |

LIABILITIES AND NET ASSETS

| | | |
|--------------------------------------|---------------------|---------------------|
| LIABILITIES: | | |
| Accounts payable | \$ 31,229 | \$ 28,737 |
| Deferred income | 44,490 | 21,160 |
| Due to projects | 64,482 | 65,867 |
| Operating lease obligation | 245,476 | - |
| Economic Injury Disaster Loan | 134,030 | 141,722 |
| Total Liabilities | 519,707 | 257,486 |
| NET ASSETS: | | |
| Without donor restrictions | 688,462 | 648,406 |
| With donor restrictions | 346,097 | 296,041 |
| Total Net Assets | 1,034,559 | 944,447 |
| Total Liabilities and Net Assets | \$ 1,554,266 | \$ 1,201,933 |

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

VOLUNTEER CENTER OF BERGEN COUNTY, INC.

STATEMENT OF ACTIVITIES

For the Year Ended December 31, 2024

(with summarized comparative financial information for the year ended December 31, 2023)

| | Without Donor Restrictions | | | 2024 | | 2023 | |
|---------------------------------------|----------------------------|------------------------|------------------|----------------------------|-------------------------|---------------------|-------------------|
| | Program Services | Management and General | Fundraising | Without Donor Restrictions | With Donor Restrictions | Total | Total |
| PUBLIC SUPPORT: | | | | | | | |
| Grant revenue | \$ 547,025 | \$ 3,377 | \$ - | \$ 550,402 | \$ - | \$ 550,402 | \$ 609,665 |
| Contributions and individual giving | 135,707 | - | 109,843 | 245,550 | 34,157 | 279,707 | 231,183 |
| Foundation grants | 67,549 | - | 15,200 | 82,749 | 98,500 | 181,249 | 117,045 |
| Gifts in-kind | 21,055 | - | 13,832 | 34,887 | 34,887 | 34,887 | 16,276 |
| Net assets released from restrictions | 82,601 | - | - | 82,601 | (82,601) | - | - |
| Total Public Support | <u>853,937</u> | <u>3,377</u> | <u>138,875</u> | <u>996,189</u> | <u>50,056</u> | <u>1,046,245</u> | <u>974,169</u> |
| REVENUE: | | | | | | | |
| Investment return | - | 2,065 | 32,557 | 34,622 | - | 34,622 | 29,867 |
| Service fees | 67,632 | - | 8,000 | 75,632 | - | 75,632 | 70,653 |
| Special events | - | - | 23,156 | 23,156 | - | 23,156 | - |
| Revolving fund income | 42,288 | - | - | 42,288 | - | 42,288 | 36,484 |
| Miscellaneous income | - | - | - | - | - | - | 6 |
| Total Revenue | <u>109,920</u> | <u>2,065</u> | <u>63,713</u> | <u>175,698</u> | <u>-</u> | <u>175,698</u> | <u>137,010</u> |
| Total Public Support and Revenue | <u>963,857</u> | <u>5,442</u> | <u>202,588</u> | <u>1,171,887</u> | <u>50,056</u> | <u>1,221,943</u> | <u>1,111,179</u> |
| EXPENSES: | | | | | | | |
| Program services | 925,085 | - | 925,085 | - | 925,085 | 744,896 | |
| Management and general | - | 72,942 | - | 72,942 | - | 72,942 | 45,973 |
| Fundraising | - | - | 133,804 | 133,804 | - | 133,804 | 100,364 |
| Total Expenses | <u>925,085</u> | <u>72,942</u> | <u>133,804</u> | <u>1,131,831</u> | <u>-</u> | <u>1,131,831</u> | <u>891,233</u> |
| CHANGE IN NET ASSETS | <u>\$ 38,772</u> | <u>\$ (67,500)</u> | <u>\$ 68,784</u> | <u>40,056</u> | <u>50,056</u> | <u>90,112</u> | <u>219,946</u> |
| NET ASSETS, Beginning of Year | | | | 648,406 | 296,041 | 944,447 | 724,501 |
| NET ASSETS, End of Year | | | | <u>\$ 688,462</u> | <u>\$ 346,097</u> | <u>\$ 1,034,559</u> | <u>\$ 944,447</u> |

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

VOLUNTEER CENTER OF BERGEN COUNTY, INC.

STATEMENT OF FUNCTIONAL EXPENSES

For the Year Ended December 31, 2024

(with summarized comparative financial information for the year ended December 31, 2023)

| | 2024 | | | | 2023 |
|-----------------------------------|-------------------|------------------------|-------------------|---------------------|-------------------|
| | Program Services | Management and General | Fundraising | Total | Total |
| Salaries | \$ 579,413 | \$ 11,813 | \$ 37,820 | \$ 629,046 | \$ 491,045 |
| Payroll taxes | 55,214 | 3,094 | 9,205 | 67,513 | 46,106 |
| Workers' compensation | 2,202 | 181 | 359 | 2,742 | 1,726 |
| Medical insurance | 10,177 | 3,640 | 7,958 | 21,775 | 17,287 |
| Office supplies | 5,671 | 859 | 430 | 6,960 | 6,879 |
| Rent | 43,637 | 5,547 | 5,537 | 54,721 | 48,746 |
| Telephone | 12,222 | 1,000 | 1,001 | 14,223 | 13,969 |
| Postage | 1,806 | 190 | 1,411 | 3,407 | 2,105 |
| Printing and public relations | 1,719 | 1,155 | 6,898 | 9,772 | 5,199 |
| Maintenance, rentals, and repairs | - | 460 | - | 460 | 901 |
| Website maintenance | 16,677 | 5,194 | 17,033 | 38,904 | 31,287 |
| Software maintenance | - | - | - | - | 161 |
| Staff travel | 823 | - | 662 | 1,485 | 1,149 |
| Staff conference and training | - | - | 2,298 | 2,298 | 1,344 |
| Volunteer center insurance | 27,554 | 2,194 | 2,330 | 32,078 | 26,897 |
| Volunteer insurance | 1,324 | - | - | 1,324 | 1,482 |
| Professional fees | 16,515 | 6,191 | 11,555 | 34,261 | 66,842 |
| Dues and membership | 151 | 26 | 1,661 | 1,838 | 1,428 |
| Volunteer recognition | 510 | 1,350 | 100 | 1,960 | 3,907 |
| Special events | - | - | 8,823 | 8,823 | - |
| Program activities | 70,806 | 19,735 | 2,153 | 92,694 | 53,293 |
| Bank fees | 4,118 | 809 | 2,738 | 7,665 | 5,371 |
| Revolving fund | 42,829 | - | - | 42,829 | 31,601 |
| Depreciation and amortization | 10,662 | 9,248 | - | 19,910 | 16,232 |
| Gifts in-kind | 21,055 | - | 13,832 | 34,887 | 16,276 |
| Miscellaneous | - | 256 | - | 256 | - |
| Total | \$ 925,085 | \$ 72,942 | \$ 133,804 | \$ 1,131,831 | \$ 891,233 |

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

VOLUNTEER CENTER OF BERGEN COUNTY, INC.

STATEMENT OF CASH FLOWS
For the Year Ended December 31, 2024
(with comparative financial information for the year ended December 31, 2023)

| | 2024 | 2023 |
|--|----------------------------|--------------------------|
| CASH FLOWS FROM OPERATING ACTIVITIES: | | |
| Change in net assets | \$ 90,112 | \$ 219,946 |
| Adjustments to reconcile change in net assets to net cash provided by operating activities: | | |
| Depreciation and amortization | 19,910 | 16,232 |
| Realized gain on investments | (99) | (58) |
| Unrealized (gain) loss on investments | 1,130 | (4,514) |
| Amortization of operating right of use asset - operating lease | 3,676 | - |
| Change in grants receivable | 10,041 | 2,587 |
| Change in other receivables | (25,843) | (18,625) |
| Change in prepaid expenses | 1,387 | (5,527) |
| Change in security deposit | (4,583) | - |
| Change in accounts payable | 2,492 | 7,320 |
| Change in deferred income | 23,330 | (20,149) |
| Change in due to projects | (1,385) | (8,700) |
| Change in operating lease obligation | 831 | - |
| Net Cash Provided by Operating Activities | <u>120,999</u> | <u>188,512</u> |
| CASH FLOWS FROM INVESTING ACTIVITIES: | | |
| Purchase of equipment | (6,008) | (61,598) |
| Proceeds from the sale of investments | 28,106 | - |
| Purchase of investments | (38,136) | (3,911) |
| Net Cash Used in Investing Activities | <u>(16,038)</u> | <u>(65,509)</u> |
| CASH FLOWS FROM FINANCING ACTIVITIES: | | |
| Principal payments on Economic Injury Disaster Loan | (7,692) | (7,637) |
| Net Cash Used in Financing Activities | <u>(7,692)</u> | <u>(7,637)</u> |
| NET CHANGE IN CASH, EQUIVALENTS, AND RESTRICTED CASH | 97,269 | 115,366 |
| CASH, EQUIVALENTS, AND RESTRICTED CASH, Beginning of Year | <u>949,298</u> | <u>833,932</u> |
| CASH, EQUIVALENTS, AND RESTRICTED CASH, End of Year | <u>\$ 1,046,567</u> | <u>\$ 949,298</u> |
| SUPPLEMENTAL DISCLOSURE OF CASH FLOW INFORMATION: | | |
| Non-cash transactions: | | |
| Right-of-use asset acquired from incurring lease obligation | \$ 244,645 | \$ - |

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

VOLUNTEER CENTER OF BERGEN COUNTY, INC.

NOTES TO FINANCIAL STATEMENTS

December 31, 2024

(with comparative financial information as of December 31, 2023)

NOTE 1 - NATURE OF ORGANIZATION:

Volunteer Center of Bergen County, Inc. (the "Center"), legally doing business as Bergen Volunteers, is a private, Not-for-Profit organization. The Center provides human services and training programs to improve lives and strengthen communities. The following is a summary of the service programs offered by the Center to Bergen County, New Jersey.

Volunteer Service Programs:

Bergen READS

Bergen READS combats illiteracy in Bergen County by training Reading Buddies to work one on one with students in grades K-4. Reading Buddies serve as tutors, advocates, friends, and mentors, meeting individually with students each week. Buddies help elementary public-school students enjoy and improve their reading skills in a comfortable and friendly environment.

Bergen LEADS

This fast paced, 10-month program introduces participants to the public, Not-for-Profit and private sector leaders who influence Bergen County every day. LEADS encourages participants to explore the opportunities and challenges facing the community and offer their ideas and solutions at the public forum.

Redefining Retirement

Redefining Retirement is for older adults who want to volunteer their skills and experience in Not-for-Profit organizations, contribute to their communities, and learn something new at the same time.

Strengthening Community

One of the major pillars of the mission at the Center is a partnership with the Not-for-Profit sector across the broader Bergen County region, strengthening our community. The Center is committed to becoming a strategic partner to all Not-for-Profits by helping each organization to fulfill its mission.

VITA

VITA is a free tax preparation service through the Volunteer Income Tax Assistance program for low-income individuals, seniors, and English language learners. Over its lifetime, VITA has served over 1,000 individuals saving \$150,000 in tax preparation services and totaling over a million dollars in refunds.

All Wrapped Up

Over the past 25+ years, All Wrapped Up has matched more than 90,000 individuals and families with 19,000 community donors to spread kindness, joy, and holiday cheer in the community.

VOLUNTEER CENTER OF BERGEN COUNTY, INC.

NOTES TO FINANCIAL STATEMENTS (CONTINUED)

December 31, 2024

(with comparative financial information as of December 31, 2023)

NOTE 1 - NATURE OF ORGANIZATION (CONTINUED):

Direct Service Programs:

Chore Service

Chore volunteers perform minor home repairs that help seniors and people with disabilities remain living safely in their homes. There is no charge except for parts necessary to do the repairs.

Cheer Service

Cheer provides a helping hand to enable isolated, homebound seniors by having trained volunteers visit weekly and perform tasks such as grocery shopping and light errands.

Mentoring

Mentoring provides individuals with one-to-one long and short-term support. The staff and volunteers help mentees learn about the resources available within the community while tapping into their strengths to identify and strive towards specific personal improvement goals.

The Center's major sources of revenue are federal, state, county, and foundation funding, program services revenues, and support from the general public.

NOTE 2 - SUMMARY OF SIGNIFICANT ACCOUNTING POLICIES:

Basis of Accounting

The financial statements of the Center have been prepared on the accrual basis of accounting and accordingly reflect all significant receivables, payables, and other liabilities.

Basis of Presentation

Net assets, revenue, gains, and losses are classified based on the existence of 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 without donor restrictions are available for use at the discretion of the Board of Directors (the "Board") and/or management for general operating purposes. From time to time the Board designates a portion of these net assets for specific purposes which makes them unavailable for use at management's discretion.

VOLUNTEER CENTER OF BERGEN COUNTY, INC.

NOTES TO FINANCIAL STATEMENTS (CONTINUED)

December 31, 2024

(with comparative financial information as of December 31, 2023)

NOTE 2 - SUMMARY OF SIGNIFICANT ACCOUNTING POLICIES (CONTINUED):

Net Assets - With Donor Restrictions

Net assets with donor restrictions represent those amounts which are donor restricted for specific purposes. When a donor restriction expires, that is, when a stipulated time restriction ends or a purpose restriction is accomplished, net assets with donor restrictions are reclassified as net assets without donor restrictions and reported on the statement of activities as net assets released from restrictions.

In the absence of donor restrictions, contributions and bequests are considered to be available for unrestricted use. All income is recognized in the period when the contribution, pledge, or unconditional promise to give is received.

Cash, Equivalents, and Restricted Cash

For purposes of the statement of cash flows, the Center considers all highly liquid investments with an initial maturity of three months or less to be cash equivalents.

The following table provides a reconciliation of cash, equivalents, and restricted cash reported within the statement of financial position that sum to the total of the same such amounts shown in the statement of cash flows:

| | <u>2024</u> | <u>2023</u> |
|--|---------------------|-------------------|
| Cash and equivalents | \$ 982,082 | \$ 883,428 |
| Custodial accounts | <u>64,485</u> | <u>65,870</u> |
| Total Cash, Equivalents, and Restricted Cash | <u>\$ 1,046,567</u> | <u>\$ 949,298</u> |

Receivables

Receivables are stated at the amount management expects to collect from outstanding balances. The Center reviews outstanding balances and writes off any balances that are considered to be uncollectible using the direct write-off method. Accordingly, no allowance for doubtful accounts is required.

Investments

Investments are reported at their fair market values in the statement of financial position. Realized and unrealized gains and losses are included in earnings. On the statement of activities, the Center presents as a separate line-item investment return that is comprised of ordinary interest and dividend income and realized and unrealized gains (losses).

VOLUNTEER CENTER OF BERGEN COUNTY, INC.

NOTES TO FINANCIAL STATEMENTS (CONTINUED)

December 31, 2024

(with comparative financial information as of December 31, 2023)

NOTE 2 - SUMMARY OF SIGNIFICANT ACCOUNTING POLICIES (CONTINUED):

Property and Equipment

Property and equipment are stated at cost or fair value at date of donation. Deprecation is provided using the straight-line method over the estimated useful lives of the assets as follows:

| | |
|----------------------------|-------------|
| Buildings and improvements | 15 years |
| Furniture and fixtures | 5 - 7 years |
| Vehicles | 5 years |
| Equipment | 5 years |

Asset additions with a useful life greater than one year and a cost in excess of \$3,000 are capitalized, while maintenance and repairs that do not improve or extend the useful lives of their respective assets are expensed currently.

Fair Value Measurements

The Center follows Financial Accounting Standards Board guidance on Fair Value Measurements which defines fair value and establishes a fair value hierarchy organized into three levels based upon the input assumptions used in pricing assets. Level 1 inputs have the highest reliability and are related to assets with unadjusted quoted prices in active markets. Level 2 inputs relate to assets with other than quoted prices in active markets which may include quoted prices for similar assets or liabilities or other inputs which can be corroborated by observable market data. Level 3 inputs are unobservable inputs and are used to the extent that observable inputs do not exist.

Leases

The Center determines if a contract is a leasing arrangement and the classification of that lease, if applicable, at inception. Operating lease assets represent the right to control the use of an identified asset for the lease term and lease liabilities represent the obligation to make lease payments arising from the lease. Operating lease right of use assets and liabilities are recognized at the commencement date based on the present value of lease payments over the lease term. For operating leases that do not provide an implicit rate, The Center uses the risk-free rate based on the information available at the commencement date in determining the present value of lease payments. The Center recognizes operating lease expense for operating leases on a straight-line basis over the lease term. Leases with an initial term of 12 months or less are not recorded on the statements of financial position.

Revenue and Revenue Recognition

The Center recognizes tuition revenue from the Bergen LEADS program over the course of the 10-month period that the program runs. Revolving fund income is recognized at the time the grab bars are sold. Service fee revenues from the Strengthening Community programs are recognized when the events occur.

VOLUNTEER CENTER OF BERGEN COUNTY, INC.

NOTES TO FINANCIAL STATEMENTS (CONTINUED)

December 31, 2024

(with comparative financial information as of December 31, 2023)

NOTE 2 - SUMMARY OF SIGNIFICANT ACCOUNTING POLICIES (CONTINUED):

A portion of the Center's revenue is derived from federal and state contracts and grants, which are conditioned upon certain performance requirements and or the incurrence of allowable qualifying expenses. Amounts received are recognized as revenue when the Center has incurred expenditures in compliance with specific contract or grant provisions. Amounts received prior to incurring qualifying expenditures are reported as refundable advances in the statement of financial position.

Functional Expense Allocation

The cost of providing various programs and other activities have been summarized on a functional basis in the statement of activities. The statement of functional expenses presents the natural classification of expenses by function. Accordingly, certain costs have been allocated among the programs and supporting services benefited. The expenses that are allocated include maintenance and depreciation, which are allocated on a square footage basis, as well as personnel costs, professional services, office expenses, and others, which are allocated on the basis of time and effort.

Income Taxes

The Center is a Not-for-Profit organization under Section 501(c)(3) of the Internal Revenue Code and is exempt from income tax.

Open Tax Years

The Center's Forms 990, *U.S. Return of Organization Exempt from Income Tax*, for the years ending December 31, 2021, 2022, 2023, and 2024 are subject to examination by the Internal Revenue Service, generally for three years after they were filed.

Estimates

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

Comparative Financial Information

The financial statements include certain prior year summarized comparative information in total but not by net asset class. Such information does not include sufficient detail to constitute a presentation in conformity with generally accepted accounting principles. Accordingly, such information should be read in conjunction with the Center's financial statements for the year ended December 31, 2023, from which the summarized information was derived.

VOLUNTEER CENTER OF BERGEN COUNTY, INC.

NOTES TO FINANCIAL STATEMENTS (CONTINUED)
December 31, 2024
(with comparative financial information as of December 31, 2023)

NOTE 3 - CUSTODIAL ACCOUNTS:

The Center maintains cash accounts on behalf of other entities whereby monies collected on their behalf are held until disbursed. The balances of these accounts were as follows:

| | <u>2024</u> | <u>2023</u> |
|-----------------------|------------------|------------------|
| Camp scholarship fund | \$ 14,434 | \$ 14,514 |
| BC Care Fair | <u>50,051</u> | <u>51,356</u> |
| Total | <u>\$ 64,485</u> | <u>\$ 65,870</u> |

NOTE 4 - INVESTMENT RETURN:

Investment return is summarized as follows:

| | <u>2024</u> | <u>2023</u> |
|-------------------------|------------------|------------------|
| Interest and dividends | \$ 35,653 | \$ 25,295 |
| Realized gain | 99 | 58 |
| Unrealized gain (loss) | <u>(1,130)</u> | <u>4,514</u> |
| Total Investment Return | <u>\$ 34,622</u> | <u>\$ 29,867</u> |

NOTE 5 - FAIR VALUE MEASUREMENTS:

Assets measured at fair value on a recurring basis were as follows:

December 31, 2024

| <u>Description</u> | <u>Fair Value</u> | <u>Quoted Prices (Level 1)</u> |
|--------------------|-------------------|--------------------------------|
| Mutual funds | \$ 15,720 | \$ 15,720 |
| Equities | <u>11,256</u> | <u>11,256</u> |
| Total | <u>\$ 26,976</u> | <u>\$ 26,976</u> |

December 31, 2023

| <u>Description</u> | <u>Fair Value</u> | <u>Quoted Prices (Level 1)</u> |
|--------------------|-------------------|--------------------------------|
| Mutual funds | \$ 1,995 | \$ 1,995 |
| Equities | <u>15,983</u> | <u>15,983</u> |
| Total | <u>\$ 17,978</u> | <u>\$ 17,978</u> |

Fair values for investments are determined by references to quoted market prices and other relevant information generated by market transactions.

VOLUNTEER CENTER OF BERGEN COUNTY, INC.

NOTES TO FINANCIAL STATEMENTS (CONTINUED)
December 31, 2024
(with comparative financial information as of December 31, 2023)

NOTE 6 - PROPERTY AND EQUIPMENT:

Property and equipment consisted of the following:

| | <u>2024</u> | <u>2023</u> |
|------------------------------------|----------------------|------------------|
| Buildings and improvements | \$ 2,150 | \$ 2,150 |
| Furniture and fixtures | 7,738 | 1,730 |
| Vehicles | 127,853 | 127,853 |
| Equipment | <u>99,842</u> | <u>99,842</u> |
| Total Property and Equipment | 237,583 | 231,575 |
| Less: accumulated depreciation | <u>189,844</u> | <u>172,474</u> |
| Property and Equipment, net | <u>\$ 47,739</u> | <u>\$ 59,101</u> |

Depreciation expense for the years ended December 31, 2024 and 2023 was \$17,370 and \$13,692, respectively.

NOTE 7 - INTANGIBLE ASSETS:

Intangible assets consisted of the following:

| | <u>2024</u> | <u>2023</u> |
|--------------------------------|---------------------|------------------|
| Chore scheduling software | \$ 38,100 | \$ 38,100 |
| Less: accumulated amortization | <u>28,787</u> | <u>26,247</u> |
| Intangible Assets, net | <u>\$ 9,313</u> | <u>\$ 11,853</u> |

Amortization expense for the years ended December 31, 2024 and 2023 was \$2,540 and \$2,540, respectively.

NOTE 8 - COMMITMENTS AND CONTINGENCIES:

Operating Leases

The Center conducted its operations from a facility that was leased from the First Presbyterian Church of Hackensack. The lease was renewed annually. Rent expense for that lease was \$50,208 and \$48,746, respectively, for the years ended December 31, 2024 and 2023.

VOLUNTEER CENTER OF BERGEN COUNTY, INC.

NOTES TO FINANCIAL STATEMENTS (CONTINUED)

December 31, 2024

(with comparative financial information as of December 31, 2023)

NOTE 8 - COMMITMENTS AND CONTINGENCIES (CONTINUED):

As of December 1, 2024, the Center has a new operating lease agreement with the Jewish Federation of Northern New Jersey for its office space. The lease expires on November 30, 2029 and includes an option to renew for an additional five years with a 3% increase in base rent per year. Rental payments on the lease commenced January 1, 2025.

The Center evaluated current contracts to determine which met the criteria of a lease. The ROU asset represents the Center's right to use the underlying asset for the lease term, and the lease obligation represents the Center's obligation to make lease payments arising from the lease. The ROU asset and lease obligation, which arise from the operating lease, was calculated based on the present value of future lease payments over the lease terms. The Center has made an accounting policy election to use a risk-free rate in lieu of its incremental borrowing rate to discount future lease payments.

The following summarizes the line items in the statements of financial position which include amounts for the operating lease as of December 31, 2024:

Operating lease right-of-use asset, net \$ 240,970

Operating lease obligation \$ 245,476

The components of operating lease expense are included in the statement of activities for the year ended December 31, 2024, are as follows:

Operating lease cost \$

The following summarizes the cash flow information related to the operating lease for the year ended December 31, 2024:

Cash paid for amounts included in the measurement of lease obligation:

Operating cash flows for the operating lease \$

The weighted-average lease term and discount rate applied to calculate the lease obligation as of December 31, 2024, are as follows:

Weighted average remaining lease term 59 months

Weighted average discount rate 4.08%

VOLUNTEER CENTER OF BERGEN COUNTY, INC.

NOTES TO FINANCIAL STATEMENTS (CONTINUED)

December 31, 2024

(with comparative financial information as of December 31, 2023)

NOTE 8 - COMMITMENTS AND CONTINGENCIES (CONTINUED):

Future maturities of operating lease obligation are presented in the following table for the fiscal years ending December 31:

| | |
|-----------------------------|-------------------|
| 2025 | \$ 55,000 |
| 2026 | 55,000 |
| 2027 | 55,000 |
| 2028 | 55,000 |
| 2029 | <u>50,417</u> |
| Total lease payments | 270,417 |
| Less present value discount | <u>(24,941)</u> |
| Total | <u>\$ 245,476</u> |

NOTE 9 - NET ASSETS WITH DONOR RESTRICTIONS:

Net assets with donor restrictions are available for the following purposes:

| | <u>2024</u> | <u>2023</u> |
|---|-------------------|-------------------|
| Subject to expenditure for specified purpose or period: | | |
| Cheer service | \$ 144,063 | \$ 98,913 |
| Chore service | 63,463 | 44,476 |
| Mentoring program | 47,500 | 40,000 |
| Bergen READS | - | 20,077 |
| Bergen LEADS | 26,476 | 33,438 |
| Strengthening Community program | 10,814 | 20,356 |
| VITA | 15,000 | 10,000 |
| All Wrapped Up | <u>38,781</u> | <u>28,781</u> |
| Total Net Assets With Donor Restrictions | <u>\$ 346,097</u> | <u>\$ 296,041</u> |

Net assets released from donor restrictions, by incurring expenses satisfying the restricted purposes are as follows:

| | <u>2024</u> | <u>2023</u> |
|---------------------------------|------------------|------------------|
| Bergen READS | \$ 20,077 | \$ 3,023 |
| Bergen LEADS | 32,982 | - |
| Strengthening Community program | 29,542 | 6,415 |
| All Wrapped Up | <u>-</u> | <u>2,218</u> |
| Total | <u>\$ 82,601</u> | <u>\$ 11,656</u> |

VOLUNTEER CENTER OF BERGEN COUNTY, INC.

NOTES TO FINANCIAL STATEMENTS (CONTINUED)

December 31, 2024

(with comparative financial information as of December 31, 2023)

NOTE 9 - NET ASSETS WITH DONOR RESTRICTIONS (CONTINUED):

The purpose of the above donor restricted amount is as follows:

Cheer Service

Cheer provides a helping hand to enable isolated, homebound seniors by having trained volunteers visit weekly and perform tasks such as grocery shopping and light errands.

Chore Service

Chore volunteers perform minor home repairs that help seniors and people with disabilities remain living safely in their homes. There is no charge except for parts necessary to do the repairs.

Mentoring

Mentoring provides individuals with one-to-one long and short-term support. The staff and volunteers help mentees learn about the resources available within the community while tapping into their strengths to identify and strive towards specific personal improvement goals.

Bergen READS

Bergen READS combats illiteracy in Bergen County by training Reading Buddies to work one on one with students in grades K-4. Reading Buddies serve as tutors, advocates, friends, and mentors, meeting individually with students each week. Buddies help elementary public-school students enjoy and improve their reading skills in a comfortable and friendly environment.

Bergen LEADS

This fast paced, 10-month program introduces participants to the public, Not-for-Profit and private sector leaders who influence Bergen County every day. LEADS encourages participants to explore the opportunities and challenges facing the community and offer their ideas and solutions at the public forum.

Strengthening Community Program

One of the major pillars of the mission at the Center is a partnership with the Not-for-Profit sector across the broader Bergen County region, strengthening our community. The Center is committed to becoming a strategic partner to all Not-for-Profits by helping each organization to fulfill its mission.

VITA

VITA is a free tax preparation service through the Volunteer Income Tax Assistance program for low-income individuals, seniors, and English language learners. Over its lifetime, VITA has served over 1,000 individuals saving \$150,000 in tax preparation services and totaling over a million dollars in refunds.

VOLUNTEER CENTER OF BERGEN COUNTY, INC.

NOTES TO FINANCIAL STATEMENTS (CONTINUED)

December 31, 2024

(with comparative financial information as of December 31, 2023)

NOTE 9 - NET ASSETS WITH DONOR RESTRICTIONS (CONTINUED):

All Wrapped Up

All Wrapped Up is the Center's Holiday Giving program, which matches individuals and families in need with willing donors from the community.

NOTE 10 - ECONOMIC DEPENDENCY:

During 2024, the Center obtained significant public support and revenue from various governmental agencies and private foundations. If those agencies significantly reduced or ceased the grant payments, the Center's ability to continue providing certain services would be threatened.

NOTE 11 - ECONOMIC INJURY DISASTER LOAN:

On June 25, 2020, the Center received loan proceeds in the amount of \$150,000, under the Economic Injury Disaster Loan ("EIDL"). In response to the COVID-19 pandemic, small business owners and Not-for-Profit organizations were able to apply for the EIDL. The EIDL is designed to provide economic relief to businesses that are experiencing temporary loss of revenue. Annual interest will accrue at a rate of 2.75%. The loan is due and payable within 30 years. Payments on the loan started in December of 2022 and will be \$641 per month until the loan is paid in full. The EIDL proceeds can be used to cover a wide variety of working capital and normal operating expenses, such as continuation to health care benefits, rent, utilities, and fixed debt payments. The Center has spent the proceeds for purposes consistent with the EIDL. The balance on the EIDL as of December 31, 2024 and 2023 was \$134,030 and \$141,722, respectively.

NOTE 12 - REVENUE FROM CONTRACTS WITH CUSTOMERS:

Contract Balances

Accounts receivable and contract balances from contracts with customers were as follows:

| | Other Receivable | | Deferred Income | |
|-------------------|------------------|-----------|-----------------|-----------|
| | 2024 | 2023 | 2024 | 2023 |
| Beginning of year | \$ 59,811 | \$ 49,186 | \$ 21,160 | \$ 41,309 |
| End of year | \$ 85,654 | \$ 59,811 | \$ 44,490 | \$ 21,160 |

Revenue recognized in the years ended December 31, 2024 and 2023 that was included in the beginning of the year deferred revenue balance was \$21,160 and \$41,309, respectively.

Disaggregation of Revenue

The Center has multiple sources of revenue from contracts with customers. These include tuition, service fees, and revolving fund income. The Center recognizes revenue from contracts with customers over time and at a point in time for financial reporting purposes.

VOLUNTEER CENTER OF BERGEN COUNTY, INC.

NOTES TO FINANCIAL STATEMENTS (CONTINUED)

December 31, 2024

(with comparative financial information as of December 31, 2023)

NOTE 12 - REVENUE FROM CONTRACTS WITH CUSTOMERS (CONTINUED):

Disaggregated revenue from contracts with customers were as follows:

| | <u>2024</u> | <u>2023</u> |
|---------------------------------------|-------------------|-------------------|
| Revenue recognized over time | \$ 56,618 | \$ 53,330 |
| Revenue recognized at a point in time | <u>84,458</u> | <u>53,807</u> |
| Revenue from Contracts with Customers | <u>\$ 141,076</u> | <u>\$ 107,137</u> |

Performance Obligations

Revenue derived from tuition is recognized during the year in which the related services are provided to the students. The performance obligation of providing education services is simultaneously received and consumed by the students; therefore, the revenue is recognized over the 10-month school year or period of the program. All amounts received prior to the commencement of the services, including enrollment deposits and fees, are deferred to the applicable period. Revenue derived from the revolving fund, service fees, and special events is recognized at the point in time when control of the goods has transferred to the customer and there is no unfulfilled obligation that could affect the customer's acceptance of the goods, or when the services or event occurs. Delivery occurs from the point the goods or services have been transferred to the customer, which is the time that the risk of loss is transferred to the customer and the customer accepts liability of the goods and services in accordance with the contract.

NOTE 13 - LIQUIDITY AND AVAILABILITY OF RESOURCES:

The following reflects the Center's financial assets as of December 31, 2024 and 2023 that could readily be made available within one year of the statement of financial position to fund expenses without limitations:

| | <u>2024</u> | <u>2023</u> |
|---|-------------------|-------------------|
| Cash and equivalents | \$ 982,082 | \$ 883,428 |
| Grants and other receivables | 162,530 | 146,728 |
| Investments | <u>26,976</u> | <u>11,978</u> |
| Total financial assets at year-end | 1,171,588 | 1,048,134 |
| Less those unavailable for general expenditures within one year due to: Restricted by donors with time or purpose restrictions | <u>(346,097)</u> | <u>(296,041)</u> |
| Total financial assets available to management for general expenditure within one year | <u>\$ 825,491</u> | <u>\$ 752,093</u> |

VOLUNTEER CENTER OF BERGEN COUNTY, INC.

NOTES TO FINANCIAL STATEMENTS (CONTINUED)

December 31, 2024

(with comparative financial information as of December 31, 2023)

NOTE 13 - LIQUIDITY AND AVAILABILITY OF RESOURCES (CONTINUED):

Liquidity Management

The Center maintains a policy of structuring its financial assets to be available as its general expenditures, liabilities, and other obligations come due.

A Committee of the Board has been established to monitor liquidity on a monthly basis. The Committee reviews and analyzes the monthly financial position and the revenue forecasts. The Committee is prepared to take appropriate action as necessary.

NOTE 14 - SUBSEQUENT EVENTS:

Subsequent events have been evaluated through April 10, 2025, the date the financial statements were available to be issued. No events have occurred subsequent to the statement of financial position date and through the date the financial statements were available to be issued that would require adjustment to or disclosure in the accompanying financial statements.

VOLUNTEER CENTER OF BERGEN COUNTY, INC.
SCHEDULE OF ACTIVITIES - PROGRAM SERVICES
For the Year Ended December 31, 2024

| | Mentoring Programs | Bergen READS | Bergen LEADS | Chore Service | Cheer Service | Strengthening Community | Redefining Retirement | VITA | All Wrapped Up | Total Program Services |
|---|--------------------|---------------|----------------|----------------|----------------|-------------------------|-----------------------|---------------|----------------|------------------------|
| PUBLIC SUPPORT: | | | | | | | | | | |
| Grant revenue | \$ 245,000 | \$ - | \$ - | \$ 113,669 | \$ 104,233 | \$ - | \$ 50,000 | \$ 34,123 | \$ - | \$ 547,025 |
| Contributions and Individual giving | 150 | 5,511 | 28,532 | 60,854 | 23,304 | 2,500 | - | 368 | 48,645 | 169,864 |
| Foundation grants | 12,500 | 10,000 | 21,000 | 10,000 | 40,000 | 20,000 | - | 52,549 | - | 166,049 |
| Gifts in-kind | 416 | 3,432 | - | 250 | 250 | 4,600 | - | 1,050 | 11,057 | 21,055 |
| Total Public Support | 258,066 | 18,943 | 49,532 | 184,773 | 167,787 | 27,100 | 50,000 | 88,090 | 59,702 | 903,993 |
| REVENUE: | | | | | | | | | | |
| Service fees | 500 | - | 63,532 | - | - | 400 | - | - | 3,200 | 67,632 |
| Revolving fund income | - | - | - | 42,288 | - | - | - | - | - | 42,288 |
| Total Revenue | 500 | - | 63,532 | 42,288 | - | 400 | - | - | 3,200 | 109,920 |
| Total Public Support and Revenue | 258,566 | 18,943 | 113,064 | 227,061 | 167,787 | 27,500 | 50,000 | 88,090 | 62,902 | 1,013,913 |
| EXPENSES: | | | | | | | | | | |
| Program services | 252,413 | 49,995 | 146,490 | 202,243 | 104,731 | 57,488 | 52,172 | 24,361 | 35,192 | 925,085 |

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

VOLUNTEER CENTER OF BERGEN COUNTY, INC.

SCHEDULE OF FUNCTIONAL EXPENSES - PROGRAM SERVICES
For the Year Ended December 31, 2024

| | Mentoring | Bergen READS | Bergen LEADS | Chore Service | Cheer Service | Strengthening Community | Redefining Retirement | VITA | All Wrapped Up | Program Services |
|-------------------------------|------------|--------------|--------------|---------------|---------------|-------------------------|-----------------------|-----------|----------------|------------------|
| Salaries | \$ 219,548 | \$ 29,572 | \$ 90,046 | \$ 78,260 | \$ 77,851 | \$ 27,068 | \$ 33,598 | \$ 15,130 | \$ 8,340 | \$ 579,413 |
| Payroll taxes | 15,196 | 3,462 | 7,708 | 8,558 | 7,835 | 4,835 | 4,152 | 2,042 | 1,426 | 55,214 |
| Workers' compensation | 453 | 141 | 320 | 404 | 364 | 186 | 171 | 97 | 66 | 2,202 |
| Medical insurance | 1,333 | 916 | 1,333 | 2,657 | 1,522 | 1,249 | 833 | 84 | 250 | 10,177 |
| Office supplies | 556 | 272 | 249 | 1,059 | 2,622 | 222 | 247 | 222 | 222 | 5,671 |
| Rent | 5,547 | 5,547 | 5,547 | 5,547 | 5,547 | 5,547 | 5,547 | 4,106 | 702 | 43,637 |
| Telephone | 996 | 996 | 996 | 5,083 | 996 | 997 | 996 | 581 | 581 | 12,222 |
| Postage | 194 | 190 | 190 | 265 | 190 | 190 | 190 | 207 | 190 | 1,806 |
| Printing and public relations | - | - | 500 | - | - | - | 1,219 | - | - | 1,719 |
| Website maintenance | 2,409 | 533 | 533 | 4,147 | 533 | 7,974 | 533 | 15 | - | 16,677 |
| Staff travel | 13 | - | 157 | 25 | 628 | - | - | - | - | 823 |
| Volunteer center insurance | 2,343 | 2,343 | 2,343 | 12,771 | 2,343 | 2,343 | 2,343 | 543 | 182 | 27,554 |
| Volunteer insurance | 331 | 331 | - | 331 | 331 | - | - | - | - | 1,324 |
| Professional fees | 2,145 | 2,145 | 3,645 | 2,145 | 2,145 | 2,145 | 2,145 | - | - | 16,515 |
| Dues and membership | - | - | - | 151 | - | - | - | - | - | 151 |
| Volunteer recognition | - | - | - | 160 | 160 | - | 190 | - | - | 510 |
| Program activities | 89 | 25 | 32,885 | 25,070 | 157 | 132 | 8 | 284 | 12,176 | 70,806 |
| Bank fees | 844 | 90 | 58 | 1,869 | 1,257 | - | - | - | - | 4,118 |
| Revolving fund | - | - | - | 42,829 | - | - | - | - | - | 42,829 |
| Depreciation and amortization | - | - | - | 10,662 | - | - | - | - | - | 10,662 |
| Gifts in-kind | 416 | 3,432 | - | 250 | 250 | 4,600 | - | 1,050 | 11,057 | 21,055 |
| Total | \$ 252,413 | \$ 49,995 | \$ 146,490 | \$ 202,243 | \$ 104,731 | \$ 57,488 | \$ 52,172 | \$ 24,361 | \$ 35,192 | \$ 925,085 |

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

VOLUNTEER CENTER OF BERGEN COUNTY, INC.

SCHEDULE OF EXPENDITURES OF COUNTY AWARDS
For the Year Ended December 31, 2024

| Department | Grant Name | Grant Number | Grant Period From | Grant Period To | Total Grant Amount | Expenditures |
|--|------------|--------------|----------------------|--------------------|-----------------------|------------------|
| Department of Human Services | Mentoring | VCBC-C24 | 01/01/24 | - 12/31/24 | \$ 45,000 | \$ 45,000 |
| Total Expenditures of County Awards | | | | | \$ 45,000 | \$ 45,000 |

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

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VOLUNTEER CENTER OF BERGEN COUNTY, INC.

SCHEDULE OF EXPENDITURES OF FEDERAL AND STATE AWARDS
For the Year Ended December 31, 2024

| Federal or State Grantor/ Pass-Through Grantor / Program Title | Grant Period | Grant Number | AL Number | Grant Amount | 2024 Expenditures | Total Expenditures |
|--|--|--|--------------|------------------|----------------------|-----------------------|
| Federal Awards: | | | | | | |
| U.S. Department of Health and Human Services: | | | | | | |
| State of New Jersey, County of Bergen, Department of Human Services, Division of Aging Services: | | | | | | |
| Special Programs for the Aging, Title III; Part B, Grants for Supportive Services and Senior Centers - Cheer Program | 01/01/2024 - 12/31/2024 | 941-51 | | 93,044 | \$ 75,000 | \$ 75,000 |
| Special Programs for the Aging, Title III; Part B, Grants for Supportive Services and Senior Centers - ARPA Cheer/Chore Program | 07/01/2022 - 12/31/2024 | DOA23AA018 | | 93,044 | 96,758 | 53,862 |
| Total Special Programs for the Aging, Title III; Part B, Grants for Supportive Services and Senior Centers | | | | | 171,758 | 128,862 |
| U.S. Department of the Treasury: Volunteer Income Tax Assistance ("VITA") Matching Grant Program | 10/1/2023 - 9/30/2024 | 24VITA0279 | | 21,009 | 50,000 | 37,500 |
| Total Expenditures of Federal Awards | | | | | 221,758 | 166,362 |
| State Awards: | | | | | | |
| New Jersey Department of Human Services: County of Bergen, Division of Senior Services, Title SHTP - Chore Program | 01/01/2024 - 12/31/2024 | 941 | N/A | 89,038 | 89,038 | 89,038 |
| New Jersey Department of State: Corporation for National and Community Service, Volunteer Generation Fund 2023 - Redefining Retirement Volunteer Generation Fund 2024 - Redefining Retirement | 10/1/2023 - 09/30/2024 10/1/2024 - 09/30/2025 | VG24-VolunteerGen-002 VG25-VolunteerGen-001 | N/A N/A | 50,000 50,000 | 37,500 12,500 | 50,000 12,500 |
| Total Redefining Retirement Grants | | | | | 100,000 | 50,000 |
| New Jersey Department of Community Affairs: Division of Housing and Community Development Bergen Volunteers 2023 - Mentoring | 07/01/2023 - 06/30/2024 | 2024-05273-0206 | N/A | 200,000 | 200,000 | 200,000 |
| Total Expenditures of State Awards | | | | | 389,038 | 339,038 |
| Total Expenditures of Federal and State Awards | | | | | \$ 610,796 | \$ 505,400 |
| | | | | | | \$ 558,193 |

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

MALESARDI, QUACKENBUSH, SWIFT & COMPANY LLC

Certified Public Accountants
155 North Dean Street, Suite 5
Englewood, New Jersey 07631
201-567-4100
FAX 201-567-3461

**INDEPENDENT AUDITORS' REPORT ON INTERNAL CONTROL OVER FINANCIAL REPORTING AND
ON COMPLIANCE AND OTHER MATTERS BASED ON AN AUDIT OF FINANCIAL STATEMENTS
PERFORMED IN ACCORDANCE WITH GOVERNMENT AUDITING STANDARDS**

To the Board of Directors of

Volunteer Center of Bergen County, Inc.

We have audited, in accordance with the auditing standards generally accepted in the United States of America and the standards applicable to financial audits contained in *Government Auditing Standards* issued by the Comptroller General of the United States, the financial statements of Volunteer Center of Bergen County, Inc. (a nonprofit organization), which are comprised of the statement of financial position as of December 31, 2024, and the related statements of activities, functional expenses, and cash flows for the year then ended, and the related notes to the financial statements, and have issued our report thereon dated April 10, 2025.

Report on Internal Control over Financial Reporting

In planning and performing our audit of the financial statements, we considered Volunteer Center of Bergen County, Inc.'s internal control over financial reporting ("internal control") as a basis for designing audit procedures that are appropriate in the circumstances for the purpose of expressing our opinion on the financial statements, but not for the purpose of expressing an opinion on the effectiveness of Volunteer Center of Bergen County, Inc.'s internal control. Accordingly, we do not express an opinion on the effectiveness of Volunteer Center of Bergen County, Inc.'s internal control.

A *deficiency in internal control* exists when the design or operation of a control does not allow management or employees, in the normal course of performing their assigned functions, to prevent, or detect and correct, misstatements, on a timely basis. A *material weakness* is a deficiency, or a combination of deficiencies, in internal control, such that there is a reasonable possibility that a material misstatement of the Entity's financial statements will not be prevented, or detected and corrected, on a timely basis. A *significant deficiency* is a deficiency, or a combination of deficiencies, in internal control that is less severe than a material weakness, yet important enough to merit attention by those charged with governance.

Our consideration of internal control was for the limited purpose described in the first paragraph of this section and was not designed to identify all deficiencies in internal control that might be material weaknesses or significant deficiencies. Given these limitations, during our audit we did not identify any deficiencies in internal control that we consider to be material weaknesses. However, material weaknesses or significant deficiencies may exist that were not identified.

Report on Compliance and Other Matters

As part of obtaining reasonable assurance about whether Volunteer Center of Bergen County, Inc.'s financial statements are free from material misstatement, we performed tests of its compliance with certain provisions of laws, regulations, contracts, and grant agreements, noncompliance with which could have a direct and material effect on the financial statements. However, providing an opinion on compliance with those provisions was not an objective of our audit, and accordingly, we do not express such an opinion. The results of our tests disclosed no instances of noncompliance or other matters that are required to be reported under *Government Auditing Standards*.

Purpose of this Report

The purpose of this report is solely to describe the scope of our testing of internal control and compliance and the results of that testing, and not to provide an opinion on the effectiveness of the Entity's internal control or on compliance. This report is an integral part of an audit performed in accordance with *Government Auditing Standards* in considering the Entity's internal control and compliance. Accordingly, this communication is not suitable for any other purpose.

Malesardi Quackenbush Swift & Company LLC

Englewood, New Jersey
April 10, 2025

Ex. 5**990**Department of the Treasury
Internal Revenue Service**Return of Organization Exempt From Income Tax**

Under section 501(c), 527, or 4947(a)(1) of the Internal Revenue Code (except private foundations)

Do not enter social security numbers on this form as it may be made public.

Go to www.irs.gov/Form990 for instructions and the latest information.

OMB No. 1545-0047

2023Open to Public
Inspection**A For the 2023 calendar year, or tax year beginning** _____ and ending _____

| | | | |
|---|--|---|---|
| B Check if applicable: | C Name of organization | | D Employer identification number |
| <input type="checkbox"/> Address change | VOLUNTEER CENTER OF BERGEN COUNTY, INC. | | 22-1821282 |
| <input type="checkbox"/> Name change | Doing business as BERGEN VOLUNTEERS | | |
| <input type="checkbox"/> Initial return | Number and street (or P.O. box if mail is not delivered to street address) | | Room/suite |
| <input type="checkbox"/> Final return/terminated | 64 PASSAIC STREET | | |
| <input type="checkbox"/> Amended return | City or town, state or province, country, and ZIP or foreign postal code | | |
| <input type="checkbox"/> Application pending | HACKENSACK, NJ 07601 | | |
| F Name and address of principal officer: NINA BACHRACH SAME AS C ABOVE | | | |
| I Tax-exempt status: <input checked="" type="checkbox"/> 501(c)(3) <input type="checkbox"/> 501(c)() (insert no.) <input type="checkbox"/> 4947(a)(1) or <input type="checkbox"/> 527 | | | |
| J Website: WWW.BERGENVOLUNTEERS.ORG | | | |
| K Form of organization: <input checked="" type="checkbox"/> Corporation <input type="checkbox"/> Trust <input type="checkbox"/> Association <input type="checkbox"/> Other | | L Year of formation: 1966 M State of legal domicile: NJ | |

Part I Summary

| | | | |
|---|---|-------------|--------------|
| Activities & Governance | 1 Briefly describe the organization's mission or most significant activities: BERGEN VOLUNTEERS PROVIDES HUMAN SERVICES AND TRAINING PROGRAMS TO IMPROVE LIVES AND STRENGTHEN | | |
| | 2 Check this box <input type="checkbox"/> if the organization discontinued its operations or disposed of more than 25% of its net assets. | 3 | 14 |
| Revenue | 3 Number of voting members of the governing body (Part VI, line 1a) | 4 | 14 |
| | 4 Number of independent voting members of the governing body (Part VI, line 1b) | 5 | 11 |
| | 5 Total number of individuals employed in calendar year 2023 (Part V, line 2a) | 6 | 1000 |
| | 6 Total number of volunteers (estimate if necessary) | 7a | 0. |
| | 7a Total unrelated business revenue from Part VIII, column (C), line 12 | 7b | 0. |
| | b Net unrelated business taxable income from Form 990-T, Part I, line 11 | | |
| | | | |
| Expenses | 8 Contributions and grants (Part VIII, line 1h) | Prior Year | Current Year |
| | 9 Program service revenue (Part VIII, line 2g) | 963,290. | 974,169. |
| | 10 Investment income (Part VIII, column (A), lines 3, 4, and 7d) | 112,777. | 107,137. |
| | 11 Other revenue (Part VIII, column (A), lines 5, 6d, 8c, 9c, 10c, and 11e) | 2,095. | 25,353. |
| | 12 Total revenue - add lines 8 through 11 (must equal Part VIII, column (A), line 12) | 65,679. | 6. |
| | | 1,143,841. | 1,106,665. |
| | | | |
| Net Assets or Fund Balances | 13 Grants and similar amounts paid (Part IX, column (A), lines 1-3) | 0. | 0. |
| | 14 Benefits paid to or for members (Part IX, column (A), line 4) | 0. | 0. |
| | 15 Salaries, other compensation, employee benefits (Part IX, column (A), lines 5-10) | 668,343. | 556,164. |
| | 16a Professional fundraising fees (Part IX, column (A), line 11e) | 0. | 0. |
| | b Total fundraising expenses (Part IX, column (D), line 25) | 100,364. | |
| | 17 Other expenses (Part IX, column (A), lines 11a-11d, 11f-24e) | 397,857. | 335,069. |
| | 18 Total expenses. Add lines 13-17 (must equal Part IX, column (A), line 25) | 1,066,200. | 891,233. |
| 19 Revenue less expenses. Subtract line 18 from line 12 | 77,641. | 215,432. | |
| | Beginning of Current Year | End of Year | |
| 20 Total assets (Part X, line 16) | 1,011,153. | 1,201,933. | |
| 21 Total liabilities (Part X, line 26) | 286,652. | 257,486. | |
| 22 Net assets or fund balances. Subtract line 21 from line 20 | 724,501. | 944,447. | |

Part II Signature Block

Under penalties of perjury, I declare that I have examined this return, including accompanying schedules and statements, and to the best of my knowledge and belief, it is true, correct, and complete. Declaration of preparer (other than officer) is based on all information of which preparer has any knowledge.

| | | | |
|-------------------------------|---|----------------------|---|
| Sign Here | Signature of officer NINA BACHRACH, CEO | | Date |
| | Type or print name and title | | |
| Paid Preparer Use Only | Print/Type preparer's name NICK MAKHOU | Preparer's signature | Date |
| | | | Check <input type="checkbox"/> if self-employed |
| | | | PTIN P02179278 |
| | Firm's name MALESARDI, QUACKENBUSH, SWIFT & CO. LLC | | Firm's EIN 22-1624206 |
| | Firm's address 155 NORTH DEAN STREET - SUITE 5 ENGLEWOOD, NJ 07631 | | Phone no. 201-567-4100 |

May the IRS discuss this return with the preparer shown above? See instructions Yes No

LHA For Paperwork Reduction Act Notice, see the separate instructions. 332001 12-21-23

Form 990 (2023)

SEE SCHEDULE O FOR ORGANIZATION MISSION STATEMENT CONTINUATION

Part III Statement of Program Service AccomplishmentsCheck if Schedule O contains a response or note to any line in this Part III X

- 1 Briefly describe the organization's mission:

BERGEN VOLUNTEERS PROVIDES HUMAN SERVICES AND TRAINING PROGRAMS TO IMPROVE LIVES AND STRENGTHEN COMMUNITIES.

- 2 Did the organization undertake any significant program services during the year which were not listed on the prior Form 990 or 990-EZ?

 Yes X No

If "Yes," describe these new services on Schedule O.

- 3 Did the organization cease conducting, or make significant changes in how it conducts, any program services?

 Yes X No

If "Yes," describe these changes on Schedule O.

- 4 Describe the organization's program service accomplishments for each of its three largest program services, as measured by expenses.

Section 501(c)(3) and 501(c)(4) organizations are required to report the amount of grants and allocations to others, the total expenses, and revenue, if any, for each program service reported.

4a (Code: _____) (Expenses \$ 287,351. including grants of \$ _____) (Revenue \$ 1,630.)

MENTORING PROVIDES INDIVIDUALS WITH ONE-TO-ONE LONG AND SHORT-TERM SUPPORT. THE STAFF AND VOLUNTEERS HELP MENTEES LEARN ABOUT THE RESOURCES AVAILABLE WITHIN THE COMMUNITY WHILE TAPPING INTO THEIR STRENGTHS TO IDENTIFY AND STRIVE TOWARDS SPECIFIC PERSONAL IMPROVEMENT GOALS.

4b (Code: _____) (Expenses \$ 107,943. including grants of \$ _____) (Revenue \$ 36,484.)

CHORE SERVICE: CHORE VOLUNTEERS PERFORM MINOR HOME REPAIRS THAT HELP SENIORS AND PEOPLE WITH DISABILITIES REMAIN LIVING SAFELY IN THEIR HOMES. THERE IS NO CHARGE EXCEPT FOR PARTS NECESSARY TO DO THE REPAIRS.

4c (Code: _____) (Expenses \$ 98,688. including grants of \$ _____) (Revenue \$ 53,373.)

BERGEN LEADS INTRODUCES PARTICIPANTS TO THE PUBLIC, NOT-FOR-PROFIT AND PRIVATE SECTOR LEADERS WHO INFLUENCE BERGEN COUNTY EVERYDAY. ALSO, ENCOURAGES PARTICIPANTS TO EXPLORE THE OPPORTUNITIES AND CHALLENGES FACING THE COMMUNITY AND OFFER THEIR IDEAS AND SOLUTIONS AT THE PUBLIC FORUM.

- 4d Other program services (Describe on Schedule O.)

(Expenses \$ 250,914. including grants of \$ _____)

) (Revenue \$ _____)

7,650.

4e Total program service expenses 744,896.

Form 990 (2023)

Part IV Checklist of Required Schedules

| | Yes | No |
|---|--|-----------|
| 1 Is the organization described in section 501(c)(3) or 4947(a)(1) (other than a private foundation)? If "Yes," complete Schedule A | 1 X | |
| 2 Is the organization required to complete Schedule B, <i>Schedule of Contributors</i> ? See instructions | 2 X | |
| 3 Did the organization engage in direct or indirect political campaign activities on behalf of or in opposition to candidates for public office? If "Yes," complete Schedule C, Part I | 3 X | |
| 4 Section 501(c)(3) organizations. Did the organization engage in lobbying activities, or have a section 501(h) election in effect during the tax year? If "Yes," complete Schedule C, Part II | 4 X | |
| 5 Is the organization a section 501(c)(4), 501(c)(5), or 501(c)(6) organization that receives membership dues, assessments, or similar amounts as defined in Rev. Proc. 98-19? If "Yes," complete Schedule C, Part III | 5 X | |
| 6 Did the organization maintain any donor advised funds or any similar funds or accounts for which donors have the right to provide advice on the distribution or investment of amounts in such funds or accounts? If "Yes," complete Schedule D, Part I | 6 X | |
| 7 Did the organization receive or hold a conservation easement, including easements to preserve open space, the environment, historic land areas, or historic structures? If "Yes," complete Schedule D, Part II | 7 X | |
| 8 Did the organization maintain collections of works of art, historical treasures, or other similar assets? If "Yes," complete Schedule D, Part III | 8 X | |
| 9 Did the organization report an amount in Part X, line 21, for escrow or custodial account liability; serve as a custodian for amounts not listed in Part X; or provide credit counseling, debt management, credit repair, or debt negotiation services? If "Yes," complete Schedule D, Part IV | 9 X | |
| 10 Did the organization, directly or through a related organization, hold assets in donor-restricted endowments or in quasi-endowments? If "Yes," complete Schedule D, Part V | 10 X | |
| 11 If the organization's answer to any of the following questions is "Yes," then complete Schedule D, Parts VI, VII, VIII, IX, or X, as applicable. <ul style="list-style-type: none"> a Did the organization report an amount for land, buildings, and equipment in Part X, line 10? If "Yes," complete Schedule D, Part VI b Did the organization report an amount for investments - other securities in Part X, line 12, that is 5% or more of its total assets reported in Part X, line 16? If "Yes," complete Schedule D, Part VII c Did the organization report an amount for investments - program related in Part X, line 13, that is 5% or more of its total assets reported in Part X, line 16? If "Yes," complete Schedule D, Part VIII d Did the organization report an amount for other assets in Part X, line 15, that is 5% or more of its total assets reported in Part X, line 16? If "Yes," complete Schedule D, Part IX e Did the organization report an amount for other liabilities in Part X, line 25? If "Yes," complete Schedule D, Part X f Did the organization's separate or consolidated financial statements for the tax year include a footnote that addresses the organization's liability for uncertain tax positions under FIN 48 (ASC 740)? If "Yes," complete Schedule D, Part X | 11a X 11b X 11c X 11d X 11e X 11f X | |
| 12a Did the organization obtain separate, independent audited financial statements for the tax year? If "Yes," complete Schedule D, Parts XI and XII | 12a X | |
| b Was the organization included in consolidated, independent audited financial statements for the tax year? If "Yes," and if the organization answered "No" to line 12a, then completing Schedule D, Parts XI and XII is optional | 12b X | |
| 13 Is the organization a school described in section 170(b)(1)(A)(ii)? If "Yes," complete Schedule E | 13 X | |
| 14a Did the organization maintain an office, employees, or agents outside of the United States? | 14a X | |
| b Did the organization have aggregate revenues or expenses of more than \$10,000 from grantmaking, fundraising, business, investment, and program service activities outside the United States, or aggregate foreign investments valued at \$100,000 or more? If "Yes," complete Schedule F, Parts I and IV | 14b X | |
| 15 Did the organization report on Part IX, column (A), line 3, more than \$5,000 of grants or other assistance to or for any foreign organization? If "Yes," complete Schedule F, Parts II and IV | 15 X | |
| 16 Did the organization report on Part IX, column (A), line 3, more than \$5,000 of aggregate grants or other assistance to or for foreign individuals? If "Yes," complete Schedule F, Parts III and IV | 16 X | |
| 17 Did the organization report a total of more than \$15,000 of expenses for professional fundraising services on Part IX, column (A), lines 6 and 11e? If "Yes," complete Schedule G, Part I. See instructions | 17 X | |
| 18 Did the organization report more than \$15,000 total of fundraising event gross income and contributions on Part VIII, lines 1c and 8a? If "Yes," complete Schedule G, Part II | 18 X | |
| 19 Did the organization report more than \$15,000 of gross income from gaming activities on Part VIII, line 9a? If "Yes," complete Schedule G, Part III | 19 X | |
| 20a Did the organization operate one or more hospital facilities? If "Yes," complete Schedule H | 20a X | |
| b If "Yes" to line 20a, did the organization attach a copy of its audited financial statements to this return? | 20b X | |
| 21 Did the organization report more than \$5,000 of grants or other assistance to any domestic organization or domestic government on Part IX, column (A), line 1? If "Yes," complete Schedule I, Parts I and II | 21 X | |

Part IV Checklist of Required Schedules (continued)

| | Yes | No |
|---|------------|-----------|
| 22 Did the organization report more than \$5,000 of grants or other assistance to or for domestic individuals on Part IX, column (A), line 2? If "Yes," complete Schedule I, Parts I and III | 22 | X |
| 23 Did the organization answer "Yes" to Part VII, Section A, line 3, 4, or 5, about compensation of the organization's current and former officers, directors, trustees, key employees, and highest compensated employees? If "Yes," complete Schedule J | 23 | X |
| 24a Did the organization have a tax-exempt bond issue with an outstanding principal amount of more than \$100,000 as of the last day of the year, that was issued after December 31, 2002? If "Yes," answer lines 24b through 24d and complete Schedule K. If "No," go to line 25a | 24a | X |
| b Did the organization invest any proceeds of tax-exempt bonds beyond a temporary period exception? | 24b | |
| c Did the organization maintain an escrow account other than a refunding escrow at any time during the year to defease any tax-exempt bonds? | 24c | |
| d Did the organization act as an "on behalf of" issuer for bonds outstanding at any time during the year? | 24d | |
| 25a Section 501(c)(3), 501(c)(4), and 501(c)(29) organizations. Did the organization engage in an excess benefit transaction with a disqualified person during the year? If "Yes," complete Schedule L, Part I | 25a | X |
| b Is the organization aware that it engaged in an excess benefit transaction with a disqualified person in a prior year, and that the transaction has not been reported on any of the organization's prior Forms 990 or 990-EZ? If "Yes," complete Schedule L, Part I | 25b | X |
| 26 Did the organization report any amount on Part X, line 5 or 22, for receivables from or payables to any current or former officer, director, trustee, key employee, creator or founder, substantial contributor, or 35% controlled entity or family member of any of these persons? If "Yes," complete Schedule L, Part II | 26 | X |
| 27 Did the organization provide a grant or other assistance to any current or former officer, director, trustee, key employee, creator or founder, substantial contributor or employee thereof, a grant selection committee member, or to a 35% controlled entity (including an employee thereof) or family member of any of these persons? If "Yes," complete Schedule L, Part III | 27 | X |
| 28 Was the organization a party to a business transaction with one of the following parties? (See the Schedule L, Part IV, instructions for applicable filing thresholds, conditions, and exceptions): | | |
| a A current or former officer, director, trustee, key employee, creator or founder, or substantial contributor? If "Yes," complete Schedule L, Part IV | 28a | X |
| b A family member of any individual described in line 28a? If "Yes," complete Schedule L, Part IV | 28b | X |
| c A 35% controlled entity of one or more individuals and/or organizations described in line 28a or 28b? If "Yes," complete Schedule L, Part IV | 28c | X |
| 29 Did the organization receive more than \$25,000 in noncash contributions? If "Yes," complete Schedule M | 29 | X |
| 30 Did the organization receive contributions of art, historical treasures, or other similar assets, or qualified conservation contributions? If "Yes," complete Schedule M | 30 | X |
| 31 Did the organization liquidate, terminate, or dissolve and cease operations? If "Yes," complete Schedule N, Part I | 31 | X |
| 32 Did the organization sell, exchange, dispose of, or transfer more than 25% of its net assets? If "Yes," complete Schedule N, Part II | 32 | X |
| 33 Did the organization own 100% of an entity disregarded as separate from the organization under Regulations sections 301.7701-2 and 301.7701-3? If "Yes," complete Schedule R, Part I | 33 | X |
| 34 Was the organization related to any tax-exempt or taxable entity? If "Yes," complete Schedule R, Part II, III, or IV, and Part V, line 1 | 34 | X |
| 35a Did the organization have a controlled entity within the meaning of section 512(b)(13)? | 35a | X |
| b If "Yes" to line 35a, did the organization receive any payment from or engage in any transaction with a controlled entity within the meaning of section 512(b)(13)? If "Yes," complete Schedule R, Part V, line 2 | 35b | |
| 36 Section 501(c)(3) organizations. Did the organization make any transfers to an exempt non-charitable related organization? If "Yes," complete Schedule R, Part V, line 2 | 36 | X |
| 37 Did the organization conduct more than 5% of its activities through an entity that is not a related organization and that is treated as a partnership for federal income tax purposes? If "Yes," complete Schedule R, Part VI | 37 | X |
| 38 Did the organization complete Schedule O and provide explanations on Schedule O for Part VI, lines 11b and 19? | 38 | X |

Note: All Form 990 filers are required to complete Schedule O

Part V Statements Regarding Other IRS Filings and Tax ComplianceCheck if Schedule O contains a response or note to any line in this Part V

| | Yes | No |
|--|------------|-----------|
| 1a Enter the number reported in box 3 of Form 1096. Enter -0- if not applicable | 1a | 0 |
| b Enter the number of Forms W-2G included on line 1a. Enter -0- if not applicable | 1b | 0 |
| c Did the organization comply with backup withholding rules for reportable payments to vendors and reportable gaming (gambling) winnings to prize winners? | 1c | X |

Part V Statements Regarding Other IRS Filings and Tax Compliance (continued)

| | Yes | No |
|--|------------|------------|
| 2a Enter the number of employees reported on Form W-3, Transmittal of Wage and Tax Statements, filed for the calendar year ending with or within the year covered by this return | 2a | 11 |
| b If at least one is reported on line 2a, did the organization file all required federal employment tax returns? | 2b | X |
| 3a Did the organization have unrelated business gross income of \$1,000 or more during the year? | 3a | X |
| b If "Yes," has it filed a Form 990-T for this year? If "No" to line 3b, provide an explanation on Schedule O | 3b | |
| 4a At any time during the calendar year, did the organization have an interest in, or a signature or other authority over, a financial account in a foreign country (such as a bank account, securities account, or other financial account)? | 4a | X |
| b If "Yes," enter the name of the foreign country _____ See instructions for filing requirements for FinCEN Form 114, Report of Foreign Bank and Financial Accounts (FBAR). | | |
| 5a Was the organization a party to a prohibited tax shelter transaction at any time during the tax year? | 5a | X |
| b Did any taxable party notify the organization that it was or is a party to a prohibited tax shelter transaction? | 5b | X |
| c If "Yes" to line 5a or 5b, did the organization file Form 8886-T? | 5c | |
| 6a Does the organization have annual gross receipts that are normally greater than \$100,000, and did the organization solicit any contributions that were not tax deductible as charitable contributions? | 6a | X |
| b If "Yes," did the organization include with every solicitation an express statement that such contributions or gifts were not tax deductible? | 6b | |
| 7 Organizations that may receive deductible contributions under section 170(c). | 7a | X |
| a Did the organization receive a payment in excess of \$75 made partly as a contribution and partly for goods and services provided to the payor? | 7b | X |
| c Did the organization sell, exchange, or otherwise dispose of tangible personal property for which it was required to file Form 8282? | 7c | X |
| d If "Yes," indicate the number of Forms 8282 filed during the year | 7d | |
| e Did the organization receive any funds, directly or indirectly, to pay premiums on a personal benefit contract? | 7e | X |
| f Did the organization, during the year, pay premiums, directly or indirectly, on a personal benefit contract? | 7f | X |
| g If the organization received a contribution of qualified intellectual property, did the organization file Form 8899 as required? | 7g | N/A |
| h If the organization received a contribution of cars, boats, airplanes, or other vehicles, did the organization file a Form 1098-C? | 7h | N/A |
| 8 Sponsoring organizations maintaining donor advised funds. Did a donor advised fund maintained by the sponsoring organization have excess business holdings at any time during the year? | | N/A |
| 9 Sponsoring organizations maintaining donor advised funds. | | |
| a Did the sponsoring organization make any taxable distributions under section 4966? | | N/A |
| b Did the sponsoring organization make a distribution to a donor, donor advisor, or related person? | | N/A |
| 10 Section 501(c)(7) organizations. Enter: | | |
| a Initiation fees and capital contributions included on Part VIII, line 12 | 10a | |
| b Gross receipts, included on Form 990, Part VIII, line 12, for public use of club facilities | 10b | |
| 11 Section 501(c)(12) organizations. Enter: | | |
| a Gross income from members or shareholders | 11a | |
| b Gross income from other sources. (Do not net amounts due or paid to other sources against amounts due or received from them.) | 11b | |
| 12a Section 4947(a)(1) non-exempt charitable trusts. Is the organization filing Form 990 in lieu of Form 1041? | 12a | |
| b If "Yes," enter the amount of tax-exempt interest received or accrued during the year | 12b | |
| 13 Section 501(c)(29) qualified nonprofit health insurance issuers. | | |
| a Is the organization licensed to issue qualified health plans in more than one state? | | N/A |
| Note: See the instructions for additional information the organization must report on Schedule O. | | |
| b Enter the amount of reserves the organization is required to maintain by the states in which the organization is licensed to issue qualified health plans | 13b | |
| c Enter the amount of reserves on hand | 13c | |
| 14a Did the organization receive any payments for indoor tanning services during the tax year? | 14a | X |
| b If "Yes," has it filed a Form 720 to report these payments? If "No," provide an explanation on Schedule O | 14b | |
| 15 Is the organization subject to the section 4960 tax on payment(s) of more than \$1,000,000 in remuneration or excess parachute payment(s) during the year? | 15 | X |
| If "Yes," see the instructions and file Form 4720, Schedule N. | | |
| 16 Is the organization an educational institution subject to the section 4968 excise tax on net investment income? | 16 | X |
| If "Yes," complete Form 4720, Schedule O. | | |
| 17 Section 501(c)(21) organizations. Did the trust, or any disqualified or other person engage in any activities that would result in the imposition of an excise tax under section 4951, 4952 or 4953? | | N/A |
| If "Yes," complete Form 6069. | | |

Part VI Governance, Management, and Disclosure. For each "Yes" response to lines 2 through 7b below, and for a "No" response to line 8a, 8b, or 10b below, describe the circumstances, processes, or changes on Schedule O. See instructions.

Check if Schedule O contains a response or note to any line in this Part VI X

Section A. Governing Body and Management

| | | 1a | 14 | Yes | No |
|----|---|----|----|-----|----|
| 1a | Enter the number of voting members of the governing body at the end of the tax year | 1a | 14 | | |
| | If there are material differences in voting rights among members of the governing body, or if the governing body delegated broad authority to an executive committee or similar committee, explain on Schedule O. | | | | |
| 1b | Enter the number of voting members included on line 1a, above, who are independent | 1b | 14 | | |
| 2 | Did any officer, director, trustee, or key employee have a family relationship or a business relationship with any other officer, director, trustee, or key employee? | | | X | |
| 3 | Did the organization delegate control over management duties customarily performed by or under the direct supervision of officers, directors, trustees, or key employees to a management company or other person? | | | X | |
| 4 | Did the organization make any significant changes to its governing documents since the prior Form 990 was filed? | | | X | |
| 5 | Did the organization become aware during the year of a significant diversion of the organization's assets? | | | X | |
| 6 | Did the organization have members or stockholders? | | | X | |
| 7a | Did the organization have members, stockholders, or other persons who had the power to elect or appoint one or more members of the governing body? | | | X | |
| b | Are any governance decisions of the organization reserved to (or subject to approval by) members, stockholders, or persons other than the governing body? | | | | |
| 8 | Did the organization contemporaneously document the meetings held or written actions undertaken during the year by the following: | | | | |
| a | The governing body? | | | X | |
| b | Each committee with authority to act on behalf of the governing body? | | | X | |
| 9 | Is there any officer, director, trustee, or key employee listed in Part VII, Section A, who cannot be reached at the organization's mailing address? If "Yes," provide the names and addresses on Schedule O | | | | X |

Section B. Policies (This Section B requests information about policies not required by the Internal Revenue Code.)

| | | 10a | X | Yes | No |
|-----|--|-----|---|-----|----|
| 10a | Did the organization have local chapters, branches, or affiliates? | | | | |
| b | If "Yes," did the organization have written policies and procedures governing the activities of such chapters, affiliates, and branches to ensure their operations are consistent with the organization's exempt purposes? | | | | |
| 11a | Has the organization provided a complete copy of this Form 990 to all members of its governing body before filing the form? | | | X | |
| b | Describe on Schedule O the process, if any, used by the organization to review this Form 990. | | | | |
| 12a | Did the organization have a written conflict of interest policy? If "No," go to line 13 | | | | |
| b | Were officers, directors, or trustees, and key employees required to disclose annually interests that could give rise to conflicts? | | | | |
| c | Did the organization regularly and consistently monitor and enforce compliance with the policy? If "Yes," describe on Schedule O how this was done | | | | |
| 13 | Did the organization have a written whistleblower policy? | | | | |
| 14 | Did the organization have a written document retention and destruction policy? | | | | |
| 15 | Did the process for determining compensation of the following persons include a review and approval by independent persons, comparability data, and contemporaneous substantiation of the deliberation and decision? | | | | |
| a | The organization's CEO, Executive Director, or top management official | | | | |
| b | Other officers or key employees of the organization | | | X | |
| | If "Yes" to line 15a or 15b, describe the process on Schedule O. See instructions. | | | | |
| 16a | Did the organization invest in, contribute assets to, or participate in a joint venture or similar arrangement with a taxable entity during the year? | | | | |
| b | If "Yes," did the organization follow a written policy or procedure requiring the organization to evaluate its participation in joint venture arrangements under applicable federal tax law, and take steps to safeguard the organization's exempt status with respect to such arrangements? | | | | |
| 16b | | | | | |

Section C. Disclosure

| | |
|----|--|
| 17 | List the states with which a copy of this Form 990 is required to be filed <input checked="" type="checkbox"/> NJ |
| 18 | Section 6104 requires an organization to make its Forms 1023 (1024 or 1024-A, if applicable), 990, and 990-T (section 501(c)(3)s only) available for public inspection. Indicate how you made these available. Check all that apply. |
| | <input type="checkbox"/> Own website <input type="checkbox"/> Another's website <input checked="" type="checkbox"/> Upon request <input type="checkbox"/> Other (explain on Schedule O) |
| 19 | Describe on Schedule O whether (and if so, how) the organization made its governing documents, conflict of interest policy, and financial statements available to the public during the tax year. |
| 20 | State the name, address, and telephone number of the person who possesses the organization's books and records THE ORGANIZATION – 201-489-9454 |
| | 64 PASSAIC STREET, HACKENSACK, NJ 07601 |

Part VII Compensation of Officers, Directors, Trustees, Key Employees, Highest Compensated Employees, and Independent Contractors

Check if Schedule O contains a response or note to any line in this Part VII

Section A. Officers, Directors, Trustees, Key Employees, and Highest Compensated Employees

1a Complete this table for all persons required to be listed. Report compensation for the calendar year ending with or within the organization's tax year.

- List all of the organization's **current** officers, directors, trustees (whether individuals or organizations), regardless of amount of compensation.

Enter -0- in columns (D), (E), and (F) if no compensation was paid.

- List all of the organization's **current** key employees, if any. See the instructions for definition of "key employee."

• List the organization's five **current** highest compensated employees (other than an officer, director, trustee, or key employee) who received reportable compensation (box 5 of Form W-2, box 6 of Form 1099-MISC, and/or box 1 of Form 1099-NEC) of more than \$100,000 from the organization and any related organizations.

• List all of the organization's **former** officers, key employees, and highest compensated employees who received more than \$100,000 of reportable compensation from the organization and any related organizations.

- List all of the organization's **former directors or trustees** that received, in the capacity as a former director or trustee of the organization, more than \$10,000 of reportable compensation from the organization and any related organizations.

See the instructions for the order in which to list the persons above.

Check this box if neither the organization nor any related organization compensated any current officer, director, or trustee.

| (A) Name and title | (B) Average hours per week (list any hours for related organizations below line) | (C) Position (do not check more than one box, unless person is both an officer and a director/trustee) | | | | | (D) Reportable compensation from the organization (W-2/1099-MISC/ 1099-NEC) | (E) Reportable compensation from related organizations (W-2/1099-MISC/ 1099-NEC) | (F) Estimated amount of other compensation from the organization and related organizations |
|---|---|--|-----------------------|---------|--------------|---------------------------------|--|--|--|
| | | Individual trustee or director | Institutional trustee | Officer | Key employee | Highest compensated employee | | | |
| (1) NINA BACHRACH CHIEF EXECUTIVE OFFICER | 35.00 | | X | | | | 107,228. | 0. | 11,274. |
| (2) DONNA LEIBE ADMINISTRATIVE DIRECTOR | 35.00 | | X | | | | 76,991. | 0. | 0. |
| (3) JEAN DIETZE MEMBER | 5.00 | X | | | | | 0. | 0. | 0. |
| (4) ANDREW BURKHARDT MEMBER | 1.00 | X | | | | | 0. | 0. | 0. |
| (5) SHANNON CURRIE MEMBER | 5.00 | X | | | | | 0. | 0. | 0. |
| (6) STEVE BIRKE MEMBER | 5.00 | X | | | | | 0. | 0. | 0. |
| (7) MARIA SPINA MEMBER | 0.60 | X | | | | | 0. | 0. | 0. |
| (8) ROBERTA SONENFELD MEMBER | 5.00 | X | | | | | 0. | 0. | 0. |
| (9) CATHY NAPOLITANO MEMBER | 8.00 | X | | | | | 0. | 0. | 0. |
| (10) MICHAEL GLICKSMAN MEMBER | 5.00 | X | | | | | 0. | 0. | 0. |
| (11) NANCY BOITNOTT MEMBER | 2.00 | X | | | | | 0. | 0. | 0. |
| (12) JANNIE CHUNG MEMBER | 5.00 | X | | | | | 0. | 0. | 0. |
| (13) DAVID PFEFFER MEMBER / TREASURER | 5.00 | X | X | | | | 0. | 0. | 0. |
| (14) ANN MEYERS PICCIRILLO PRESIDENT, EXECUTIVE COMM | 8.00 | X | X | | | | 0. | 0. | 0. |
| (15) DAVID WARSHAW ADVANCEMENT COMMITTEE CHAI | 0.50 | X | X | | | | 0. | 0. | 0. |
| (16) FARAH N. ANSARI GOVERNANCE COMMITTEE CHAIR | 5.00 | X | X | | | | 0. | 0. | 0. |
| (17) PAULA MADISON RYDER SECRETARY | 2.00 | X | X | | | | 0. | 0. | 0. |

Part VII**Section A. Officers, Directors, Trustees, Key Employees, and Highest Compensated Employees (continued)**

| (A) Name and title | (B) Average hours per week (list any hours for related organizations below line) | (C) Position (do not check more than one box, unless person is both an officer and a director/trustee) | | | | | (D) Reportable compensation from the organization (W-2/1099-MISC/ 1099-NEC) | (E) Reportable compensation from related organizations (W-2/1099-MISC/ 1099-NEC) | (F) Estimated amount of other compensation from the organization and related organizations |
|--|---|--|-----------------------|---------|--------------|---------------------------------|--|--|--|
| | | Individual trustee or director | Institutional trustee | Officer | Key employee | Highest compensated employee | | | |
| (18) PAUL COLLER HR COMMITTEE CHAIR / VICE PRESIDENT | 2.00 | X | X | | | | 0. | 0. | 0. |
| (19) LEE MICHELSON TREASURER, FINANCE COMMITT | 3.00 | X | X | | | | 0. | 0. | 0. |
| (20) MARINA CHASSAPIS VICE PRESIDENT / PRESIDENT | 10.00 | X | X | | | | 0. | 0. | 0. |
| | | | | | | | | | |
| | | | | | | | | | |
| | | | | | | | | | |
| | | | | | | | | | |
| | | | | | | | | | |
| | | | | | | | | | |
| 1b Subtotal | | | | | | | 184,219. | 0. | 11,274. |
| c Total from continuation sheets to Part VII, Section A | | | | | | | 0. | 0. | 0. |
| d Total (add lines 1b and 1c) | | | | | | | 184,219. | 0. | 11,274. |

2 Total number of individuals (including but not limited to those listed above) who received more than \$100,000 of reportable compensation from the organization 1

| | | Yes | No |
|--|--|-----|----|
| 3 Did the organization list any former officer, director, trustee, key employee, or highest compensated employee on line 1a? If "Yes," complete Schedule J for such individual | | 3 | X |
| 4 For any individual listed on line 1a, is the sum of reportable compensation and other compensation from the organization and related organizations greater than \$150,000? If "Yes," complete Schedule J for such individual | | 4 | X |
| 5 Did any person listed on line 1a receive or accrue compensation from any unrelated organization or individual for services rendered to the organization? If "Yes," complete Schedule J for such person | | 5 | X |

Section B. Independent Contractors

1 Complete this table for your five highest compensated independent contractors that received more than \$100,000 of compensation from the organization. Report compensation for the calendar year ending with or within the organization's tax year.

| (A) Name and business address | NONE | (B) Description of services | (C) Compensation |
|---|------|--------------------------------|---------------------|
| | | | |
| | | | |
| | | | |
| | | | |
| | | | |
| 2 Total number of independent contractors (including but not limited to those listed above) who received more than \$100,000 of compensation from the organization | 0 | | |

Part VIII Statement of Revenue

Check if Schedule O contains a response or note to any line in this Part VIII

| | | | (A) Total revenue | (B) Related or exempt function revenue | (C) Unrelated business revenue | (D) Revenue excluded from tax under sections 512 - 514 |
|---|----------------|----------------------|----------------------|--|--------------------------------------|---|
| Contributions, Gifts, Grants and Other Similar Amounts | | | | | | |
| 1 a Federated campaigns | 1a | | | | | |
| b Membership dues | 1b | | | | | |
| c Fundraising events | 1c | | | | | |
| d Related organizations | 1d | | | | | |
| e Government grants (contributions) | 1e | 609 , 665 . | | | | |
| f All other contributions, gifts, grants, and similar amounts not included above | 1f | 364 , 504 . | | | | |
| g Noncash contributions included in lines 1a-1f | 1g | \$ 16 , 276 . | | | | |
| h Total. Add lines 1a-1f | | 974 , 169 . | | | | |
| Program Service Revenue | | Business Code | | | | |
| 2 a BERGEN LEADS | 900099 | 53 , 373 . | 53 , 373 . | | | |
| b CHORE SERVICE | 900099 | 36 , 484 . | 36 , 484 . | | | |
| c OTHER SERVICE FEES | 900099 | 8 , 000 . | 8 , 000 . | | | |
| d STRENGTHENING COMMUNIT | 900099 | 6 , 350 . | 6 , 350 . | | | |
| e MENTORING PROGRAMS | 900099 | 1 , 630 . | 1 , 630 . | | | |
| f All other program service revenue | 900099 | 1 , 300 . | 1 , 300 . | | | |
| g Total. Add lines 2a-2f | | 107 , 137 . | | | | |
| Other Revenue | | | | | | |
| 3 Investment income (including dividends, interest, and other similar amounts) | | | 25 , 295 . | | | 25 , 295 . |
| 4 Income from investment of tax-exempt bond proceeds | | | | | | |
| 5 Royalties | | | | | | |
| 6 a Gross rents | (i) Real | (ii) Personal | | | | |
| b Less: rental expenses | 6a | | | | | |
| c Rental income or (loss) | 6b | | | | | |
| d Net rental income or (loss) | 6c | | | | | |
| 7 a Gross amount from sales of assets other than inventory | (i) Securities | (ii) Other | | | | |
| b Less: cost or other basis and sales expenses | 7a | 58 . | | | | |
| c Gain or (loss) | 7b | 0 . | | | | |
| d Net gain or (loss) | 7c | 58 . | | | | |
| 8 a Gross income from fundraising events (not including \$ _____ of contributions reported on line 1c). See Part IV, line 18 | 8a | | | | | |
| b Less: direct expenses | 8b | | | | | |
| c Net income or (loss) from fundraising events | | | | | | |
| 9 a Gross income from gaming activities. See Part IV, line 19 | 9a | | | | | |
| b Less: direct expenses | 9b | | | | | |
| c Net income or (loss) from gaming activities | | | | | | |
| 10 a Gross sales of inventory, less returns and allowances | 10a | | | | | |
| b Less: cost of goods sold | 10b | | | | | |
| c Net income or (loss) from sales of inventory | | | | | | |
| Miscellaneous Revenue | | Business Code | | | | |
| 11 a MISCELLANEOUS INCOME | 900099 | 6 . | 6 . | | | |
| b _____ | | | | | | |
| c _____ | | | | | | |
| d All other revenue | | | | | | |
| e Total. Add lines 11a-11d | | 6 . | | | | |
| 12 Total revenue. See instructions | | 1 , 106 , 665 . | 107 , 143 . | 0 . | 25 , 353 . | |

Part IX Statement of Functional Expenses

Section 501(c)(3) and 501(c)(4) organizations must complete all columns. All other organizations must complete column (A).

Check if Schedule O contains a response or note to any line in this Part IX

| <i>Do not include amounts reported on lines 6b, 7b, 8b, 9b, and 10b of Part VIII.</i> | (A) Total expenses | (B) Program service expenses | (C) Management and general expenses | (D) Fundraising expenses |
|---|-----------------------|------------------------------------|---|--------------------------------|
| 1 Grants and other assistance to domestic organizations and domestic governments. See Part IV, line 21 | | | | |
| 2 Grants and other assistance to domestic individuals. See Part IV, line 22 | | | | |
| 3 Grants and other assistance to foreign organizations, foreign governments, and foreign individuals. See Part IV, lines 15 and 16 | | | | |
| 4 Benefits paid to or for members | | | | |
| 5 Compensation of current officers, directors, trustees, and key employees | 195,493. | 162,180. | 10,520. | 22,793. |
| 6 Compensation not included above to disqualified persons (as defined under section 4958(f)(1)) and persons described in section 4958(c)(3)(B) | | | | |
| 7 Other salaries and wages | 295,552. | 295,552. | | |
| 8 Pension plan accruals and contributions (include section 401(k) and 403(b) employer contributions) | | | | |
| 9 Other employee benefits | 19,013. | 10,782. | 3,323. | 4,908. |
| 10 Payroll taxes | 46,106. | 40,539. | 3,000. | 2,567. |
| 11 Fees for services (nonemployees): | | | | |
| a Management | 66,842. | 17,385. | 4,052. | 45,405. |
| b Legal | | | | |
| c Accounting | | | | |
| d Lobbying | | | | |
| e Professional fundraising services. See Part IV, line 17 | | | | |
| f Investment management fees | | | | |
| g Other. (If line 11g amount exceeds 10% of line 25, column (A), amount, list line 11g expenses on Sch O.) | 6,799. | 3,433. | 368. | 2,998. |
| 12 Advertising and promotion | | | | |
| 13 Office expenses..... | 28,152. | 22,958. | 1,895. | 3,299. |
| 14 Information technology | | | | |
| 15 Royalties | | | | |
| 16 Occupancy | 81,095. | 65,293. | 5,793. | 10,009. |
| 17 Travel | 1,149. | 316. | | 833. |
| 18 Payments of travel or entertainment expenses for any federal, state, or local public officials ... | | | | |
| 19 Conferences, conventions, and meetings | 1,344. | | | 1,344. |
| 20 Interest | | | | |
| 21 Payments to affiliates | | | | |
| 22 Depreciation, depletion, and amortization | 16,232. | 2,117. | 14,115. | |
| 23 Insurance | 28,379. | 24,793. | 1,795. | 1,791. |
| 24 Other expenses. Itemize expenses not covered above. (List miscellaneous expenses on line 24e. If line 24e amount exceeds 10% of line 25, column (A), amount, list line 24e expenses on Schedule O.) | | | | |
| a PROGRAM ACTIVITIES | 53,293. | 49,534. | 63. | 3,696. |
| b REVOLVING FUND | 31,601. | 31,601. | | |
| c GIFT IN KIND | 16,276. | 16,276. | | |
| d VOLUNTEER RECOGNITION | 3,907. | 2,137. | 1,049. | 721. |
| e All other expenses | | | | |
| 25 Total functional expenses. Add lines 1 through 24e | 891,233. | 744,896. | 45,973. | 100,364. |
| 26 Joint costs. Complete this line only if the organization reported in column (B) joint costs from a combined educational campaign and fundraising solicitation. Check here <input type="checkbox"/> if following SOP 98-2 (ASC 958-720) | | | | |

Part X Balance SheetCheck if Schedule O contains a response or note to any line in this Part X

| | | (A) Beginning of year | | (B) End of year |
|------------------------------------|---|--------------------------|-------------|--------------------|
| Assets | 1 Cash - non-interest-bearing | 833,932. | 1 | 300,326. |
| | 2 Savings and temporary cash investments | | 2 | 648,972. |
| | 3 Pledges and grants receivable, net | 89,504. | 3 | 86,917. |
| | 4 Accounts receivable, net | 41,186. | 4 | 59,811. |
| | 5 Loans and other receivables from any current or former officer, director, trustee, key employee, creator or founder, substantial contributor, or 35% controlled entity or family member of any of these persons | | 5 | |
| | 6 Loans and other receivables from other disqualified persons (as defined under section 4958(f)(1)), and persons described in section 4958(c)(3)(B) | | 6 | |
| | 7 Notes and loans receivable, net | | 7 | |
| | 8 Inventories for sale or use | | 8 | |
| | 9 Prepaid expenses and deferred charges | 11,448. | 9 | 16,975. |
| | 10a Land, buildings, and equipment: cost or other basis. Complete Part VI of Schedule D | 231,575. | | |
| | b Less: accumulated depreciation | 10b 172,474. | 10c 11,195. | 59,101. |
| | 11 Investments - publicly traded securities | 9,491. | 11 | 17,978. |
| | 12 Investments - other securities. See Part IV, line 11 | 4. | 12 | |
| | 13 Investments - program-related. See Part IV, line 11 | | 13 | |
| | 14 Intangible assets | 14,393. | 14 | 11,853. |
| | 15 Other assets. See Part IV, line 11 | | 15 | |
| | 16 Total assets. Add lines 1 through 15 (must equal line 33) | 1,011,153. | 16 | 1,201,933. |
| Liabilities | 17 Accounts payable and accrued expenses | 21,417. | 17 | 28,737. |
| | 18 Grants payable | | 18 | |
| | 19 Deferred revenue | 41,309. | 19 | 21,160. |
| | 20 Tax-exempt bond liabilities | | 20 | |
| | 21 Escrow or custodial account liability. Complete Part IV of Schedule D | 74,567. | 21 | 65,867. |
| | 22 Loans and other payables to any current or former officer, director, trustee, key employee, creator or founder, substantial contributor, or 35% controlled entity or family member of any of these persons | | 22 | |
| | 23 Secured mortgages and notes payable to unrelated third parties | 149,359. | 23 | 141,722. |
| | 24 Unsecured notes and loans payable to unrelated third parties | | 24 | |
| | 25 Other liabilities (including federal income tax, payables to related third parties, and other liabilities not included on lines 17-24). Complete Part X of Schedule D | | 25 | |
| | 26 Total liabilities. Add lines 17 through 25 | 286,652. | 26 | 257,486. |
| Net Assets or Fund Balances | Organizations that follow FASB ASC 958, check here <input checked="" type="checkbox"/> and complete lines 27, 28, 32, and 33. | | | |
| | 27 Net assets without donor restrictions | 515,036. | 27 | 648,406. |
| | 28 Net assets with donor restrictions | 209,465. | 28 | 296,041. |
| | Organizations that do not follow FASB ASC 958, check here <input type="checkbox"/> and complete lines 29 through 33. | | | |
| | 29 Capital stock or trust principal, or current funds | | 29 | |
| | 30 Paid-in or capital surplus, or land, building, or equipment fund | | 30 | |
| | 31 Retained earnings, endowment, accumulated income, or other funds | | 31 | |
| | 32 Total net assets or fund balances | 724,501. | 32 | 944,447. |
| | 33 Total liabilities and net assets/fund balances | 1,011,153. | 33 | 1,201,933. |

Part XI Reconciliation of Net AssetsCheck if Schedule O contains a response or note to any line in this Part XI

| | | |
|---|----|------------|
| 1 Total revenue (must equal Part VIII, column (A), line 12) | 1 | 1,106,665. |
| 2 Total expenses (must equal Part IX, column (A), line 25) | 2 | 891,233. |
| 3 Revenue less expenses. Subtract line 2 from line 1 | 3 | 215,432. |
| 4 Net assets or fund balances at beginning of year (must equal Part X, line 32, column (A)) | 4 | 724,501. |
| 5 Net unrealized gains (losses) on investments | 5 | 4,514. |
| 6 Donated services and use of facilities | 6 | |
| 7 Investment expenses | 7 | |
| 8 Prior period adjustments | 8 | |
| 9 Other changes in net assets or fund balances (explain on Schedule O) | 9 | 0. |
| 10 Net assets or fund balances at end of year. Combine lines 3 through 9 (must equal Part X, line 32, column (B)) | 10 | 944,447. |

Part XII Financial Statements and ReportingCheck if Schedule O contains a response or note to any line in this Part XII

| | Yes | No |
|--|-----|----|
| 1 Accounting method used to prepare the Form 990: <input type="checkbox"/> Cash <input checked="" type="checkbox"/> Accrual <input type="checkbox"/> Other _____ If the organization changed its method of accounting from a prior year or checked "Other," explain on Schedule O. | | |
| 2a Were the organization's financial statements compiled or reviewed by an independent accountant? | 2a | X |
| If "Yes," check a box below to indicate whether the financial statements for the year were compiled or reviewed on a separate basis, consolidated basis, or both: <input type="checkbox"/> Separate basis <input type="checkbox"/> Consolidated basis <input type="checkbox"/> Both consolidated and separate basis | | |
| 2b Were the organization's financial statements audited by an independent accountant? | 2b | X |
| If "Yes," check a box below to indicate whether the financial statements for the year were audited on a separate basis, consolidated basis, or both: <input checked="" type="checkbox"/> Separate basis <input type="checkbox"/> Consolidated basis <input type="checkbox"/> Both consolidated and separate basis | | |
| c If "Yes" to line 2a or 2b, does the organization have a committee that assumes responsibility for oversight of the audit, review, or compilation of its financial statements and selection of an independent accountant? | 2c | X |
| If the organization changed either its oversight process or selection process during the tax year, explain on Schedule O. | | |
| 3a As a result of a federal award, was the organization required to undergo an audit or audits as set forth in the Uniform Guidance, 2 C.F.R. Part 200, Subpart F? | 3a | X |
| b If "Yes," did the organization undergo the required audit or audits? If the organization did not undergo the required audit or audits, explain why on Schedule O and describe any steps taken to undergo such audits | 3b | |

Form 990 (2023)

SCHEDULE A
(Form 990)

Department of the Treasury
Internal Revenue Service

Public Charity Status and Public Support
Complete if the organization is a section 501(c)(3) organization or a section 4947(a)(1) nonexempt charitable trust.
Attach to Form 990 or Form 990-EZ.
Go to www.irs.gov/Form990 for instructions and the latest information.

OMB No. 1545-0047

2023

Open to Public
Inspection

Name of the organization

VOLUNTEER CENTER OF BERGEN COUNTY, INC.

Employer identification number
22-1821282

Part I Reason for Public Charity Status. (All organizations must complete this part.) See instructions.

The organization is not a private foundation because it is: (For lines 1 through 12, check only one box.)

- 1 A church, convention of churches, or association of churches described in **section 170(b)(1)(A)(i)**.
- 2 A school described in **section 170(b)(1)(A)(ii)**. (Attach Schedule E (Form 990).)
- 3 A hospital or a cooperative hospital service organization described in **section 170(b)(1)(A)(iii)**.
- 4 A medical research organization operated in conjunction with a hospital described in **section 170(b)(1)(A)(iii)**. Enter the hospital's name, city, and state: _____
- 5 An organization operated for the benefit of a college or university owned or operated by a governmental unit described in **section 170(b)(1)(A)(iv)**. (Complete Part II.)
- 6 A federal, state, or local government or governmental unit described in **section 170(b)(1)(A)(v)**.
- 7 An organization that normally receives a substantial part of its support from a governmental unit or from the general public described in **section 170(b)(1)(A)(vi)**. (Complete Part II.)
- 8 A community trust described in **section 170(b)(1)(A)(vi)**. (Complete Part II.)
- 9 An agricultural research organization described in **section 170(b)(1)(A)(ix)** operated in conjunction with a land-grant college or university or a non-land-grant college of agriculture (see instructions). Enter the name, city, and state of the college or university: _____
- 10 An organization that normally receives (1) more than 33 1/3% of its support from contributions, membership fees, and gross receipts from activities related to its exempt functions, subject to certain exceptions; and (2) no more than 33 1/3% of its support from gross investment income and unrelated business taxable income (less section 511 tax) from businesses acquired by the organization after June 30, 1975. See **section 509(a)(2)**. (Complete Part III.)
- 11 An organization organized and operated exclusively to test for public safety. See **section 509(a)(4)**.
- 12 An organization organized and operated exclusively for the benefit of, to perform the functions of, or to carry out the purposes of one or more publicly supported organizations described in **section 509(a)(1)** or **section 509(a)(2)**. See **section 509(a)(3)**. Check the box on lines 12a through 12d that describes the type of supporting organization and complete lines 12e, 12f, and 12g.
 - a **Type I.** A supporting organization operated, supervised, or controlled by its supported organization(s), typically by giving the supported organization(s) the power to regularly appoint or elect a majority of the directors or trustees of the supporting organization. **You must complete Part IV, Sections A and B.**
 - b **Type II.** A supporting organization supervised or controlled in connection with its supported organization(s), by having control or management of the supporting organization vested in the same persons that control or manage the supported organization(s). **You must complete Part IV, Sections A and C.**
 - c **Type III functionally integrated.** A supporting organization operated in connection with, and functionally integrated with, its supported organization(s) (see instructions). **You must complete Part IV, Sections A, D, and E.**
 - d **Type III non-functionally integrated.** A supporting organization operated in connection with its supported organization(s) that is not functionally integrated. The organization generally must satisfy a distribution requirement and an attentiveness requirement (see instructions). **You must complete Part IV, Sections A and D, and Part V.**
 - e Check this box if the organization received a written determination from the IRS that it is a Type I, Type II, Type III functionally integrated, or Type III non-functionally integrated supporting organization.
 - f Enter the number of supported organizations
 - g Provide the following information about the supported organization(s).

| (I) Name of supported organization | (II) EIN | (III) Type of organization (described on lines 1-10 above (see instructions)) | (IV) Is the organization listed in your governing document? | | (V) Amount of monetary support (see instructions) | (VI) Amount of other support (see instructions) |
|------------------------------------|----------|---|---|----|---|---|
| | | | Yes | No | | |
| | | | | | | |
| | | | | | | |
| | | | | | | |
| | | | | | | |
| | | | | | | |
| | | | | | | |
| | | | | | | |
| Total | | | | | | |

Part II Support Schedule for Organizations Described in Sections 170(b)(1)(A)(iv) and 170(b)(1)(A)(vi)

(Complete only if you checked the box on line 5, 7, or 8 of Part I or if the organization failed to qualify under Part III. If the organization fails to qualify under the tests listed below, please complete Part III.)

Section A. Public Support

| Calendar year (or fiscal year beginning in) | (a) 2019 | (b) 2020 | (c) 2021 | (d) 2022 | (e) 2023 | (f) Total |
|---|----------|----------|----------|----------|----------|-----------|
| 1 Gifts, grants, contributions, and membership fees received. (Do not include any "unusual grants.") | | | | | | |
| 2 Tax revenues levied for the organization's benefit and either paid to or expended on its behalf | | | | | | |
| 3 The value of services or facilities furnished by a governmental unit to the organization without charge | | | | | | |
| 4 Total. Add lines 1 through 3 | | | | | | |
| 5 The portion of total contributions by each person (other than a governmental unit or publicly supported organization) included on line 1 that exceeds 2% of the amount shown on line 11, column (f) | | | | | | |
| 6 Public support. Subtract line 5 from line 4. | | | | | | |

Section B. Total Support

| Calendar year (or fiscal year beginning in) | (a) 2019 | (b) 2020 | (c) 2021 | (d) 2022 | (e) 2023 | (f) Total |
|---|----------|----------|----------|----------|-----------|--------------------------|
| 7 Amounts from line 4 | | | | | | |
| 8 Gross income from interest, dividends, payments received on securities loans, rents, royalties, and income from similar sources | | | | | | |
| 9 Net income from unrelated business activities, whether or not the business is regularly carried on | | | | | | |
| 10 Other income. Do not include gain or loss from the sale of capital assets (Explain in Part VI.) | | | | | | |
| 11 Total support. Add lines 7 through 10 | | | | | | |
| 12 Gross receipts from related activities, etc. (see instructions) | | | | | 12 | |
| 13 First 5 years. If the Form 990 is for the organization's first, second, third, fourth, or fifth tax year as a section 501(c)(3) organization, check this box and stop here | | | | | | <input type="checkbox"/> |

Section C. Computation of Public Support Percentage

| | | |
|--|-----------|---|
| 14 Public support percentage for 2023 (line 6, column (f), divided by line 11, column (f)) | 14 | % |
| 15 Public support percentage from 2022 Schedule A, Part II, line 14 | 15 | % |
| 16a 33 1/3% support test - 2023. If the organization did not check the box on line 13, and line 14 is 33 1/3% or more, check this box and stop here . The organization qualifies as a publicly supported organization | | |
| b 33 1/3% support test - 2022. If the organization did not check a box on line 13 or 16a, and line 15 is 33 1/3% or more, check this box and stop here . The organization qualifies as a publicly supported organization | | |
| 17a 10% -facts-and-circumstances test - 2023. If the organization did not check a box on line 13, 16a, or 16b, and line 14 is 10% or more, and if the organization meets the facts-and-circumstances test, check this box and stop here . Explain in Part VI how the organization meets the facts-and-circumstances test. The organization qualifies as a publicly supported organization | | |
| b 10% -facts-and-circumstances test - 2022. If the organization did not check a box on line 13, 16a, 16b, or 17a, and line 15 is 10% or more, and if the organization meets the facts-and-circumstances test, check this box and stop here . Explain in Part VI how the organization meets the facts-and-circumstances test. The organization qualifies as a publicly supported organization | | |
| 18 Private foundation. If the organization did not check a box on line 13, 16a, 16b, 17a, or 17b, check this box and see instructions | | |

Part III Support Schedule for Organizations Described in Section 509(a)(2)

(Complete only if you checked the box on line 10 of Part I or if the organization failed to qualify under Part II. If the organization fails to qualify under the tests listed below, please complete Part II.)

Section A. Public Support

| Calendar year (or fiscal year beginning in) | (a) 2019 | (b) 2020 | (c) 2021 | (d) 2022 | (e) 2023 | (f) Total |
|--|----------|----------|----------|----------|----------|-----------|
| 1 Gifts, grants, contributions, and membership fees received. (Do not include any "unusual grants.") | 1004845. | 1079092. | 1380786. | 963,290. | 974,169. | 5402182. |
| 2 Gross receipts from admissions, merchandise sold or services performed, or facilities furnished in any activity that is related to the organization's tax-exempt purpose | 174,158. | 112,606. | 92,866. | 112,777. | 107,137. | 599,544. |
| 3 Gross receipts from activities that are not an unrelated trade or business under section 513 | | | | | | |
| 4 Tax revenues levied for the organization's benefit and either paid to or expended on its behalf | | | | | | |
| 5 The value of services or facilities furnished by a governmental unit to the organization without charge | | | | | | |
| 6 Total. Add lines 1 through 5 | 1179003. | 1191698. | 1473652. | 1076067. | 1081306. | 6001726. |
| 7a Amounts included on lines 1, 2, and 3 received from disqualified persons | | | | | | 0. |
| b Amounts included on lines 2 and 3 received from other than disqualified persons that exceed the greater of \$5,000 or 1% of the amount on line 13 for the year | | | | | | 0. |
| c Add lines 7a and 7b | | | | | | 0. |
| 8 Public support. (Subtract line 7c from line 6.) | | | | | | 6001726. |

Section B. Total Support

| Calendar year (or fiscal year beginning in) | (a) 2019 | (b) 2020 | (c) 2021 | (d) 2022 | (e) 2023 | (f) Total |
|---|----------|----------|----------|----------|----------|--------------------------|
| 9 Amounts from line 6 | 1179003. | 1191698. | 1473652. | 1076067. | 1081306. | 6001726. |
| 10a Gross income from interest, dividends, payments received on securities loans, rents, royalties, and income from similar sources | 400. | 2,009. | 2,998. | 2,289. | 25,295. | 32,991. |
| b Unrelated business taxable income (less section 511 taxes) from businesses acquired after June 30, 1975 | 400. | 2,009. | 2,998. | 2,289. | 25,295. | 32,991. |
| c Add lines 10a and 10b | | | | | | |
| 11 Net income from unrelated business activities not included on line 10b, whether or not the business is regularly carried on | | | | | | |
| 12 Other income. Do not include gain or loss from the sale of capital assets (Explain in Part VI.) | 5,800. | | 100. | | 6. | 5,906. |
| 13 Total support. (Add lines 9, 10c, 11, and 12.) | 1185203. | 1193707. | 1476750. | 1078356. | 1106607. | 6040623. |
| 14 First 5 years. If the Form 990 is for the organization's first, second, third, fourth, or fifth tax year as a section 501(c)(3) organization, check this box and stop here | | | | | | <input type="checkbox"/> |

Section C. Computation of Public Support Percentage

| | | | |
|--|----|-------|---|
| 15 Public support percentage for 2023 (line 8, column (f), divided by line 13, column (f)) | 15 | 99.36 | % |
| 16 Public support percentage from 2022 Schedule A, Part III, line 15 | 16 | 99.74 | % |

Section D. Computation of Investment Income Percentage

| | | | |
|--|----|-----|---|
| 17 Investment income percentage for 2023 (line 10c, column (f), divided by line 13, column (f)) | 17 | .55 | % |
| 18 Investment income percentage from 2022 Schedule A, Part III, line 17 | 18 | .14 | % |
| 19a 33 1/3% support tests - 2023. If the organization did not check the box on line 14, and line 15 is more than 33 1/3%, and line 17 is not more than 33 1/3%, check this box and stop here . The organization qualifies as a publicly supported organization | | | |
| <input checked="" type="checkbox"/> | | | |
| b 33 1/3% support tests - 2022. If the organization did not check a box on line 14 or line 19a, and line 16 is more than 33 1/3%, and line 18 is not more than 33 1/3%, check this box and stop here . The organization qualifies as a publicly supported organization | | | |
| <input type="checkbox"/> | | | |
| 20 Private foundation. If the organization did not check a box on line 14, 19a, or 19b, check this box and see instructions | | | |
| <input type="checkbox"/> | | | |

Part IV Supporting Organizations

(Complete only if you checked a box on line 12 of Part I. If you checked box 12a, Part I, complete Sections A and B. If you checked box 12b, Part I, complete Sections A and C. If you checked box 12c, Part I, complete Sections A, D, and E. If you checked box 12d, Part I, complete Sections A and D, and complete Part V.)

Section A. All Supporting Organizations

| | Yes | No |
|--|------------|-----------|
| 1 Are all of the organization's supported organizations listed by name in the organization's governing documents? <i>If "No," describe in Part VI how the supported organizations are designated. If designated by class or purpose, describe the designation. If historic and continuing relationship, explain.</i> | | |
| 2 Did the organization have any supported organization that does not have an IRS determination of status under section 509(a)(1) or (2)? <i>If "Yes," explain in Part VI how the organization determined that the supported organization was described in section 509(a)(1) or (2).</i> | | |
| 3a Did the organization have a supported organization described in section 501(c)(4), (5), or (6)? <i>If "Yes," answer lines 3b and 3c below.</i> | | |
| b Did the organization confirm that each supported organization qualified under section 501(c)(4), (5), or (6) and satisfied the public support tests under section 509(a)(2)? <i>If "Yes," describe in Part VI when and how the organization made the determination.</i> | | |
| c Did the organization ensure that all support to such organizations was used exclusively for section 170(c)(2)(B) purposes? <i>If "Yes," explain in Part VI what controls the organization put in place to ensure such use.</i> | | |
| 4a Was any supported organization not organized in the United States ("foreign supported organization")? <i>If "Yes," and if you checked box 12a or 12b in Part I, answer lines 4b and 4c below.</i> | | |
| b Did the organization have ultimate control and discretion in deciding whether to make grants to the foreign supported organization? <i>If "Yes," describe in Part VI how the organization had such control and discretion despite being controlled or supervised by or in connection with its supported organizations.</i> | | |
| c Did the organization support any foreign supported organization that does not have an IRS determination under sections 501(c)(3) and 509(a)(1) or (2)? <i>If "Yes," explain in Part VI what controls the organization used to ensure that all support to the foreign supported organization was used exclusively for section 170(c)(2)(B) purposes.</i> | | |
| 5a Did the organization add, substitute, or remove any supported organizations during the tax year? <i>If "Yes," answer lines 5b and 5c below (if applicable). Also, provide detail in Part VI, including (i) the names and EIN numbers of the supported organizations added, substituted, or removed; (ii) the reasons for each such action; (iii) the authority under the organization's organizing document authorizing such action; and (iv) how the action was accomplished (such as by amendment to the organizing document).</i> | | |
| b Type I or Type II only. Was any added or substituted supported organization part of a class already designated in the organization's organizing document? | | |
| c Substitutions only. Was the substitution the result of an event beyond the organization's control? | | |
| 6 Did the organization provide support (whether in the form of grants or the provision of services or facilities) to anyone other than (i) its supported organizations, (ii) individuals that are part of the charitable class benefited by one or more of its supported organizations, or (iii) other supporting organizations that also support or benefit one or more of the filing organization's supported organizations? <i>If "Yes," provide detail in Part VI.</i> | | |
| 7 Did the organization provide a grant, loan, compensation, or other similar payment to a substantial contributor (as defined in section 4958(c)(3)(C)), a family member of a substantial contributor, or a 35% controlled entity with regard to a substantial contributor? <i>If "Yes," complete Part I of Schedule L (Form 990).</i> | | |
| 8 Did the organization make a loan to a disqualified person (as defined in section 4958) not described on line 7? <i>If "Yes," complete Part I of Schedule L (Form 990).</i> | | |
| 9a Was the organization controlled directly or indirectly at any time during the tax year by one or more disqualified persons, as defined in section 4946 (other than foundation managers and organizations described in section 509(a)(1) or (2))? <i>If "Yes," provide detail in Part VI.</i> | | |
| b Did one or more disqualified persons (as defined on line 9a) hold a controlling interest in any entity in which the supporting organization had an interest? <i>If "Yes," provide detail in Part VI.</i> | | |
| c Did a disqualified person (as defined on line 9a) have an ownership interest in, or derive any personal benefit from, assets in which the supporting organization also had an interest? <i>If "Yes," provide detail in Part VI.</i> | | |
| 10a Was the organization subject to the excess business holdings rules of section 4943 because of section 4943(f) (regarding certain Type II supporting organizations, and all Type III non-functionally integrated supporting organizations)? <i>If "Yes," answer line 10b below.</i> | | |
| b Did the organization have any excess business holdings in the tax year? <i>(Use Schedule C, Form 4720, to determine whether the organization had excess business holdings.)</i> | | |

Part IV Supporting Organizations (continued)

| | Yes | No |
|---|-----|----|
| 11 Has the organization accepted a gift or contribution from any of the following persons? | | |
| a A person who directly or indirectly controls, either alone or together with persons described on lines 11b and 11c below, the governing body of a supported organization? | 11a | |
| b A family member of a person described on line 11a above? | 11b | |
| c A 35% controlled entity of a person described on line 11a or 11b above? If "Yes" to line 11a, 11b, or 11c, provide detail in Part VI. | 11c | |

Section B. Type I Supporting Organizations

| | Yes | No |
|--|-----|----|
| 1 Did the governing body, members of the governing body, officers acting in their official capacity, or membership of one or more supported organizations have the power to regularly appoint or elect at least a majority of the organization's officers, directors, or trustees at all times during the tax year? If "No," describe in Part VI how the supported organization(s) effectively operated, supervised, or controlled the organization's activities. If the organization had more than one supported organization, describe how the powers to appoint and/or remove officers, directors, or trustees were allocated among the supported organizations and what conditions or restrictions, if any, applied to such powers during the tax year. | 1 | |
| 2 Did the organization operate for the benefit of any supported organization other than the supported organization(s) that operated, supervised, or controlled the supporting organization? If "Yes," explain in Part VI how providing such benefit carried out the purposes of the supported organization(s) that operated, supervised, or controlled the supporting organization. | 2 | |

Section C. Type II Supporting Organizations

| | Yes | No |
|---|-----|----|
| 1 Were a majority of the organization's directors or trustees during the tax year also a majority of the directors or trustees of each of the organization's supported organization(s)? If "No," describe in Part VI how control or management of the supporting organization was vested in the same persons that controlled or managed the supported organization(s). | 1 | |

Section D. All Type III Supporting Organizations

| | Yes | No |
|---|-----|----|
| 1 Did the organization provide to each of its supported organizations, by the last day of the fifth month of the organization's tax year, (i) a written notice describing the type and amount of support provided during the prior tax year, (ii) a copy of the Form 990 that was most recently filed as of the date of notification, and (iii) copies of the organization's governing documents in effect on the date of notification, to the extent not previously provided? | 1 | |
| 2 Were any of the organization's officers, directors, or trustees either (i) appointed or elected by the supported organization(s) or (ii) serving on the governing body of a supported organization? If "No," explain in Part VI how the organization maintained a close and continuous working relationship with the supported organization(s). | 2 | |
| 3 By reason of the relationship described on line 2, above, did the organization's supported organizations have a significant voice in the organization's investment policies and in directing the use of the organization's income or assets at all times during the tax year? If "Yes," describe in Part VI the role the organization's supported organizations played in this regard. | 3 | |

Section E. Type III Functionally Integrated Supporting Organizations

| | | |
|---|----|--|
| 1 Check the box next to the method that the organization used to satisfy the Integral Part Test during the year (see instructions). | | |
| a <input type="checkbox"/> The organization satisfied the Activities Test. Complete line 2 below. | | |
| b <input type="checkbox"/> The organization is the parent of each of its supported organizations. Complete line 3 below. | | |
| c <input type="checkbox"/> The organization supported a governmental entity. Describe in Part VI how you supported a governmental entity (see instructions). | | |
| 2 Activities Test. Answer lines 2a and 2b below. | | |
| a Did substantially all of the organization's activities during the tax year directly further the exempt purposes of the supported organization(s) to which the organization was responsive? If "Yes," then in Part VI identify those supported organizations and explain how these activities directly furthered their exempt purposes, how the organization was responsive to those supported organizations, and how the organization determined that these activities constituted substantially all of its activities. | 2a | |
| b Did the activities described on line 2a, above, constitute activities that, but for the organization's involvement, one or more of the organization's supported organization(s) would have been engaged in? If "Yes," explain in Part VI the reasons for the organization's position that its supported organization(s) would have engaged in these activities but for the organization's involvement. | 2b | |
| 3 Parent of Supported Organizations. Answer lines 3a and 3b below. | | |
| a Did the organization have the power to regularly appoint or elect a majority of the officers, directors, or trustees of each of the supported organizations? If "Yes" or "No" provide details in Part VI. | 3a | |
| b Did the organization exercise a substantial degree of direction over the policies, programs, and activities of each of its supported organizations? If "Yes," describe in Part VI the role played by the organization in this regard. | 3b | |

Part V Type III Non-Functionally Integrated 509(a)(3) Supporting Organizations

1 Check here if the organization satisfied the Integral Part Test as a qualifying trust on Nov. 20, 1970 (*explain in Part VI*). See instructions.

All other Type III non-functionally integrated supporting organizations must complete Sections A through E.

| Section A - Adjusted Net Income | | (A) Prior Year | (B) Current Year (optional) |
|---|-----------|----------------|--------------------------------|
| 1 Net short-term capital gain | 1 | | |
| 2 Recoveries of prior-year distributions | 2 | | |
| 3 Other gross income (see instructions) | 3 | | |
| 4 Add lines 1 through 3. | 4 | | |
| 5 Depreciation and depletion | 5 | | |
| 6 Portion of operating expenses paid or incurred for production or collection of gross income or for management, conservation, or maintenance of property held for production of income (see instructions) | 6 | | |
| 7 Other expenses (see instructions) | 7 | | |
| 8 Adjusted Net Income (subtract lines 5, 6, and 7 from line 4) | 8 | | |
| Section B - Minimum Asset Amount | | (A) Prior Year | (B) Current Year (optional) |
| 1 Aggregate fair market value of all non-exempt-use assets (see instructions for short tax year or assets held for part of year): | | | |
| a Average monthly value of securities | 1a | | |
| b Average monthly cash balances | 1b | | |
| c Fair market value of other non-exempt-use assets | 1c | | |
| d Total (add lines 1a, 1b, and 1c) | 1d | | |
| e Discount claimed for blockage or other factors <i>(explain in detail in Part VI)</i> : | | | |
| 2 Acquisition indebtedness applicable to non-exempt-use assets | 2 | | |
| 3 Subtract line 2 from line 1d. | 3 | | |
| 4 Cash deemed held for exempt use. Enter 0.015 of line 3 (for greater amount, see instructions). | 4 | | |
| 5 Net value of non-exempt-use assets (subtract line 4 from line 3) | 5 | | |
| 6 Multiply line 5 by 0.035. | 6 | | |
| 7 Recoveries of prior-year distributions | 7 | | |
| 8 Minimum Asset Amount (add line 7 to line 6) | 8 | | |
| Section C - Distributable Amount | | | Current Year |
| 1 Adjusted net income for prior year (from Section A, line 8, column A) | 1 | | |
| 2 Enter 0.85 of line 1. | 2 | | |
| 3 Minimum asset amount for prior year (from Section B, line 8, column A) | 3 | | |
| 4 Enter greater of line 2 or line 3. | 4 | | |
| 5 Income tax imposed in prior year | 5 | | |
| 6 Distributable Amount. Subtract line 5 from line 4, unless subject to emergency temporary reduction (see instructions). | 6 | | |
| 7 <input type="checkbox"/> Check here if the current year is the organization's first as a non-functionally integrated Type III supporting organization (see instructions). | | | |

Part V Type III Non-Functionally Integrated 509(a)(3) Supporting Organizations (continued)

| Section D - Distributions | | Current Year |
|---------------------------|---|--------------|
| 1 | Amounts paid to supported organizations to accomplish exempt purposes | 1 |
| 2 | Amounts paid to perform activity that directly furthers exempt purposes of supported organizations, in excess of income from activity | 2 |
| 3 | Administrative expenses paid to accomplish exempt purposes of supported organizations | 3 |
| 4 | Amounts paid to acquire exempt-use assets | 4 |
| 5 | Qualified set-aside amounts (prior IRS approval required - <i>provide details in Part VI</i>) | 5 |
| 6 | Other distributions (<i>describe in Part VI</i>). See instructions. | 6 |
| 7 | Total annual distributions. Add lines 1 through 6. | 7 |
| 8 | Distributions to attentive supported organizations to which the organization is responsive (<i>provide details in Part VI</i>). See instructions. | 8 |
| 9 | Distributable amount for 2023 from Section C, line 6 | 9 |
| 10 | Line 8 amount divided by line 9 amount | 10 |

| Section E - Distribution Allocations (see instructions) | (i) Excess Distributions | (ii) Underdistributions Pre-2023 | (iii) Distributable Amount for 2023 |
|---|-----------------------------|--|---|
| 1 Distributable amount for 2023 from Section C, line 6 | | | |
| 2 Underdistributions, if any, for years prior to 2023 (reasonable cause required - <i>explain in Part VI</i>). See instructions. | | | |
| 3 Excess distributions carryover, if any, to 2023 | | | |
| a From 2018 | | | |
| b From 2019 | | | |
| c From 2020 | | | |
| d From 2021 | | | |
| e From 2022 | | | |
| f Total of lines 3a through 3e | | | |
| g Applied to underdistributions of prior years | | | |
| h Applied to 2023 distributable amount | | | |
| i Carryover from 2018 not applied (see instructions) | | | |
| j Remainder. Subtract lines 3g, 3h, and 3i from line 3f. | | | |
| 4 Distributions for 2023 from Section D, line 7: \$ | | | |
| a Applied to underdistributions of prior years | | | |
| b Applied to 2023 distributable amount | | | |
| c Remainder. Subtract lines 4a and 4b from line 4. | | | |
| 5 Remaining underdistributions for years prior to 2023, if any. Subtract lines 3g and 4a from line 2. For result greater than zero, <i>explain in Part VI</i> . See instructions. | | | |
| 6 Remaining underdistributions for 2023. Subtract lines 3h and 4b from line 1. For result greater than zero, <i>explain in Part VI</i> . See instructions. | | | |
| 7 Excess distributions carryover to 2024. Add lines 3j and 4c. | | | |
| 8 Breakdown of line 7: | | | |
| a Excess from 2019 | | | |
| b Excess from 2020 | | | |
| c Excess from 2021 | | | |
| d Excess from 2022 | | | |
| e Excess from 2023 | | | |

Ex. 7



Impact Report



2024

Dear Friends,

A thriving community is built on the foundation of strong relationships and positive change in support of those in need. We are thrilled to share this 2024 Impact Report, which shows how your investment directly translated into tangible benefits for thousands of Bergen County residents, and showcases the power of connection and collective action.

Last year, our **CHEER** program matched 50+ volunteers with 77 homebound seniors in our area for a total of 5,672 hours of service. These new friendships and helpful tasks brought meaning and connectivity into so many lives. Our 40+ **CHORE** volunteers helped more than 1,000 seniors stay safe in their homes and completed more than 2,500 minor home repairs. These are just a few quantitative examples of how caring for others and the power of positive change can strengthen our community.

Then, there are the personal stories. Many of you have told us about the heartwarming connections you have made as volunteers. One example was from a **Senior Connections** volunteer about her time working with Flora, who recently passed away.

"Originally, I was supposed to call every Thursday and check in with Flora for 20 minutes. Well, that didn't last long; our calls became longer and more frequent. Then, I began visiting Flora at her house, and sometimes we would go out for lunch or shopping. I am a better person for having known Flora. Flora taught me life lessons and always gave me the best advice. We became close friends, and I considered Flora family. I love Flora, and I believe she loved me too."

We hear from people like Abdul, a recipient of the **Volunteer Income Tax Assistance (VITA)** program, who shared his experience with Bergen Volunteers.

"I had the pleasure of having your volunteers help me with my taxes. Steve is actually whom I sat with, but he and all the staff members kept a calm, friendly, and stress free atmosphere. I was trying to clean up my back taxes and I thought it would be messy, but your staff made for a great experience for me! Thank you for all you do for us and the community."

This Impact Report reflects a lot of hard work, dedication and lives changed in 2024. There were also changes *inside* Bergen Volunteers last year. We welcomed new senior leadership with a fresh vision for the organization, moved to a new office, enhanced our communication efforts, and set the wheels in motion for some exciting new initiatives that will be promoted over the coming months.

As we move ahead, we are confident that we can create an even stronger and more vibrant community here in Bergen County by continuing to work together. We invite you to stay connected to us by visiting our website at www.bergenvolunteers.org, subscribing to our newsletter, or following us on social media @bergenvolunteers.

Thank you for your continued support and dedication to our mission.

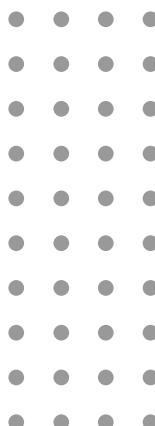
Best,

The signature of Paul Coller, written in black ink.

Paul Coller
President, Board of Directors

The signature of Shara Nadler, written in black ink.

Shara Nadler
CEO



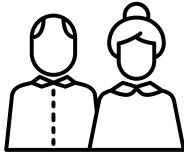


OUR MISSION

Providing human service and training programs to improve lives and strengthen communities.

Bergen Volunteers has been an integral part of our community for nearly 60 years, offering a wealth of programs and services throughout Bergen County.

Our volunteer-driven direct-assistance programs support vulnerable seniors, at-risk youth, and families in need. We offer leadership development and civic engagement training to local teens and rising professionals. We also engage individuals and businesses with networking and local community service opportunities.



VULNERABLE SENIORS

- CHORE
- CHEER
- Senior Connections
- Redefining Retirement



AT-RISK YOUTH & FAMILIES

- Mentoring
- Bergen READS
- Volunteer Income Tax Assistance (VITA)
- All Wrapped Up



LEADERSHIP TRAINING

- Bergen LEADS
- Teen LEADS

OUR PROGRAMS

CHORE

The CHORE program helps vulnerable seniors and those with disabilities in our community by providing minor home repairs and implementing safety measures. Skilled volunteers assist with fixing leaky faucets, replacing light switches and outlets, and installing grab bars, indoor railings, doorbells, locks, carbon monoxide detectors, and smoke alarms. When the seasons change, CHORE volunteers will help with either installing or removing window AC units.

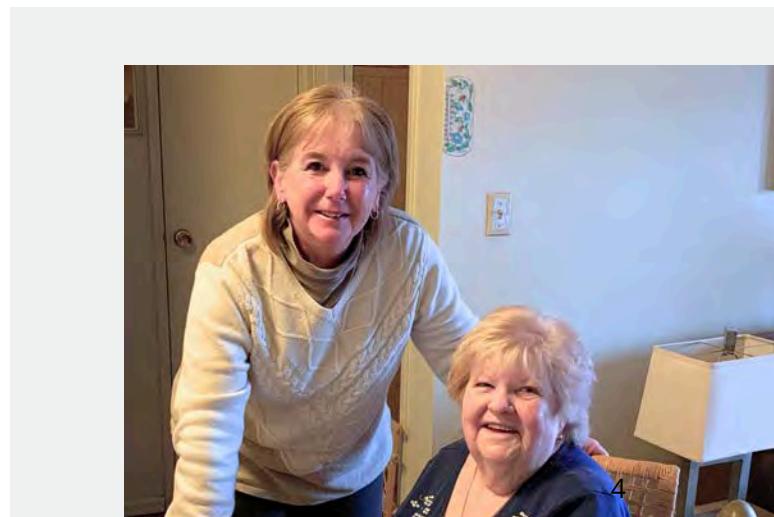


THE IMPACT OF CHORE IN 2024:

- 1,213 seniors assisted
- 9,920 hours of service by 40+ volunteers
- 2,505 minor home repairs & upgrades

CHEER

Due to illness, disability, or loss of friends and loved ones, many of our community's seniors experience profound loneliness and are isolated in their homes without support. The CHEER program matches caring volunteers with homebound seniors to offer meaningful social interaction, as well as assistance with errands like grocery shopping, library book returns, prescription pick-up, and other light, helpful tasks.



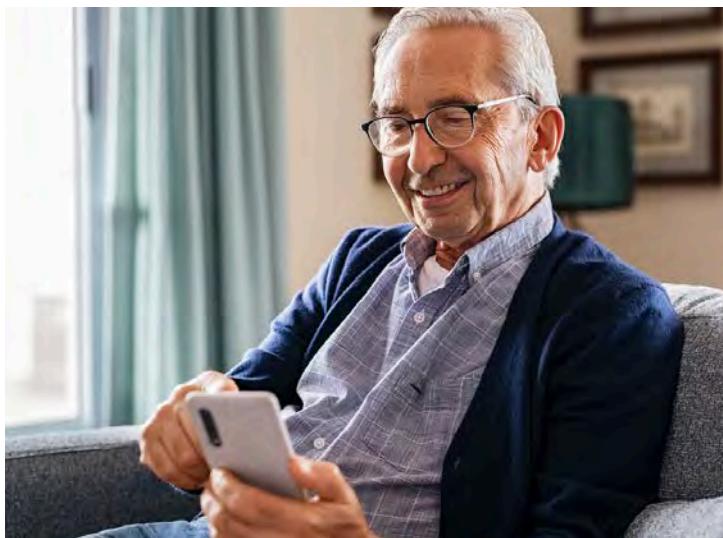
THE IMPACT OF CHEER IN 2024:

- 77 seniors assisted
- 5,672 hours of service by 50+ volunteers
- Growing volunteer base with 28 new additions

OUR PROGRAMS

Senior Connections

This program is ideal for seniors who miss being connected to others in their community. Participants receive weekly phone calls from our volunteers, providing the friendship and social support seniors need. Matches are renewed on a month-to-month basis, based on the needs of our participants and the availability of our volunteers.



Redefining Retirement

For retirees seeking a way to make a difference in their community, the Redefining Retirement program is a valuable resource. The program liaisons work with nonprofit partners to identify areas of need and connect them with local retirees who have the specific skill set and past experiences they require.



OUR PROGRAMS

Mentoring

The Mentoring program enlists, trains, matches, and supports volunteers to respond to the specific needs of youth, families, first-generation college students, and caregivers in our community. Compassionate mentors help their mentees focus on achieving goals, navigate challenging times, build confidence and self-esteem, and learn about available resources.



THE IMPACT OF MENTORING IN 2024:

- 29 mentees
- 29 mentors
- 978 volunteer hours of service



Bergen READS

The Bergen READS program partners with Title 1 schools in our area, and our volunteers work 1:1 with selected students to improve literacy skills and achieve academic success. The program encourages critical thinking, develops confidence, and builds vocabulary. Our volunteers' commitment to the program builds trusted relationships with their students.



THE IMPACT OF BERGEN READS IN 2024:

- 177 students matched with a reading buddy
- 68 volunteers and 2,850+ hours of supported reading
- 7 elementary schools serviced:
 - 4 in Hackensack School District
 - 3 in Teaneck School District



OUR PROGRAMS

Volunteer Income Tax Assistance (VITA)

VITA is an IRS-certified program that provides free tax preparation assistance to low-to-moderate income individuals and families, those with disabilities, seniors, and English language learners.



THE IMPACT OF VITA IN 2024:

- 569 tax returns prepared
- 28 diligent volunteers
- Thousands saved in tax preparation fees



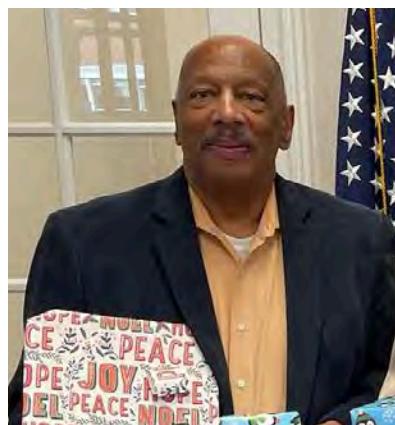
All Wrapped Up

All Wrapped Up is a gift-giving program that puts a smile on the faces of many during the holiday season. Wish lists, which are procured by trusted agency partners from low-income individuals and families in our community, are shared with willing individual donors or corporate sponsors who then shop for them. This program lifts the spirits of those who might not otherwise receive holiday gifts, and gives donors the opportunity to give back to neighbors in need.



THE IMPACT OF ALL WRAPPED UP IN 2024:

- 3,279 gift recipients
- 781 generous individual donors
- 62 businesses giving back to our community



OUR PROGRAMS

Bergen LEADS

Bergen LEADS is an interactive project-based leadership development program for professionals living or working in Bergen County. Participants learn about community issues from local leaders; receive training on effective leadership, communication, and planning skills; and gain insight into the inner workings of the public and private sectors. LEADS graduates garner skills to help them become more civically engaged and effective stakeholders, who can help shape our community's future.



THE IMPACT OF BERGEN LEADS IN 2024:

- 30 enrolled in the class of 2024/2025
- 10 sessions of site visits, skill-building workshops, and insightful panels
- Program graduates join an active network of 500+ alumni



Teen LEADS

Presented in partnership with Veolia Water New Jersey, Teen LEADS is an experiential two-week summer program that builds teens' leadership skills and knowledge of Bergen County. In 2024, 26 teens participated in the program.



2024 LEARNING TOPICS:

- Leadership & Team Building
- Communication & Public Speaking
- Goal Setting
- College Readiness



COMMUNITY PARTNERSHIP

Corporate Social Responsibility



Bergen Volunteer's Corporate Social Responsibility branch connects local businesses to meaningful volunteer opportunities. By matching organizations' philanthropic goals with community needs, we empower companies to make a positive social impact.



Get Connected

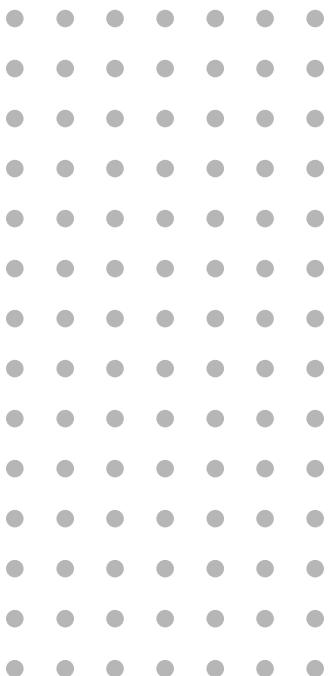
Our Get Connected agency membership is designed to empower other nonprofit organizations with resources, visibility, and support to drive meaningful change. Among the valuable membership benefits is the Get Connected Database, which allows nonprofits to post unlimited volunteer opportunities and connect easily with volunteers. Additional support with marketing, social media, recruiting, and networking is also available.



SPECIAL EVENTS

During 2024, Bergen Volunteers hosted two successful fundraisers. In July, we held Paddles & Prosecco—our very first pickleball event and charity auction. This sold-out event brought players of all ages and skill levels together to battle it out on the courts. In between matches, attendees enjoyed delicious food and lively conversation in the lounge area.

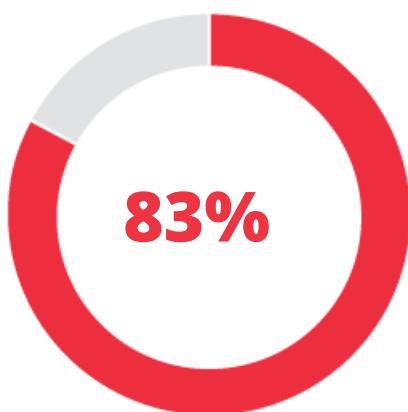
In November, we celebrated volunteerism, generosity, and the incredible impact we can make together with our Taste & Toast event. Guests were treated to wonderful food and wine pairings, while live music created the perfect atmosphere for an evening of fun and connection.



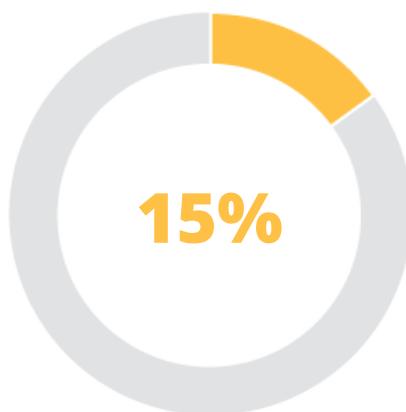
FINANCIAL SUMMARY

Bergen Volunteers receives funding from a variety of sources including individuals, organizations, corporations, foundations, and government entities. Our ability to turn caring into meaningful action is made possible through the philanthropic support of the community.

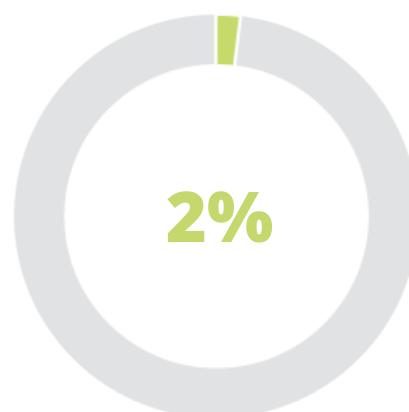
Functional Expenses:



Programmatic



Fundraising



Administrative

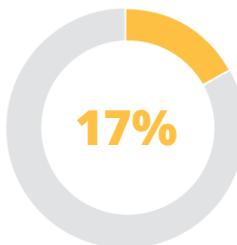
Sources of Funding:



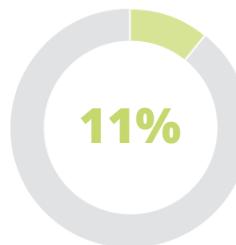
Government



Donations



Miscellaneous



Foundations



Fee for Services

FOUNDATION & CORPORATE DONORS

POWER OF VOLUNTEERS \$25,000+

Lillian Pitkin Schenck Fund
Synetek Solutions*

AGENT FOR CHANGE \$10,000-\$24,999

Alfiero and Lucia Palestro Foundation
PSEG Foundation
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Veolia Water New Jersey
Wallerstein Foundation

COMMUNITY IMPACT \$5,000-\$9,999

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PNC Foundation
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Women's Foundation of New Jersey



* Denotes Gift in Kind Support

+ Denotes both Monetary and Gift in Kind Support

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In Honor of Anthony Santulli

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| Jae Kim | Dora Montgomery | | 919 Donors gave less than \$100 in cash. Those gifts totaled \$35,612.79. |
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| Klaus Kretschmer | Cheryl Moran | | |
| | Noreen Morgan | | |

* Denotes Gift in Kind Support

+ Denotes both Monetary and Gift in Kind Support

Bergen LEADS class year follows graduates' names

Every effort was made to ensure that our donor listing is accurate and complete. If your name does not appear or is listed incorrectly, please accept our apologies. Kindly call us at 201-489-9454, ext. 215, so that we may update our records.

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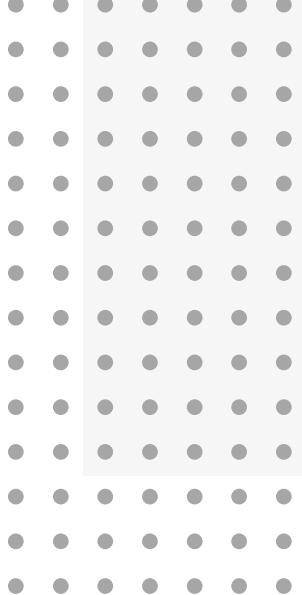
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