

# APPROPRIATIONS CONTRACT

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**THIS CONTRACT** is signed on \_\_\_\_\_, by the City of Pompano Beach (“City”) and FORT LAUDERDALE INDEPENDENCE TRAINING & EDUCATION CENTER, INC., a Not For Profit Corporation authorized to do business in the State of Florida (“Recipient”).

**WHEREAS**, the City of Pompano Beach has appropriated for its current Fiscal Year 2024-2025 (October 1st through September 30th), the sum of Seven Thousand Five Hundred Dollars (\$7,500.00) to Recipient, to conduct a program entitled or activity as described in Exhibit “A” Recipients Requirements, Contractual Responsibilities and Program Description” (collectively the “Work”) attached hereto and incorporated herein by reference, for the period beginning October 1, 2024 and ending September 30, 2025; and

**WHEREAS**, the City Commission finds that entering into this Contract serves a valid public purpose as Recipients shall perform or provide a service that is beneficial to the residents of the City, and that the City is currently not in a position to provide such services on its own; and

**WHEREAS**, it is in the best interest of the City to enter into this contract with Recipient to provide the Work hereunder in accordance with the terms and conditions set forth herein; and

**NOW, THEREFORE**, in consideration of those mutual promises and the terms and conditions set forth hereafter, the parties agree as set forth below.

1. *Contract Documents.* This Contract consists of Exhibit “A”, Recipients Requirements, Contractual Responsibilities and Program Description; Exhibit “B”, Payment Schedule; and Exhibit “C”, Insurance Requirements attached hereto, made a part hereof and incorporated herein, and all written change orders and modifications issued and approved by the City after execution of this Contract.

2. *Term of Contract.* This Contract shall be for the period beginning October 1, 2024 and ending September 30, 2025.

3. *Renewal.* This Contract is not subject to renewal.

4. *City’s Maximum Obligation.* City agrees to pay Recipient the aforementioned sum to provide the Work. Both parties agree that unless otherwise directed by City in writing, Recipient shall continue to provide the Work during the term of this Contract.

5. *Payment of Program.* City shall pay Recipient for performance of the Work in accordance with Payment Schedule set forth in Exhibit “B”.

6. *Disputes.* Any factual disputes between City and the Recipient in regard to this Contract shall be directed to the City Manager for the City whose decision shall be final.

7. *Contract Administrators, Notices and Demands.*

A. *Contract Administrators.* During the term of this Contract, the City's Contract Administrator shall be the City Manager or his/her written designee and Recipient's Contract Administrator shall be Christine Frederick or his/her written designee.

B. *Notices and Demands.* A notice, demand or other communication hereunder by either party to the other shall be effective if it is in writing and sent via email, facsimile, registered or certified mail, postage prepaid to the representative(s) named below or is addressed and delivered to such other authorized representative at the address as that party from time to time may designate in writing and forward to the other as provided herein.

**If to Recipient:** Christine Frederick  
CEO  
5201 NW 33rd Avenue  
Fort Lauderdale, FL 33309  
Office: (305) 528-2071  
Email: [Christine@FLITECenter.org](mailto:Christine@FLITECenter.org)

**If to City:** Greg Harrison, City Manager  
100 W Atlantic Blvd.  
Pompano Beach, FL 33060  
Office: (954) 786-4601  
Email: [greg.harrison@copbfl.com](mailto:greg.harrison@copbfl.com)

8. *Ownership of Documents and Information.* All information, data, reports, plans, procedures or other proprietary rights in all items, developed, prepared, assembled or compiled by Recipient as required for the Work hereunder, whether complete or unfinished, shall be owned by City without restriction, reservation or limitation of their use and made available at any time and at no cost to City upon reasonable written request for use and/or distribution as City deems appropriate provided City has compensated Recipient in accordance with the terms set forth herein. City's re-use of Recipient's Work product shall be at its sole discretion and risk if done without Recipient's written permission. Upon completion of all Work contemplated hereunder or termination of this Contract, Recipient shall promptly provide City's Contract Administrator copies of all of the above Work documents upon written request. Recipient may not disclose, use, license or sell any Work developed, created or otherwise originated hereunder to any third party whatsoever. The rights and obligations created under this paragraph shall survive termination or expiration of this Contract.

To the extent it is necessary for Recipient to perform the Work, City shall provide any information, data and reports in its possession to Recipient free of charge.

9. *Termination.* City shall have the right to terminate this Contract, in whole or in part, for cause, default or negligence on Recipient's part, upon ten (10) business days advance written notice to Recipient. Such Notice of Termination may include City's requests for certain product documents and materials, and other provisions regarding the Program.

If there is any material breach or default in Recipient's performance of any covenant or obligation hereunder which has not been remedied within ten (10) business days after

City's written Notice of Termination, City, in its sole discretion, may terminate this Contract immediately and Recipient shall not be entitled to receive further payment from the effective date of the Notice of Termination.

In the event the City fails for any reason to appropriate funds for this Contract, it shall be deemed terminated and City shall provide Recipient with ten (10) business days written notice. Upon receipt of said notice, Recipient shall be responsible for any and all expenses and/or legal obligations made after receipt of City's written notice from the City.

10. *Force Majeure.* Neither party shall be obligated to perform any duty, requirement or obligation hereunder if such performance is prevented by fire, hurricane, earthquake, explosion, war, civil disorder, sabotage, accident, flood, acts of nature or by any reason of any other matter or condition beyond the control of either party which cannot be overcome by reasonable diligence and without unusual expense ("Force Majeure"). In no event shall economic hardship or lack of funds be considered an event of Force Majeure. Additionally, should funds not be utilized, and services or programs not provided within the specific required time period in this Contract due to circumstances outside the control of Recipient, including but not limited to, a Force Majeure event, City is under no obligation to amend or extend this Contract to provide the approved funding past the expiration of the performance period set forth in this Contract. Any amendment to this Contract for such purposes shall be at City's sole discretion, based upon its budget, available funds, and other factors it may deem relevant.

Recipient must follow all Federal, State, County, and City safety guidelines, including all CDC safety guidelines in effect during the term of the Program, including but not limited to social distancing, and personal protection equipment. Inability to conduct the Program and follow any and all required safety guidelines from the COVID-19 crisis or other similar emergency, or failure to follow such requirements, including but not limited to, social distancing, shall constitute grounds for immediate cancellation of this Agreement unilaterally by the City upon written notice, which may be provided via electronic mail.

11. *Insurance.* Recipient shall maintain insurance in accordance with Exhibit "C" throughout the term of this Contract.

12. *Indemnification.* Except as expressly provided herein, no liability shall attach to the City by reason of entering into this Contract.

A. Recipient shall at all times indemnify, hold harmless and defend the City, its officials, employees, volunteers and other authorized agents from and against any and all claims, demands, suit, damages, attorneys' fees, fines, losses, penalties, defense costs or liabilities suffered by the City arising directly or indirectly from any act, breach, omission, negligence, recklessness or misconduct of Recipient and/or any of its agents, officers, or employees hereunder, including any inaccuracy in or breach of any of the representations, warranties or covenants made by the Recipient, its agents, officers and/or employees, in the performance of Work under this Contract. Recipient agrees to investigate, handle, respond to, provide defense for, and defend any such claims at its sole expense and to bear all other costs and expenses related thereto, even if the claim(s) is/are groundless, false or fraudulent. To the extent considered necessary by City, any sums due Recipient hereunder may be retained by City until all of City's claims for indemnification hereunder have been settled or otherwise resolved, and any amount withheld shall not be subject to payment or interest by City.

B. Recipient acknowledges and agrees that City would not enter into this Contract without this indemnification of City by Recipient. The parties agree that one percent (1%) of the total compensation paid to Recipient hereunder shall constitute specific consideration to Recipient for the indemnification provided under this Paragraph and these provisions shall survive expiration or early termination of this Contract.

13. *Sovereign Immunity.* Nothing in this Contract shall be construed to affect in any way the rights, privileges and immunities of the City and its agents as set forth in §768.28, Florida Statutes. Nothing herein shall be construed as consent from either party to be sued by third parties.

14. *Non-Assignability and Subcontracting.*

A. *Non-Assignability.* This Contract is not assignable and Recipient agrees it shall not assign or otherwise transfer any of its interests, rights or obligations hereunder, in whole or in part, to any other person or entity without City's prior written consent which must be sought in writing not less than fifteen (15) days prior to the date of any proposed assignment. Any attempt by Recipient to assign or transfer any of its rights or obligations hereunder without first obtaining City's written approval shall not be binding on City and, at City's sole discretion, may result in City's immediate termination of this Contract whereby City shall be released of any of its obligations hereunder. In addition, this Contract and the rights and obligations herein shall not be assignable or transferable by any process or proceeding in court, or by judgment, execution, proceedings in insolvency, bankruptcy or receivership. In the event of Recipient's insolvency or bankruptcy, City may, at its option, terminate and cancel this Contract without any notice of any kind whatsoever, in which event all rights of Recipient hereunder shall immediately cease and terminate.

B. *Subcontracting.* Prior to subcontracting for Work to be performed hereunder, Recipient shall be required to obtain the written approval of the City's Contract Administrator. If the City's Contract Administrator, in his/her sole discretion, objects to the proposed subcontractor, Recipient shall be prohibited from allowing that subcontractor to provide any Work hereunder. Although Recipient may subcontract Work in accordance with this Paragraph, Recipient remains responsible for any and all contractual obligations hereunder and shall also be responsible to ensure that none of its proposed subcontractors are listed on the *Convicted Vendors List* in accordance with the provisions of Paragraph 26 below.

15. *Performance Under Law.* Recipient, in performance of its duties under this Contract, agrees to comply with all applicable local, state and/or federal laws and ordinances including, but not limited to, standards of licensing, conduct of business and those relating to criminal activity.

16. *Audit and Inspection Records.* Recipient shall permit authorized representatives of the City to inspect and audit all data and records of the Recipient, if any, related to the Work being funded by this Contract until three (3) years after City's final payment under this Contract. Recipient agrees that such inspections and audits may include City's authorized representatives auditing Recipient's financial affairs at any time with no advance notice by City.

Recipient further agrees to include in all subcontracts hereunder a provision to the effect that the subcontractor agrees that City or any of its duly authorized representatives shall,

until **three (3) years after City's final payment to Recipient**, have access to and the right to examine any books, documents, papers and records of such subcontractor attendant to any subcontracted Work provided hereunder.

In the event Recipient receives fifty thousand dollars (\$50,000.00) or more from the City, the City reserves the right to request a copy of a Grant Auditing Report conducted in accordance with the Government Auditing Standards issued by the United States Comptroller General and the provisions of OMB Circular A-133 issued by the Office of Management and Budget, Executive Office of the President. If such a request is made by the City, all grant funds shall be shown via explicit disclosure in the annual financial statements and/or the accompanying notes to the financial statement. Upon City's written request, this Report shall be due within one hundred and twenty (120) days of the close of the City's fiscal year.

17. *Adherence to Law.* Both parties shall adhere to all applicable laws governing their relationship with their employees including, but not limited to, laws, rules, regulations and policies concerning worker's compensation, unemployment compensation and minimum wage requirements.

18. *Independent Contractor.* Recipient shall be deemed an independent contractor for all purposes, and employees of Recipient and all its contractors, subcontractors and the employees thereof, shall not in any manner be deemed to be employees of the City. As such, the employees of Recipient, its contractors or subcontractors, shall not be subject to any withholding for tax, social security or other purposes by City, nor shall such contractor, subcontractor or employee be entitled to sick leave, pension benefits, vacation, medical benefits, life insurance, workers or unemployment compensation or the like from City. Furthermore; nothing in this Contract shall be deemed to constitute or create a joint venture, partnership, pooling arrangement or other form of business entity between Recipient and City.

19. *Mutual cooperation.* Recipient recognizes its performance of Work hereunder is essential to the provision of vital public services and the accomplishment of the stated goals and mission of City. Therefore, Recipient shall be responsible to maintain a cooperative and good faith attitude in all relations with City and the public and shall actively foster a public image of mutual benefit to both parties. Recipient shall not make any statements or take any actions detrimental to this effort.

20. *Public Records.*

A. The City of Pompano Beach is a public agency subject to Chapter 119, Florida Statutes. The Recipient shall comply with Florida's Public Records Law, as amended. Specifically, the Recipient shall:

1. Keep and maintain public records required by the City in order to perform the service.

2. Upon request from the City's custodian of public records, provide the City with a copy of requested records or allow the records to be inspected or copied within a reasonable time at a cost that does not exceed the cost provided in Chapter 119, Florida Statutes or as otherwise provided by law.

3. Ensure that public records that are exempt or confidential and exempt from public records disclosure requirements are not disclosed except as authorized by law for the duration of the contract term and following completion of the Contract if Recipient does not transfer the records to the City.

4. Upon completion of this Contract, transfer, at no cost to City, all public records in its possession or keep and maintain public records required by the City as required hereunder. If Recipient transfers all public records to the City upon completion of this Contract, Recipient shall destroy any duplicate public records that are exempt or confidential and exempt from public records disclosure requirements. If Recipient keeps and maintains public records upon completion of this Contract, Recipient shall meet all applicable requirements for retaining public records. Upon request from the City's custodian of public records, all records stored electronically by Recipient must be provided to the City in a format that is compatible with the information technology systems of the City.

B. Failure of the Recipient to provide the above described public records to the City within a reasonable time may subject Recipient to penalties under §119.10, Florida Statutes, as amended.

## **PUBLIC RECORDS CUSTODIAN**

**IF THE RECIPIENT HAS QUESTIONS REGARDING THE APPLICATION OF CHAPTER 119, FLORIDA STATUTES, TO THE RECIPIENT'S DUTY TO PROVIDE PUBLIC RECORDS RELATING TO THIS CONTRACT, CONTACT THE CUSTODIAN OF PUBLIC RECORDS AT:**

**CITY CLERK  
100 W. Atlantic Blvd., Suite 253  
Pompano Beach, Florida 33060  
(954) 786-4611  
[RecordsCustodian@copbfl.com](mailto:RecordsCustodian@copbfl.com)**

21. *Governing Law; Venue.* This agreement must be interpreted and construed in accordance with and governed by the laws of the State of Florida. The exclusive venue for any lawsuit arising from, related to, or in connection with this Agreement will be in the state courts of the Seventeenth Judicial Circuit in and for Broward County, Florida. If any claim arising from, related to, or in connection with this Agreement must be litigated in federal court, the exclusive venue for any such lawsuit will be in the United States District Court or United States Bankruptcy Court for the Southern District of Florida. BY ENTERING INTO THIS AGREEMENT, THE PARTIES HEREBY EXPRESSLY WAIVE ANY RIGHTS EITHER PARTY MAY HAVE TO A TRIAL BY JURY OF ANY CIVIL LITIGATION RELATED TO THIS AGREEMENT.

22. *Waiver and Modification.*

A. No waiver made by either party with respect to performance, manner, time, or any obligation of either party or any condition hereunder shall be considered a waiver of that party's rights with respect to the particular obligation or condition beyond those expressly waived in writing or a waiver of any other rights of the party making the waiver or any other obligations of the other party.

B. No Waiver by Delay. The City shall have the right to institute such actions or proceedings as it may deem desirable for effectuating the purposes of this Contract provided that any delay by City in asserting its rights hereunder shall not operate as a waiver of such rights or limit them in any way. The intent of this provision is that City shall not be constrained to exercise such remedy at a time when it may still hope to otherwise resolve the problems created by the default or risk nor shall any waiver made by City with respect to any specific default by Recipient be considered a waiver of City's rights with respect to that default or any other default by Recipient.

C. Either party may request changes to modify certain provisions of this Contract; however, unless otherwise provided for herein, any such changes must be contained in a written amendment executed by both parties with the same formality of this Contract.

23. *No Contingent Fee.* Recipient warrants that other than a bona fide employee working solely for Recipient, Recipient has not employed or retained any person or entity, or paid or agreed to pay any person or entity, any fee, commission, gift or any other consideration to solicit or secure this Contract or contingent upon or resulting from the award or making of this Contract. In the event of Recipient's breach or violation of this provision, City shall have the right to terminate this Contract without liability and, at City's sole discretion, to deduct from the Payment Schedule set forth in Exhibit B or otherwise recover the full amount of such fee, commission, gift or other consideration.

24. *Attorneys' Fees and Costs.* In the event of any litigation involving the provisions of this Contract, both parties agree that the prevailing party in such litigation shall be entitled to recover from the non-prevailing party reasonable attorney and paraprofessional fees as well as all out-of-pocket costs and expenses incurred thereby by the prevailing party in such litigation through all appellate levels.

25. *No Third-Party Beneficiaries.* Recipient and City agree that this Contract and other contracts pertaining to Recipient's performance hereunder shall not create any obligation on Recipient or City's part to third parties. No person not a party to this Contract shall be a third-party beneficiary or acquire any rights hereunder.

26. *Public Entity Crimes Act.* As of the full execution of this Contract, Recipient certifies that in accordance with §287.133, Florida Statutes, it is not on the *Convicted Vendors List* maintained by the State of Florida, Department of General Services. If Recipient is subsequently listed on the *Convicted Vendors List* during the term of this Contract, Recipient agrees it shall immediately provide City written notice of such designation in accordance with Paragraph 7 above.

27. *Entire Contract.* This document incorporates and includes all prior negotiations, correspondence, conversations, contracts or understandings applicable to the matters contained herein, and the parties agree that there are no commitments, contracts or understandings

concerning the subject matter of this Contract that are not contained in this document. Accordingly, it is agreed that no deviation from the terms hereof shall be predicated upon any prior representations or contracts, whether oral or written.

28. *Headings.* The headings or titles to Articles of this Contract are not part of the Contract and shall have no effect upon the construction or interpretation of any part of this Contract.

29. *Counterparts.* This Contract may be executed in one or more counterparts, each of which shall be deemed an original, but all of which together shall constitute one and the same instrument. A photocopy, email or facsimile copy of this Contract and any signatory hereon shall be considered for all purposes as original.

30. *Approvals.* Whenever City approval(s) shall be required for any action under this Contract, said approval(s) shall not be unreasonably withheld.

31. *Absence of Conflicts of Interest.* Both parties represent they presently have no interest and shall acquire no interest, either direct or indirect, which would conflict in any manner with their performance under this Contract and that no person having any conflicting interest shall be employed or engaged by either party in their performance hereunder.

32. *Binding Effect.* The benefits and obligations imposed pursuant to this Contract shall be binding and enforceable by and against the parties hereto.

33. *Employment Eligibility.* By entering into this Contract, the Contractor becomes obligated to comply with the provisions of Section 448.095, Fla. Stat., "Employment Eligibility." This includes but is not limited to utilization of the E-Verify System to verify the work authorization status of all newly hired employees, and requiring all subcontractors to provide an affidavit attesting that the subcontractor does not employ, contract with, or subcontract with, an unauthorized alien. Failure to comply will lead to termination of this Contract, or if a subcontractor knowingly violates the statute, the subcontract must be terminated immediately. Any challenge to termination under this provision must be filed in the Circuit Court no later than twenty (20) calendar days after the date of termination. If this contract is terminated for a violation of the statute by the Contractor, the Contractor may not be awarded a public contract for a period of one (1) year after the date of termination.

34. *Severability.* Should any provision of this Contract or the applications of such provisions be rendered or declared invalid by a court action or by reason of any existing or subsequently enacted legislation, the remaining parts of provisions of this Contract shall remain in full force and effect.

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**IN WITNESS WHEREOF**, the parties hereto have caused this Agreement to be executed the day and year hereinabove written.

**CITY OF POMPANO BEACH**

By: \_\_\_\_\_  
REX HARDIN, MAYOR

By: \_\_\_\_\_  
GREGORY P. HARRISON, CITY MANAGER

Attest:

\_\_\_\_\_  
KERVIN ALFRED, CITY CLERK

(SEAL)

Dated: \_\_\_\_\_

APPROVED AS TO FORM:

\_\_\_\_\_  
MARK E. BERMAN, CITY ATTORNEY

**"RECIPIENT"**

FORT LAUDERDALE INDEPENDENCE TRAINING & EDUCATION CENTER, INC.

(Print or type name of company here)

Witnesses:

[Signature]  
Ayesha Williams  
(Print or Type Name)

[Signature]  
Olphie Bernard  
(Print or Type Name)

By: [Signature]

Print Name: Kandace Leshner

Title: Chairman

STATE OF FLORIDA

COUNTY OF Broward

The foregoing instrument was acknowledged before me, by means of  physical presence or  online notarization, this 13 day of September, 2024, by Kandace Leshner as Chairman of FORT LAUDERDALE INDEPENDENCE TRAINING & EDUCATION CENTER, INC., a Florida non-profit corporation. She is personally known to me or who has produced driver license (type of identification) as identification.

NOTARY'S SEAL:



**Maria Vo**  
Comm.: HH 119939  
My Commission Expires:  
August 10, 2025

[Signature]  
NOTARY PUBLIC, STATE OF FLORIDA

MARIA VO  
(Name of Acknowledger Typed, Printed or Stamped)

HH 119939  
Commission Number

## **Exhibit “A”**

### **Recipients Requirements, Contractual Responsibilities and Program Description**

1. RECIPIENT agrees to do as follows:
  - a) To accept the funds as appropriated in accordance with the terms of this Contract; and
  - b) If RECIPIENT intends on obtaining matching funds from another source at the time of the application for the CITY grant, the CITY reserves the right to request a copy of the matching fund contract along with a financial report; and
  - c) Prior to the award of any CITY funds, RECIPIENT shall provide documentation substantiating that RECIPIENT’s corporation/organization falls within Section 501(c)(3) and Section 501(A) of the Internal Revenue Code and a W9 form; and
  - d) To abide by Chapter 119, Florida Statutes, as from time to time amended, and to comply with all applicable federal, state, county and municipal laws, ordinances, codes and regulations. Any difference between the above federal, state, county or municipal guidelines or regulations and this Contract shall be resolved in favor of the more restrictive guidelines; and
  - e) To utilize allotted funds under this Contract for the sole purpose set forth in this Contract – **FRAUDULENT USE OF CITY FUNDS SHALL RESULT IN THE TERMINATION OF THIS CONTRACT AND THE RECIPIENT SHALL BE OBLIGATED TO RETURN ALL THE FUNDS AWARDED BY THIS CONTRACT. IN ADDITION, THE CITY RESERVES ANY AND ALL RIGHTS AFFORDED UNDER THE LAW INCLUDING PROSECUTION FOR SUCH FRAUDULENT USE OF CITY FUNDS IN A COURT OF COMPETENT JURISDICTION. ALL UNSPENT FUNDS MUST BE RETURNED TO THE CITY; and**
  - f) To return to the CITY within fifteen (15) days of demand all CITY funds paid to said RECIPIENT under the terms of this Contract upon the finding that the terms of any contract executed by the RECIPIENT of the provisions or any applicable ordinance or law have been violated by the RECIPIENT; and
  - g) To return to the CITY all funds expended for disallowed expenditures as determined by the CITY which includes, but not limited to:
    - i. Personal digital assistants (PDAs), cell phones, smartphones, and similar devices
    - ii. Service costs to support PDAs, cell phones, smartphones, and similar devices such as wireless services and data plans
    - iii. Proposal preparation including the costs to develop, prepare or write the proposal

- iv. Pre-award costs
- v. Out-of-state travel; non-local travel expenses
- vi. Gift cards
- vii. Purchase/lease of facilities or vehicles (e.g., buildings, buses, vans, cars)
- viii. Rentals – one day only (written justification and approval needed for additional time)
- ix. Entertainment – exceptions shall be made for community events (written justification and approval needed prior)
- x. Land acquisition
- xi. Furniture
- xii. Honorariums for presenters/speakers and any costs associated with travel expenses
- xiii. Kitchen appliances (e.g., refrigerators, microwaves, stoves, tabletop burners)
- xiv. Tuition/Scholarships
- xv. Capital improvements and permanent renovations (e.g., playgrounds, buildings, fences, wiring)
- xvi. Clothing or uniforms (written justification and approval needed)
- xvii. Project banquets/luncheons
- xviii. Costs for items/services already covered by indirect costs allocation (supplanting)
- xix. Out of state college tours
- xx. Out of county field trips
- xxi. Alcohol
- xxii. Airfare
- xxiii. Boat rentals
- xxiv. Family incentives
- xxv. Car mileage
- xxvi. Stipends
- xxvii. Payroll taxes
- xxviii. Laboratory fees
- xxix. Computers
- xxx. Health benefits
- xxxi. Appliances and home goods (written justification and approval needed)
- xxxii. Digital Cameras
- xxxiii. Plaques
- xxxiv. Hotel Costs
- xxxv. Housing - (written justification and approval needed based on programming)

- h) To maintain books, records and documents in accordance with generally accepted accounting procedures and practices to maintain adequate internal controls which, relating to the project(s), sufficiently and properly reflect all expenditures of funds provided by the CITY under this Contract; and

- 2) RECIPIENT agrees to provide the City Manager’s Office or designee with a quarterly narrative and financial progress report, if applicable, on the program or activity described in Exhibit “A” Recipients Requirements, Contractual Responsibilities and Program Description.

Such reports shall include basic statistical information relative to the program or activity and a statement of expenditures made in each budget category and line item identified in the budget which is included in Exhibit “A” Recipients Requirements, Contractual Responsibilities and Program Description.

RECIPIENT shall receive the first wave of funding upon approval by the City Commission. A narrative and financial report shall be due on the dates listed below, as applicable.

However, following the completion of the first narrative and financial report and as indicated in Exhibit “B” Payment Schedule, the remaining distribution payment to the RECIPIENT shall be contingent upon prior receipt of the required progress narrative and financial report which is due during the preceding quarter. Narrative and financial reports for recipients receiving quarterly or monthly payments as indicated in Exhibit “B” Payment Schedule shall be due no later than the following dates:

- 1<sup>st</sup> Quarterly Narrative & Financial Report (October/November/December) - February 1<sup>st</sup>
- 2<sup>nd</sup> Quarterly Narrative & Financial Report (January/February/March) - May 1<sup>st</sup>
- 3<sup>rd</sup> Quarterly Narrative & Financial Report (April/May/June) - August 1<sup>st</sup>
- 4<sup>th</sup> Quarterly Narrative & Financial Report (July/August/September) - September 30<sup>th</sup>

If RECIPIENT receives a lump sum payment for a one-time event or an award amount of five thousand dollars (\$5,000.00) or less, then the RECIPIENT shall be required to submit their narrative and financial report on a due date above as assigned by the CITY at a later date. The due date shall occur after the program or activity described in Exhibit “A” Recipients Requirements, Contractual Responsibilities and Program Description has concluded.

However, if any of the above dates fall on a weekend, then the due date shall be extended to the next business day, thereafter, as long as it does not exceed the term of this contact.

When submitting the quarterly narrative reports, RECIPIENT shall track and report to the CITY the following:

- a. Current and final outcomes for the program based on the objectives provided in the RECIPIENT’s grant application

- b. Include all available statistics and/or numbers regarding the demographics of individuals served by the program; such as the number of CITY of Pompano Beach residents served (include tracking method used)
  - i. Age
  - ii. Race
  - iii. Gender
  - iv. Zip Codes
  - v. Household income (if applicable)
- c. Describe accomplishments of the program to date
- d. Summary of the impact the program has had on its intended target audience; to include challenges faced, photographs of the project and success stories (How did the CITY's funding make a difference in a resident/recipient's life?)

Failure to provide the quarterly narrative reports shall render an organization ineligible to receive future payouts.

- 3) The approved budget for the RECIPIENT, included in Exhibit "A" Recipients Requirements, Contractual Responsibilities and Program Description and any changes in the budget which would affect expenditure of funds provided under the terms of this contract, must be approved in writing by the City Manager or his/her designee prior to the expenditure of such funds; provided, that nothing herein shall authorize or allow any expenditure or obligation of funds in excess of the total sum aforesaid.

RECIPIENT shall submit financial reports with all required documentation of expenditures (including original receipts/proofs of payments and itemized list).

Failure to provide a narrative and financial report as assigned by the CITY and/or failure to utilize all of the prior allocated funds from the first six months of the contract shall render an organization ineligible to receive additional payouts and render the organization ineligible for current and future funding from the CITY.

Failure from the RECIPIENT to provide a Quarterly or Lump Sum narrative and financial report shall forfeit all outstanding project funding and shall render the RECIPIENT ineligible for additional funding from the CITY.

- 4) RECIPIENT agrees that any funds provided by the CITY for the operation of the program or activity during the current CITY's fiscal year, which are residual funds remaining unspent or unencumbered by any existing (not contingent) legal obligation shall be returned to the CITY.
- 5) RECIPIENT shall not use the CITY's logo, materials, or testimony for promotion of the RECIPIENT's program without written authorization from the CITY Manager or its designee.

- 6) RECIPIENTS shall attend a mandatory Orientation provided by the CITY at a date to be determined by the CITY. Failure to attend said Orientation shall be grounds for termination of the contract.
- 7) In cases where a contract is terminated by the CITY for default by RECIPIENT, the CITY reserves the right to deny RECIPIENT's future applications for new funding for a time to be determined by the City Manager, and/or his or her designee, and/or the City Commission.
- 8) For contracts awarded for multiple projects, RECIPIENT shall provide separate reports for each project as outlined under Paragraph 2 above. CITY reserves the right to withhold payment if RECIPIENT fails to provide the reports as requested.

Organization Name: FORT LAUDERDALE INDEPENDENCE TRAINING & EDUCATION CENTER, INC.

Program Funded: Youth take FLITE in Pompano Beach

Amount Funded: \$7,500.00

Program Description: Youth take FLITE in Pompano Beach encompasses the delivery of our Education and Employment program pipeline, including our cornerstone You Matter peer advocacy initiative, and its FLITE University component, which work to develop youth in the areas of education, employment, housing, health, and economic self-sufficiency. Programming not only provides support with general education development, post-secondary planning, job readiness and life skills development, but also helps to build youth's interpersonal, prosocial, and leadership capacity through social emotional learning, peer coaching and advocacy. Participating youth regularly engage in psychoeducational groups, training, and mentoring that increases their knowledge, abilities, resilience, and autonomy; as a result, youth improve their adaptive behaviors to effectively manage the demands of everyday life.



|                  |   |
|------------------|---|
| Form Name:       | City of Pompano Beach Nonprofit Partnership Application |
| Submission Time: | May 3, 2024 10:24 am                                    |
| Browser:         | Chrome 120.0.0.0 / OS X                                 |
| IP Address:      | 66.176.96.175   |
| Unique ID:       | 1221688868  |
| Location:        | 26.1486, -80.2768                                       |

## About Your Organization

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**Which Fiscal Year Is Your Organization Applying For?** 2024-2025

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**Full Name of Nonprofit:** Fort Lauderdale Independence Training Education (FLITE) Center

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**Mission of Nonprofit:** Our mission at FLITE Center is to guide those aging out of foster care and other vulnerable youth for successful transition to independence through housing, education, employment, and system of care coordination. Our vision is that no youth travels the road to adulthood alone.

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**Brief Overview of Nonprofit:** Established in 2009 by the Community Foundation of Broward, United Way of Broward County and Junior League of Greater Fort Lauderdale as a collective and social impact initiative, FLITE Center provides transitional youth with a single, convenient point of access to a broad range of services and support systems. FLITE Center offers a centralized and seamless connection to multiple youth-based programs including education and employment; safe, affordable housing; health care; life skills development; and resource navigation. FLITE Center immediately assesses emergency needs, facilitates ongoing care coordination, and functions as the hub for managing services across the entire Transition to Independent Living (TIL) System of Care. A true one-stop central resource center, built on an innovative and inclusive multi-disciplinary service model, FLITE Center provides the comprehensive and integrated support required for transition to adulthood for approximately 2,000 youth every year.

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**Type of Organization:** Human Services

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**Nonprofit Website:** [www.FLITECenter.org](http://www.FLITECenter.org)

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**Federal Tax ID Number:** 26-41455794

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**Which funding priority/sub pillar does your nonprofit qualify for?** Preferred Place to Live: Education

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**How does your program/event(s) fit the funding priority/sub pillar?**

FLITE Center has been serving transitional youth and young adults who are residents of the City of Pompano Beach for more than a decade; ensuring that the City is a preferred place to live is a shared priority for our organization. For the young people we serve, having a sustainable place to call home is paramount; it's our job to help them prepare for it and maintain it, and education and employment are the key. For transitional youth, education and employment go hand-in-hand; in order for them to focus on their academic and career goals, they must be able to survive independently at a very young age. With this in mind, there are several ways that FLITE Center helps youth acquire the knowledge, skills and behaviors they need to succeed in school, college and/or their chosen career, as well as gain the TIL skills they need as they enter adulthood (financial literacy, budgeting).

Our Education Team runs the College Boost program (GED), conducts placement testing, and assists with college readiness and post-secondary planning. Additionally, our team hosts enrichment activities that improve youth's life skills, as well as exposes them to social emotional learning opportunities. Collaboratively, our Employment Team provides employability skills training, internship/mentorship opportunities, industry-career certification connections, and job coaching which improves the likelihood of youth entering and navigating the workforce successfully. They also strengthen connections to the business community and increase work-based learning experiences. For these reasons, we believe FLITE Center's project, Youth take FLITE in Pompano Beach, aligns with the City's Preferred Place to Live funding priority, sub pillar of Education.

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**Statement of Need:**

For many transitional youth, their time in care was no fault of their own. Rather, more often than not, they were abused, neglected, abandoned, or living with adults that were unable to provide a safe home or environment. These vulnerable young people face numerous, pervasive, and significant challenges as they progress into adulthood, which can result in lower levels of educational attainment, underemployment, economic distress, and housing instability. According to the National Youth in Transition Database (NYTD) for Florida, around 90% of 17 year olds have not finished high school or obtained the GED equivalent, with a little over half obtaining credentials by 19 years old, but less than 70% by the age of 21. The data also reports that only 20% of 17 year olds have steady full or part time employment (2% and 18% respectively); the unemployment rate for 19 years old is 50%, 40% by age 21. Furthermore, the NYTD states that 25% of 17 year olds report experiencing homelessness within the first year of aging out of care; around 35% report experiencing homelessness by the time they turn 21. Making a difficult situation worse, due to a high rate of exposure to complex trauma and adverse childhood experiences, these youth are more prone to experience mental health challenges (depression, anxiety, suicidal ideation); the NYTD reports that more than 75% of all transitional youth in Florida access behavioral health services.

To compound matters, their journey into adulthood is not only complicated by issues related to their individual circumstances, but also by the perplexing difficulty of the new systems of care and services into which they find themselves abruptly transitioned. This can make the already challenging tasks of young adulthood, such as independent decision-making and financial management, exponentially more difficult. Without intervention and support, national studies have shown that within two to four years of aging out of care only 1 in 6 are completely self-supporting. Given the innumerable challenges that transitional youth face, it is essential that they have access to a robust and comprehensive continuum of services.

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**Program/Event Information #1**

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**Will your organization be hosting the program/event on City property?**

No

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**Which are you applying for? (Program/Event)**

Program

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**Program/Event Name:**

Youth take FLITE in Pompano Beach

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**Type of Program/Event:**

Nonprofit Program/Seminar/Workshop

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**Share an executive summary of the program/event:**

Youth take FLITE in Pompano Beach encompasses the delivery of our Education and Employment program pipeline, including our cornerstone You Matter peer advocacy initiative, and its FLITE University component, which work to develop youth in the areas of education, employment, housing, health, and economic self-sufficiency. Programming not only provides support with general education development, post-secondary planning, job readiness and life skills development, but also helps to build youth's interpersonal, prosocial, and leadership capacity through social emotional learning, peer coaching and advocacy. Participating youth regularly engage in psychoeducational groups, training, and mentoring that increases their knowledge, abilities, resilience, and autonomy; as a result, youth improve their adaptive behaviors to effectively manage the demands of everyday life.

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**Elaborate on your program/event goals and objectives. How do you plan on using the funding to solve the problem?**

For all young people, education and employment play an integral role in their healthy transition to adulthood; yet transitional youth consistently report low rates of employment and educational attainment. The most recent National Youth Transition Database Report to Congress stated that nationwide transitional youth overwhelmingly report being unemployed/underemployed by age 21; however, young people who had access to resources and support were more likely to be connected to education and employment across all time points (age 17, 19 and 21). The report also highlighted that transitional youth need consistent, ongoing support through educational and employment skills, training, and resources, and concluded that increasing access to programs and services that boost educational attainment and employment can ease the transition to adulthood.

Our Education Team delivers our College Boost/GED curriculum (Monday-Thursday; in-person & virtual), conducts placement testing, provides college readiness resources and assists with post-secondary planning, including navigation of the admissions processes, implementation of tuition waivers and linkage to scholarships and other education supports. Our Employment Team cultivates internship/mentorship opportunities and work-based learning experiences, as well as connects youth with industry-career certifications and job coaching which improve their likelihood of entering and navigating the workforce successfully. In addition, employability workshops help with resume writing, hosts mock interviews, and support the development of other job-related skills. Both teams work together to deliver two of our cornerstone programs - You Matter and FLITE University.

Our You Matter peer advocacy initiative hosts activities that improve social emotional learning and life skills, as well as connects youth to resources in the community. In addition, FLITE Center staff help youth to develop the functional, interpersonal, and prosocial skills required for navigating life's everyday demands. You Matter interventions develop competencies, build confidence, and forge resilience among participating youth; ultimately, empowering them with the wisdom and tools they need for educational achievement, career development, sustained employment, economic success, housing stability, and self-sufficiency.

FLITE University, the psychoeducational component of You Matter, is a practical and experiential learning academy for transitional youth. FLITE University's curriculum encompasses goal setting and fulfillment, leadership development, healthy lifestyle practices, wellness promotion, parenting, landlord/tenant relations, money and household management, financial literacy, banking, and asset building. FLITE University's career modules include educational advancement, employability, professional etiquette, and entrepreneurship. FLITE University is offered through a hybrid format of in-person and on-line sessions.

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**What are the proposed outcomes of your program/event?**

Transition-age youth and young adults need a reliable connection to a myriad of resources and services. They require support that engages them where they live and congregate, offers them education that improves their TIL literacy, and facilitates access to the programs that help to smooth their entry into adulthood. At FLITE Center, success means we have been able to truly create an inclusive, youth-driven and vision focused environment for the young people we serve, each of whom are unique and require an individualized care plan.

Short-term program measures and outcomes include:

Education

- Goal - Provide a minimum of 200 youth/young adults with educational support (College Boost - GED) and college readiness programming, as well as pathways to post-secondary education
- Outcome - 100% of youth/young adults will be linked with post-secondary education opportunities

Employment

- Goal - Provide employability skills training, either in group or one-on-one, to a minimum of 200 youth/young adults being connected with employment/career options
- Outcome - 100% of youth/young adults will be assisted with obtaining employment opportunities

Shared Outcome - 100% of youth/young adults will have access to FLITE University Life Skills Training

Long-term program measures and outcomes include:

Education

- Goal: Youth/young adults have the academic and financial support required to reach their educational goals
- Outcome: Enrolled youth/young adults will be on a path to achieving their educational goals

Employment

- Goal: Youth/young adults have the skills and tools required to maintain steady employment as well as achieve their career goals
  - Outcome: Enrolled youth/young adults maintain steady employment
  - Outcome: Enrolled youth/young adults face lower levels of underemployment
  - Outcome: Enrolled youth/young adults will be on a path to achieving their career goals
-

**Share the primary methodology by which you will measure the outcomes of your program/event:**

To test program efficacy, evaluation plans consist of process and impact assessments. This encompasses the collection and analysis of program and client data through quantitative and qualitative methodologies that examine project implementation, deliverables, progress, and benefit including with respect to objectives and outcomes attainment. Following a mixed methods approach, the process assessment will evaluate inputs and infrastructure; enrolled client characteristics and eligibility; and service access, provision, and fidelity. The impact assessment will measure program effectiveness, service outcomes, and client improvement. Employing a Results Based Accountability™ framework, FLITE Center will examine "how much did we do?," "how well did we do it?," and "is anyone better off?"

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**Estimated total number of individuals expected to attend your program/event:**

351-500

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**Please specify the number of City of Pompano Beach residents your organization will serve if the program/event is funded:**

200

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**Describe the demographics of the population you are impacting with this program/event:**

FLITE Center's primary participants are transitional youth aged 16-25 with a focus on those aging out of foster care, approaching exit from child welfare services, within the dependency system, and related vulnerable populations (at-risk of homelessness, homeless, victims of human trafficking, and LGBTQIA+ individuals). Serving the socioeconomically, racially, and ethnically diverse South Florida community (Broward and Palm Beach Counties), our programming predominantly engages minority, marginalized, and underserved populations who are overrepresented among transitional youth and young adults.

Of participants that are residents of the City of Pompano Beach (averaging 400 per year), they are predominantly male (70%), Black (76%) or Latino (14%), between the ages of 18 to 25 (90%), with a household income of 200%, or less, of the Federal Poverty Level.

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**Include a description of the geographic area your program/event(s) will serve and how it will impact the area:**

FLITE Center participants living in the City of Pompano Beach primarily reside within the following zip codes: 33060 (68%), 33069 (12%), 33064 (8%) and 33068 (4%). Additional zip codes of service are: 33062, 33063, 33065, 33073, and 33076. Program delivery within City limits accounts for around 22% of our overall service provision. A true collaborative community initiative, FLITE Center understands and addresses the plight of transitional youth in Pompano Beach, helping to prepare them for independent living, academic success and career growth.

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**How does your organization specifically market your program/event to City of Pompano Beach residents?** Aside from community-based referrals from one of our more than 60 local TIL partners, recruitment activities, including e-blasts, targeted property visits, and outreach to emergency shelters, helps us to engage youth throughout the community, ensuring we cover the wide variety of environments where they congregate. Our Marketing Team also posts program information on all social media platforms.

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**How does a City of Pompano Beach resident access the services/program your nonprofit provides?** The majority of youth and young adults who access our programming are referred from a TIL partner organization. One of FLITE Center's primary collaborating partners is ChildNet. Chosen by the Florida Department of Children & Families to serve as the Community Based Care (CBC) lead agency in both Broward and Palm Beach Counties, ChildNet is the single private non-profit entity responsible for managing the local system of services and supports for the communities' most vulnerable children. ChildNet's mission is to protect abused, abandoned and neglected children in the communities they serve. ChildNet's vision is to lead every child in their care to safety, permanence, and stability. To ensure access to TIL programs and resources, all ChildNet youth that are approaching transitional age (17 years old) are referred to FLITE Center.

As the TIL lead agency in South Florida, FLITE Center partners with more than 60 local community organizations. Some notable partners are 211 Broward, 4Kids, AVDA (Aid to Victims of Domestic Abuse), Big Brothers Big Sisters, Broward Human Trafficking Coalition, CareerSource Broward, Children's Diagnostic & Treatment Centers (CDTC), Children's Services Council (TIL - Healthy Youth Transitions (HYT) providers), Covenant House, Department of Children & Families, Family Central, HANDY/HOMES, Henderson Behavioral Health, Legal Aid, Memorial Health Systems, PACE Center for Girls, SOS Children's Village, SunServe, and the Urban League of Broward County.

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**Start Date of Program/Event:** Aug 01, 2024

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**End Date of Program/Event:** May 01, 2025

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**Does your program/event have a start time/end time?** No

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**Name of Program/Event Venue:** FLITE Center

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**Address of Program/Event Venue Location:** 5201 NW 33rd Avenue  
Fort Lauderdale, FL 33309

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**Attire of Program/Event (select the one that best applies):** Casual

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**List any benefits or partnership opportunities the City of Pompano Beach receives:**

The City will not receive any direct benefits if funding is awarded; however, FLITE Center, with granted permission, intends to recognize the City as one of its funded partners. Recognition can occur across one or more of the following platforms: newsletters, press releases, social media, marketing collateral and the FLITE Center website. In addition, due to the large number of our youth that reside within City limits, at approved engagement events, the City will have the opportunity to provide access to information about local resources.

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**Total dollar amount of the overall program/event budget:** 109000

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**Total dollar amount being requested from the City:** 10000

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**How will your organization use the City of Pompano Beach funding?** Grant funding would be used to help FLITE Center deliver our Education and Employment program pipeline (including our Life Skills programming). Specifically, funding would be used for program staff (who are critical to service delivery in the City of Pompano Beach) and program supplies (that allow for the delivery of high quality TIL programs and initiatives in the City of Pompano Beach).

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**Are you applying for a second program/event?** No

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### **Additional Activities**

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**Are there any additional activities associated with the primary sponsorship event (Examples include VIP event, Kickoff event, Awards Ceremony, Thank You/Recognition Party, etc...)** No

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### **Additional Information**

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**What are your organization's credentials? Tell us why your organization does it better than anyone else.** Serving South Florida since 2009, FLITE Center represents an aligned provider network that houses critical resources, interventions, and supports for transitional youth. FLITE Center hosts the TIL database repository, facilitating multi-agency information sharing and synchronization; documents rising trends for transitional youth as well as gaps in services; and forges new partnerships that impact the entire TIL System of Care. Our dedicated team engages transitional youth, leads staffing's, coordinates programming, facilitates provider collaboration, and continuously evaluates outcomes that highlight the need for system-wide improvements. FLITE Center is uniquely positioned to meet the educational and employment needs of transitional youth residing within City limits.

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**Other than the program/event you are applying for, how is your organization serving the residents of the City of Pompano Beach?**

FLITE Center's sole purpose is to aid youth with preparing for and succeeding in independent living and community integration. In addition to our Education and Employment programming, FLITE Center delivers the following support to transitional youth residing in the City of Pompano Beach:

Housing - Our Housing Team acts as a liaison between landlords and our young adults to ensure placement in safe and affordable housing. FLITE Center's housing portfolio is a mixed model of housing properties and our Emergency Landing Spaces provide temporary stabilization for homeless TIL youth (including survivors of human and sex trafficking and LGBTQIA+ individuals).

Health & Wellness - Our Health and Wellness Team delivers preventative healthcare services (primary, dental and behavioral), as well as health and wellness programs and education for transitional youth through our Healthy Connections initiative. Our clinicians also offer onsite crisis intervention to assess youth who may need emergency clinical services and connect them to additional resources in the community.

System of Care Coordination - FLITE Center manages the TIL System of Care database which not only connects transitional youth to vital resources and support, but also tracks their progress along the way. Providing care coordination for our young adults not only expedites service access, but also mitigates service duplication across the entire TIL System of Care.

Resource Navigation - Our Resource Specialists assist our youth with resource acquisition and navigation, including assistance with public benefits, childcare, monthly bus passes, referrals to life coach agencies, and linkage to emergency services.

Human Trafficking - Survivors are supported by a team of professionals, including Survivor-Mentors, Regional Advocates, Victim Service Coordinators, and Clinicians, who work together to provide emergency stabilization, individualized wellness plans, and ongoing support. Serves ages 10-25.

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**Any other information you wish to share?**

Designed to decrease disparities and increase equity, FLITE Center programs and initiatives appropriately target and address youth needs in regard to socioeconomic, gender, cultural and environmental factors. Every member of the FLITE Center team works diligently to understand the needs of transitional youth, deliver relevant and inclusive programming, and offer meaningful interventions that promote their overall well-being. When looking at our impact between October 1, 2022, and September 30, 2023, we are incredibly proud of the 1,901 Youth and Young Adults we served (419 of which reside in the City of Pompano Beach), as well as the 63 Community Partners we worked with across the TIL System of Care.

Education

- Youth served by Education Team - 307
- Youth who Graduated from College Boost with GED - 68
- Youth who Completed FLITE University Life Skills Training - 732
- Youth who Gained Positive Educational Outcomes - 87%

Employment

- Youth served by Employment Team - 221
- Youth who Remain Employed - 78%

Housing

- Youth served by Housing Team - 613
- Youth with Stable Housing - 90%
- Landlords and Housing Partners - 92

Health & Wellness

- Youth served by Health & Wellness Team - 884

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**City of Pompano Beach Funding History**

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**Has your organization been funded before by City of Pompano Beach?** Yes

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**If yes, when was the most recent year?** 2022

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**What was the name of program/event funded?** FLITE University

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**How much was the funding for this program/event?** 9000

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**Requested Budget Information**

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**What is your organization's operational budget?** 6675777

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**What is the total value your nonprofit is applying for?** 10000

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If you are not awarded the full funding requested for your program/event(s), will you be able to complete your project? Yes

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## About Your Staff and Leadership

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Total Number of Employees: 45

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Full Name of President/CEO/Executive Director: Christine Frederick

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Include your President/CEO/Executive Director's biography: Christine Frederick, MSW is a Puerto Rican born, New York native who has always had a passion for helping youth who are facing the difficult transitioning years to adulthood. At the University of Dayton, where she received her Bachelor's in Psychology, she served as a Resident Assistant for 3 years which kicked off a long future in providing guidance, support and encouragement to young people struggling to make the next steps toward independence.

Christine's path led her to South Florida where she attended Barry University to pursue her Master's in Clinical Social Work, followed by an Executive Certification in Nonprofit Management from FAU. After having worked in agencies like Children's Home Society, Memorial Regional Healthcare Systems and Covenant House, Christine spent more than a decade, both on the front lines and on the Executive Management Team, as the Chief Program Officer of HANDY, Inc. At HANDY she had the distinct opportunity of leading an elite team in program development, assisting with the agency's capacity building efforts through grant writing and grant management and maintaining both quality services and outcomes with youth in foster, relative and nonrelative care.

In 2017, Christine took on the role of CEO at FLITE Center, where she has continued the important mission of coordinating the TIL System of Care in collaboration with a wide array of community partners who contribute to South Florida's success in serving youth aging out of care. During her tenure at FLITE Center, Christine has facilitated the explosive growth and impact of the organization, both locally and now, throughout the state of Florida. Christine's vision and leadership has led her to be appointed as the Co-Chair of the Independent Living Services Advisory Council (ILSAC) by the Secretary of the Florida Department of Children and Families.

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## About Your Board of Directors

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Board Disabled: 0

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Board Minorities: 3

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Board Seniors: 2

Total Board Members: 18

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## About Your Partnerships and Contributors

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**Does your organization have any programmatic collaborations with other community partners? If so, please list them and provide a brief description of their involvement with your organization.**

One of FLITE Center's primary collaborating partners is ChildNet. Chosen by the Florida Department of Children & Families to serve as the Community Based Care (CBC) lead agency in both Broward and Palm Beach Counties, ChildNet is the single private non-profit entity responsible for managing the local system of services and supports for the communities' most vulnerable children. ChildNet's mission is to protect abused, abandoned and neglected children in the communities they serve. ChildNet's vision is to lead every child in their care to safety, permanence, and stability. To ensure access to TIL programs and resources, all ChildNet youth that are approaching transitional age (17 years old) are referred to FLITE Center.

As the TIL lead agency in South Florida, FLITE Center partners with more than 60 local community organizations. Some notable partners are 211 Broward, 4Kids, AVDA (Aid to Victims of Domestic Abuse), Big Brothers Big Sisters, Broward Human Trafficking Coalition, CareerSource Broward, Children's Diagnostic & Treatment Centers (CDTC), Children's Services Council (TIL - Healthy Youth Transitions (HYT) providers), Covenant House, Department of Children & Families, Family Central, HANDY/HOMES, Henderson Behavioral Health, Legal Aid, Memorial Health Systems, PACE Center for Girls, SOS Children's Village, SunServe, and the Urban League of Broward County. All of our partners refer their youth to FLITE Center for services even though FLITE does not require partnership for service provision. All eligible youth who come to FLITE are served.

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**What other funders have supported your organization within the past year? Please include their levels of contribution.**

Frederick A. DeLuca Foundation = \$300,000  
Jim Moran Foundation = \$260,000  
Our Fund Foundation = \$250,000  
TD Bank = \$175,000

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## Financial Information

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**How does your nonprofit organization currently undergo financial scrutiny and assurance? Please select from one of the applicable options:**

External Financial Audit conducted by an professional auditing firm

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**Upload your documents: All items in this section are mandatory.**

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**Itemized Program/Event Budget - Please provide a budget ONLY for the program/event you are applying for.**

<https://www.formstack.com/admin/download/file/16302946063>

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**Agency Operational Budget** <https://www.formstack.com/admin/download/file/16302946065>

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**Agency External or Internal Audit and/or a combined PDF with your organization's Balance Sheet and P&L.** <https://www.formstack.com/admin/download/file/16302946066>

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**W9** <https://www.formstack.com/admin/download/file/16302946068>

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**IRS 501(c)(3) Determination Letter** <https://www.formstack.com/admin/download/file/16302946072>

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**Articles of Incorporation** <https://www.formstack.com/admin/download/file/16302946074>

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**Most Recent 990 Form** <https://www.formstack.com/admin/download/file/16302946076>

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**List of Board of Directors** <https://www.formstack.com/admin/download/file/16302946078>

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## Matching Gift Documentation

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**Does Your Organization Receive Matching Funds?** Yes

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**Please indicate one or more matching gift options below:** One or more donors match general contributions to our organization.

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**Matching Gift Documentation Supporting Your Organization** <https://www.formstack.com/admin/download/file/16302946082>

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**Is your matching gift supporting your organization \$1/\$1 or capped at a specific amount? If capped, please include the cap amount.** Matching is \$1/\$1 and there is no limit.

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## President/CEO/Executive Director Contact Information

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**Name** Christine Frederick

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**Title** CEO

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**Email** [Christine@FLITECenter.org](mailto:Christine@FLITECenter.org)

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**Phone Number** (305) 528-2071

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**Mailing Address (If awarded, your payment will be mailed to this address)** 5201 NW 33rd Avenue  
Fort Lauderdale, FL 33309

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## Primary Nonprofit Contact

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**Name** Maria Vo

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**Title** Director of Grants

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**Email** Maria@FLITECenter.org

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**Phone Number** 9545407825

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**Certification and Authorization**

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**I HEREBY CERTIFY BY READING AND  
SELECTING EACH STATEMENT LISTED  
BELOW THAT THE:**

Applicant certifies that information contained in this application is complete and accurate. = Select to Agree

Applicant certifies that their organization is a Not For Profit Corporation authorized to do business in the State of Florida. = Select to Agree

Applicant has read and understands the application instructions and requirements of the program. = Select to Agree

Applicant agrees that if recommended for funding, the nonprofit will attend the Mandatory Nonprofit Orientation Workshop and that they will participate in a Nonprofit Program Services Fair as required by the City. = Select to Agree

Applicant certifies that the awarded program/event(s) will serve City of Pompano Beach residents. = Select to Agree

Applicant acknowledges that a recommended award letter is subject to commission approval. = Select to Agree

Applicant acknowledges that only an executed contract with the City authorizes the initiation of program/event services or activities and incurring expenditures. = Select to Agree

Applicant acknowledges that narrative and financial reporting will be required and the organization will meet the assigned deadlines as set forth by the City. = Select to Agree

Applicant acknowledges that the program/event(s) will be completed by the end of the contract term. = Select to Agree

Applicant certifies that the organization has the capacity to comply with all requirements of the program/event(s). = Select to Agree

Applicant will not use funds for disallowed expenditures as set forth by the City. = Select to Agree

Applicant confirms that the organization has an anti-discrimination policy. = Select to Agree

Applicant acknowledges that the program/event(s) submitted will not be eligible to receive funding for if the program/event(s) receives a separate grant from the City for the same program. = Select to Agree

Applicant acknowledges that current policies for general liability, sexual molestation, automobile and workers compensation insurance are required to contract with the City. = Select to Agree

Applicant understands that the submission of their funding request does not guarantee the organization will be selected to receive funding. = Select to Agree

Applicant acknowledges that all information submitted in the partnership application along with any email or correspondence you provide to the City of Pompano Beach becomes a public record and may be subject to disclosure to anyone who requests it under the State's Public Records Laws, to another government agency as required by state or federal law; and/or in response to a court or administrative order, subpoena or search warrant. Your application may be subject to inspection and copying by the public, unless an exception in law exists. = Select to Agree

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INTERNAL REVENUE SERVICE  
P. O. BOX 2508  
CINCINNATI, OH 45201

DEPARTMENT OF THE TREASURY

Date: **AUG 06 2010**

FORT LAUDERDALE INDEPENDENCE  
TRAINING & EDUCATION CENTER INC  
3521 W BROWARD BLVD STE 105  
LAUDERHILL, FL 33312

Employer Identification Number:  
26-4155794  
DLN:  
17053180350020  
Contact Person:  
JOAN C KISER ID# 31217  
Contact Telephone Number:  
(877) 829-5500  
Accounting Period Ending:  
December 31  
Public Charity Status:  
170(b)(1)(A)(vi)  
Form 990 Required:  
Yes  
Effective Date of Exemption:  
January 26, 2009  
Contribution Deductibility:  
Yes  
Addendum Applies:  
No

Dear Applicant:

We are pleased to inform you that upon review of your application for tax exempt status we have determined that you are exempt from Federal income tax under section 501(c)(3) of the Internal Revenue Code. Contributions to you are deductible under section 170 of the Code. You are also qualified to receive tax deductible bequests, devises, transfers or gifts under section 2055, 2106 or 2522 of the Code. Because this letter could help resolve any questions regarding your exempt status, you should keep it in your permanent records.

Organizations exempt under section 501(c)(3) of the Code are further classified as either public charities or private foundations. We determined that you are a public charity under the Code section(s) listed in the heading of this letter.

Please see enclosed Publication 4221-PC, Compliance Guide for 501(c)(3) Public Charities, for some helpful information about your responsibilities as an exempt organization.

Letter 947 (DO/CG)

# Request for Taxpayer Identification Number and Certification

Go to [www.irs.gov/FormW9](http://www.irs.gov/FormW9) for instructions and the latest information.

**Give form to the  
requester. Do not  
send to the IRS.**

**Before you begin.** For guidance related to the purpose of Form W-9, see *Purpose of Form*, below.

|  |   |
|--|---|
| <b>Print or type.</b><br>See <i>Specific Instructions</i> on page 3. | <p><b>1</b> Name of entity/individual. An entry is required. (For a sole proprietor or disregarded entity, enter the owner's name on line 1, and enter the business/disregarded entity's name on line 2.)</p> <p><b>Fort Lauderdale Independence Training Education Center</b></p> <p><b>2</b> Business name/disregarded entity name, if different from above.</p>  |
|  | <p><b>3a</b> Check the appropriate box for federal tax classification of the entity/individual whose name is entered on line 1. Check only <b>one</b> of the following seven boxes.</p> <p> <input type="checkbox"/> Individual/sole proprietor                    <input type="checkbox"/> C corporation                    <input type="checkbox"/> S corporation                    <input type="checkbox"/> Partnership                    <input type="checkbox"/> Trust/estate<br/> <input type="checkbox"/> LLC. Enter the tax classification (C = C corporation, S = S corporation, P = Partnership) . . . . .<br/> <b>Note:</b> Check the "LLC" box above and, in the entry space, enter the appropriate code (C, S, or P) for the tax classification of the LLC, unless it is a disregarded entity. A disregarded entity should instead check the appropriate box for the tax classification of its owner.<br/> <input checked="" type="checkbox"/> Other (see instructions) <span style="margin-left: 100px;"><b>Not for Profit</b></span> </p> <p><b>3b</b> If on line 3a you checked "Partnership" or "Trust/estate," or checked "LLC" and entered "P" as its tax classification, and you are providing this form to a partnership, trust, or estate in which you have an ownership interest, check this box if you have any foreign partners, owners, or beneficiaries. See instructions . . . . . <input type="checkbox"/></p> |
|  | <p><b>4</b> Exemptions (codes apply only to certain entities, not individuals; see instructions on page 3):</p> <p>Exempt payee code (if any) _____</p> <p>Exemption from Foreign Account Tax Compliance Act (FATCA) reporting code (if any) _____</p> <p style="text-align: right;"><i>(Applies to accounts maintained outside the United States.)</i></p>   |
|  | <p><b>5</b> Address (number, street, and apt. or suite no.). See instructions.<br/><b>5201 NW 33rd Avenue</b></p> <p><b>6</b> City, state, and ZIP code<br/><b>Fort Lauderdale, FL 33309</b></p> <p><b>7</b> List account number(s) here (optional)</p>   |
|  | <p>Requester's name and address (optional)</p>  |

## Part I Taxpayer Identification Number (TIN)

Enter your TIN in the appropriate box. The TIN provided must match the name given on line 1 to avoid backup withholding. For individuals, this is generally your social security number (SSN). However, for a resident alien, sole proprietor, or disregarded entity, see the instructions for Part I, later. For other entities, it is your employer identification number (EIN). If you do not have a number, see *How to get a TIN*, later.

|                                       |   |  |   |   |   |   |   |   |   |   |
|---------------------------------------|---|--|---|---|---|---|---|---|---|---|
| <b>Social security number</b>         |   |  |   |   |   |   |   |   |   |   |
|                                       |   |  |   |   |   |   |   |   |   |   |
| or                                    |   |  |   |   |   |   |   |   |   |   |
| <b>Employer identification number</b> |   |  |   |   |   |   |   |   |   |   |
| 2                                     | 6 |  | - | 4 | 1 | 5 | 5 | 7 | 9 | 4 |

**Note:** If the account is in more than one name, see the instructions for line 1. See also *What Name and Number To Give the Requester* for guidelines on whose number to enter.

## Part II Certification

Under penalties of perjury, I certify that:

1. The number shown on this form is my correct taxpayer identification number (or I am waiting for a number to be issued to me); and
2. I am not subject to backup withholding because (a) I am exempt from backup withholding, or (b) I have not been notified by the Internal Revenue Service (IRS) that I am subject to backup withholding as a result of a failure to report all interest or dividends, or (c) the IRS has notified me that I am no longer subject to backup withholding; and
3. I am a U.S. citizen or other U.S. person (defined below); and
4. The FATCA code(s) entered on this form (if any) indicating that I am exempt from FATCA reporting is correct.

**Certification instructions.** You must cross out item 2 above if you have been notified by the IRS that you are currently subject to backup withholding because you have failed to report all interest and dividends on your tax return. For real estate transactions, item 2 does not apply. For mortgage interest paid, acquisition or abandonment of secured property, cancellation of debt, contributions to an individual retirement arrangement (IRA), and, generally, payments other than interest and dividends, you are not required to sign the certification, but you must provide your correct TIN. See the instructions for Part II, later.

|                  |                              |                |
|------------------|------------------------------|----------------|
| <b>Sign Here</b> | Signature of U.S. person<br> | Date<br>4/1/24 |
|------------------|------------------------------|----------------|

## General Instructions

Section references are to the Internal Revenue Code unless otherwise noted.

**Future developments.** For the latest information about developments related to Form W-9 and its instructions, such as legislation enacted after they were published, go to [www.irs.gov/FormW9](http://www.irs.gov/FormW9).

### What's New

Line 3a has been modified to clarify how a disregarded entity completes this line. An LLC that is a disregarded entity should check the appropriate box for the tax classification of its owner. Otherwise, it should check the "LLC" box and enter its appropriate tax classification.

New line 3b has been added to this form. A flow-through entity is required to complete this line to indicate that it has direct or indirect foreign partners, owners, or beneficiaries when it provides the Form W-9 to another flow-through entity in which it has an ownership interest. This change is intended to provide a flow-through entity with information regarding the status of its indirect foreign partners, owners, or beneficiaries, so that it can satisfy any applicable reporting requirements. For example, a partnership that has any indirect foreign partners may be required to complete Schedules K-2 and K-3. See the Partnership Instructions for Schedules K-2 and K-3 (Form 1065).

### Purpose of Form

An individual or entity (Form W-9 requester) who is required to file an information return with the IRS is giving you this form because they

# State of Florida



## Department of State

I certify the attached is a true and correct copy of the Articles of Incorporation of FORT LAUDERDALE INDEPENDENCE TRAINING & EDUCATION CENTER, INC., a Florida corporation, filed on January 26, 2009, as shown by the records of this office.

I further certify the document was electronically received under FAX audit number H09000018091. This certificate is issued in accordance with section 15.16, Florida Statutes, and authenticated by the code noted below.

The document number of this corporation is N09000000811.

Authentication Code: 009A00002937-012709-N09000000811-1/1

Given under my hand and the  
Great Seal of the State of Florida,  
at Tallahassee, the Capital, this the  
Twenty-seventh day of January, 2009



Kurt S. Browning  
Secretary of State

**ARTICLES OF INCORPORATION  
OF  
FORT LAUDERDALE INDEPENDENCE TRAINING & EDUCATION CENTER, INC.**

**THE UNDERSIGNED**, as incorporator and on behalf of a not-for-profit, non-stock corporation under the laws of the State of Florida, hereby adopts the following Articles of Incorporation:

**ARTICLE I  
NAME**

Section 1.1. The name of the corporation is **FORT LAUDERDALE INDEPENDENCE TRAINING & EDUCATION CENTER, INC.**, (the "Corporation").

**ARTICLE II  
DURATION**

Section 2.1. The Corporation shall have perpetual existence unless dissolved pursuant to law.

**ARTICLE III  
NON-STOCK CORPORATION**

Section 3.1. The Corporation shall be organized on a non-stock basis under the Florida Not for Profit Corporation Act and may issue Certificates of Membership.

**ARTICLE IV  
PURPOSE**

Section 4.1. The purposes for which the Corporation is organized is for transacting any and all lawful business for which corporations may be incorporated under the Florida Not for Profit Corporation Act and to distribute the whole or any part of the income therefrom and the principal thereof exclusively for charitable, religious, scientific, literary or educational purposes, either directly or by contributions to organizations that qualify as exempt organizations under Section 501(c)(3) of the Internal Revenue Code and Regulations issued pursuant thereto, as they now exist or as they may hereafter be amended. The initial purpose of the Corporation is to develop a system or facility to assist Broward County's dependant and emancipated youth transition into adulthood by making services more readily available to them in order to promote self-sufficient and productive members of the community.

Section 4.2. The Corporation shall have the power, either directly or indirectly, either alone or in conjunction or cooperation with others, to do any and all lawful acts and things and to engage in any and all lawful activities which may be necessary, useful, suitable, desirable or proper for the furtherance, accomplishment, fostering or attainment of any or all of the purposes for which a Corporation is organized, and to aid or assist other organizations whose activities are such as to further accomplish, foster or attain any of such purposes. Notwithstanding anything herein to the contrary, the Corporation shall exercise only such powers as are in furtherance of the exempt purposes of organizations set forth in Section 501(c)(3) of the Code as the same now exist or as they may be hereinafter amended from time to time.

Section 4.3. No part of the net earnings of the Corporation shall inure to the benefit of, or be distributable to, any Director or Officer of the Corporation or any other private individual

(except that reasonable compensation may be paid for services rendered to or for the Corporation affecting one or more of its purposes); and no Director or Officer of the Corporation, or any private individual, shall be entitled to share in the distribution of any of the corporate assets on dissolution of the Corporation.

Section 4.4 No substantial part of the activities of the Corporation shall be the carrying on of propaganda, or otherwise attempting to influence legislation, and the Corporation shall not participate or intervene in (including the publication or distribution of statements) any political campaign on behalf of or in opposition of any candidate for public office.

Section 4.5. The Corporation shall distribute its income for each taxable year at such time and in such manner as not to become subject to tax on undistributed income imposed by Section 4942 of the Code or corresponding provisions of any subsequent federal tax laws.

Section 4.6. The Corporation shall not engage in any act of self-dealing as defined in Section 4941(d) of the Code or corresponding provisions of any subsequent federal tax laws.

Section 4.7. The Corporation shall not retain any excess business holdings as defined in Section 4943(c) of the Code or corresponding provisions of any subsequent federal tax laws.

Section 4.8. The Corporation shall not make any investments in such manner as to subject it to tax under Section 4944 of the Code or corresponding provisions of any subsequent federal tax laws.

Section 4.9. The Corporation shall not make any taxable expenditures as defined in Section 4945(d) of the Code or corresponding provisions of any subsequent federal tax laws.

Section 4.10. Notwithstanding any other provision of these Articles of Incorporation, the Corporation shall not conduct or carry on any activities not permitted to be conducted or carried on by an organization exempt from taxation under Section 501(c)(3) of the Code or by an organization contributions to which are deductible under Section 170(c)(2) of the Code.

Section 4.11. Upon the dissolution of the Corporation, the Board of Directors shall, after paying or making provision for the payment of all of the liabilities of the Corporation, dispose of all of the assets of the Corporation, exclusively for the purposes of the Corporation in such manner, or to such organization or organizations organized and operated exclusively for charitable, educational, religious or scientific purposes, as shall at the time qualify as an exempt organization or organizations under Section 501(c)(3) of the Code (or the corresponding provisions of any future United States Internal Revenue Law), as the Board of Directors shall determine. Any of such assets not so disposed of shall be disposed of by the court having proper jurisdiction in the county where the principal office of the Corporation is then located, exclusively for such purposes or to such organization or organizations, as said court shall determine, which are organized and operated exclusively for such purposes.

## **ARTICLE V** **MEMBERS**

Section 5.1. This Corporation shall have a membership consisting of the Board of Directors of the Corporation serving from time to time.

**ARTICLE VI  
DIRECTORS**

Section 6.1. The affairs of the Corporation shall be governed by a Board of Directors (hereinafter referred to as the "Board").

Section 6.2. The initial Board of Directors shall consist of the following members elected in accordance with this Section and the Bylaws and shall serve until the first election of Directors as provided in the Bylaws:

| <u>Name</u>         | <u>Address</u>   |
|---------------------|--|
| Audrey Ring         | 704 SE 1 <sup>st</sup> Street<br>Fort Lauderdale, FL 33301 |
| Robin Craig         | 704 SE 1 <sup>st</sup> Street<br>Fort Lauderdale, FL 33301 |
| Sherrie Whittington | 704 SE 1 <sup>st</sup> Street<br>Fort Lauderdale, FL 33301 |

The members of the Board of Directors shall be appointed according to the procedures set forth in the Bylaws. The number of members on the Board of Directors may be increased or decreased from time to time by a vote of the Board of Directors in accordance with the Bylaws of the Corporation, but in any event there shall never be less than three (3) members on the Board of Directors. These Articles of Incorporation do not need to be amended each time new Directors are appointed.

**ARTICLE VII  
ADDRESS**

Section 7.1. The street address and mailing address of the principal office of this corporation in the State of Florida is:

704 SE 1<sup>st</sup> Street  
Fort Lauderdale, FL 33301

The Board may, from time to time, move its principal office in the State of Florida to another place in this state.

**ARTICLE VIII  
REGISTERED AGENT AND REGISTERED OFFICE**

Section 8.1. The registered agent and registered office of the Corporation shall be:

| <u>Name</u>          | <u>Address</u>  |
|----------------------|---|
| Tanya L. Bower, Esq. | c/o Tripp Scott, P.A.<br>110 S.E. 6 <sup>th</sup> Street, 15 <sup>th</sup> Floor<br>Fort Lauderdale, FL 33301 |

**ARTICLE IX  
AMENDMENT**

Section 9.1. These Articles of Incorporation may be amended in the manner and with the vote provided by law.

**ARTICLE X  
BYLAWS**

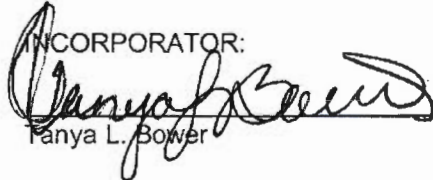
Section 10.1. The Board of Directors of this Corporation shall adopt Bylaws for the government of this Corporation which shall be subordinate only to the Articles of Incorporation and the laws of the United States and the State of Florida. The Bylaws may be amended from time to time by the Board of Directors.

**ARTICLE XI  
INCORPORATOR**

Section 11.1. The name and address of the incorporator of this Corporation are as follows:

| <u>Name</u>          | <u>Address</u>   |
|----------------------|--|
| Tanya L. Bower, Esq. | 110 S.E. 6 <sup>th</sup> Street, 15 <sup>th</sup> Floor<br>Fort Lauderdale, FL 33301 |

**IN WITNESS WHEREOF**, the undersigned incorporator has executed these Articles of Incorporation this 26 day of January, 2009.

INCORPORATOR:  
  
Tanya L. Bower

**CERTIFICATE DESIGNATING PLACE OF BUSINESS OR DOMICILE  
FOR THE SERVICE OF PROCESS WITHIN THIS STATE,  
NAMING AGENT UPON WHOM PROCESS MAY BE SERVED**

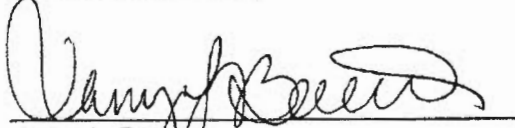
In pursuance of Section 48.091 and Section 617.0501(3), Florida Statutes, the following is submitted in compliance with said Sections:

Fort Lauderdale Independence Training & education Center, Inc., desiring to organize under the laws of the State of Florida with its principal office as indicated in the Certificate of Incorporation, at 704 SE 1<sup>st</sup> Street, Fort Lauderdale, FL 33301, appoints Tanya L. Bower, Esq. of Tripp Scott, P.A., 110 S.E. 6<sup>th</sup> Street, 15<sup>th</sup> Floor, Fort Lauderdale, FL 33301 as its agent to accept service of process within this State.

**ACKNOWLEDGMENT:**

Having been named to accept service of process for the above-named corporation, at the place designated in this Certificate, I hereby accept to act in this capacity, and agree to comply with the provisions of said Sections relative to keeping open said office.

REGISTERED AGENT:

  
\_\_\_\_\_  
Tanya L. Bower

Date January 26, 2009



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**Fort Lauderdale Independence Training and Education Center, Inc.**

**Bylaws**

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**Article I: Name**

The name of the organization shall be, Fort Lauderdale Independence Training & Education Center, Inc. (hereinafter referred to as the 'FLITE Center' or 'corporation').

**Article II: Principal Office**

The principal office of the corporation shall be located at 704 Southeast 1<sup>st</sup> Street, Fort Lauderdale, FL 33301, with such additional offices as may from time to time be designated by the Board of Directors.

**Article III: Purpose**

The corporation is organized and will be operated exclusively for charitable and educational purposes within the meaning of Section 501(c)(3) of the Internal Revenue Code of 1986 or its successor provisions.

The initial purpose of the Corporation is to develop a system or facility to assist Broward County's dependent and emancipated youth transition into adulthood by making service more readily available to them in order to promote self-sufficient and productive members of the community.

**Article IV: Persons, Non-Profit Organizations and Projects Eligible for Assistance, Service, and/or Participation**

Those persons, non-profit organizations and projects that conform to our mission statement and/or goals are eligible for assistance, service and/or participation in the FLITE Center. The Board of Directors will review these criteria from time to time. There will be no charges assessed to the recipients of this assistance.

**Article V: Members**

Members in the corporation will consist of elected directors. A member of the Junior League of Greater Fort Lauderdale, Inc., shall be a member of the Board of Directors.

## **Article VI: Board of Directors**

Section 1. *General Powers.* The Board of Directors shall be responsible for setting policy and governing the organization and holds the power to conduct its business.

The Board of Directors shall appoint an Executive Director who shall serve at their pleasure.

Section 2. *Number, Term and Election.* The number of Directors constituting the Board of Directors shall be a minimum of three and a maximum of 17. Terms of directors shall be three years with a limit of two consecutive terms. The terms of the directors shall be staggered so that the term of approximately one-third (1/3) of the Board shall end the last day of January of each calendar year.

Directors shall be elected by the Board at its annual election meeting which shall be the regular meeting held during the month of January, or if there is not such a meeting, the first Board meeting after January.

Not less than two (2) months prior to the annual election meeting, the Board may appoint a nominating committee to consist of no fewer than two (2) FLITE Community Advisory Board Members. The nominating committee will compile and submit to the Board a slate of candidates for directorships and offices to be filled at the upcoming annual election meeting, which slate shall be approved by the Board. These submissions shall be deemed to be nominations of each person named.

Any vacancy on the Board of Directors that occurs prior to the annual election meeting may be filled at any other regular meeting of the Board or at a special meeting, and any director so elected shall serve the remainder of the term of that membership. The vacancy shall be filled in the same manner as provided in the case of the original nomination.

In addition to the elected Directors, the Board of Directors shall consist of one (1) representative of the Junior League of Greater Fort Lauderdale, Inc. whose term shall be two years. This Board position is exempt from the nominating process. The individual shall be recommended by the Junior League of Greater Fort Lauderdale, Inc. and ratified by the Board of Directors.

The Executive Director of the corporation shall be an ex-officio (non-voting) member of the Board of Directors.

Section 3. *Regular Meetings.* Regular and annual meetings of the Board of Directors shall be held without other notice than this bylaw. The Board of Directors may provide by resolution the time and place for the holding of additional regular meetings of the Board without other notice than such resolution.

Section 4. *Electronic Presence at a Meeting.* Members of the Board shall be deemed present at a meeting of such Board if such director participates in the meeting by any means of communication by which all directors participating in the meeting may simultaneously hear each other during the meeting.

Section 5. *Special Meetings.* Special meetings of the Board of Directors maybe called by/or at the request of the Board Chair/President or any two directors. The place of the meeting shall be specified in the notice of the meeting.

Section 6. *Notice.* Notice of any special meeting of the Board of Directors shall be given at least two days previously thereto by written notice delivered personally or sent by mail or electronic mail to each director at his/her address as shown by the records of the corporation. Any director may waive notice of any meeting. The attendance of a director at any meeting shall constitute a waiver of notice of such meeting, except where a director attends a meeting for the express purpose of objecting to the transaction of any business because the meeting is not lawfully called or convened.

Section 7. *Quorum and Voting.* A quorum of the Board of Directors shall be comprised of a simple majority of voting Board members in office for the transaction of all business. The affirmative vote of a majority of the directors present shall be the act of the Board of Directors on any question, except where the Act of a greater number is required by these Bylaws or by statute.

Section 8. *Presiding Officer.* The presiding officer at the Board of Directors' meetings shall be the Board Chair/President. In the absence of the Chair, the Vice President shall preside.

Section 9. *Powers and Duties.* The Board of Directors shall have the control and management of the affairs, funds and property of the corporation. The directors may delegate certain of their duties to the Executive Director of the corporation, but such delegation shall not relieve the Board of Directors of the responsibility for any action so taken.

The Board shall be responsible for:

1. Adoption of all appropriate policies consistent with these Bylaws.
2. Contracting with an individual to serve as Executive Director who shall be responsible for all operational activities of the Corporation including planning, organizing, staffing, directing, supervising employees and managing. The Board shall evaluate his or her performance, award compensation and benefits, and require ongoing and regular communications to the Board.
3. Election of officers of the Board.
4. Being responsible for fiscal oversight including policies and procedures to approve the annual budget, conduct an audit, approve the Form 990 prior to submission to the IRS, handle investments/endowments, protect assets, grant signatory authority and review financial procedures.

5. Approving the individual expenditures and contracts requiring cash outlays in excess of permitted variances. Permitted variances means, with respect to the matters contained in any budget, when the aggregate expenditures in any line item exceeds by the greater of five (5%) percent or \$500, the aggregate amounts approved therefore,
6. Approving the Annual Report prior to distribution.
7. Reviewing, approving and participating in major fundraising activities and events.
8. Striving to ensure excellence in all of the corporation's endeavors.
9. Assuring that "Roberts Rules of Order" is followed for all Board and Committee meetings.
10. Abiding by the confidentiality requirements of the corporation.
11. Providing fundraising leadership by individually contributing to the corporation. Participating regularly if assigned to a committee.
12. Unless otherwise approved, allowing only the Board Chair/President and any member of the Executive Committee to sign contracts and financially obligate the corporation.
13. Agreeing that individual Board members shall not speak or act for the Board without Board approval.
14. Agreeing not to serve in a volunteer staff capacity without Board approval.

*Section 10. Resignation and Removal of Directors.* Any director or officer may resign at any time. The resignation of a director shall be made in writing and shall take effect at the time specified therein and if no time is specified, at the time of its receipt by the Board Chair or Secretary. The acceptance of a resignation shall not be necessary to make it effective. The remaining directors may select a replacement director to serve until the next regular meeting at which directors are elected.

Directors may be removed for cause, including repeated failure to attend meetings, by a two-thirds vote of the directors present at a meeting at which a quorum is present. Notice of a proposed removal shall be given to the affected director at least seven days prior to any vote on such removal.

*Section 11. Conflicts of Interest.* Board members shall disclose any and all conflicts of interest upon accepting membership and as appropriate thereafter. Board members who may have a conflict of interest must recuse themselves from voting on any issue that may benefit themselves or their companies or families. However, such Board members may be counted in determining the presences of a quorum at a meeting of the Board or a committee thereof which authorizes, approves or ratifies such issue.

Board members may not accept contracts, honorariums or other forms of compensation in connection with their Board service. Board members must obtain Board approval before becoming an employee and be subject to all requirements as other employees. Board members may not hire, gift to, solicit or inappropriately socialize with employees. Board approval is required for Board member family members to become employees.

Section 12. *Advisory Committees.* The Board of Directors shall be authorized to establish one or more committees, comprised both of persons who are and are not members of the Board of Directors, for the purpose of advising the Board of Directors.

Section 13. *Executive Committee* The Board of Directors shall be authorized to establish an Executive Committee, whose members shall be the officers of the corporation and the Executive Director as an ex-officio (non-voting) member. The Executive Committee shall have and exercise such power as the Board of Directors during the period of time between regular meetings of the Board of Directors and such other powers of the Board of Directors as may be delegated to the Executive Committee by the Board. The actions of the Executive Committee shall be submitted to the Board for ratification at the next meeting.

Section 14. *Standing and Special Committees.* The Board of Directors shall be authorized to establish committees and assign their responsibilities to further implement the interests and activities of the corporation, of which the committees shall consist of at least two members, one of which shall be a member of the Board. The committee members will select the committee chairman. A quorum of a simple majority of voting members shall be required to conduct business of the committee. Such Standing Committees may include: Communication/Public Relations, Community Outreach, Development, Finance, Audit, Governance/Nominating, Procurement, Project Review, Strategic Planning and Volunteer Recruitment.

Section 15. *Action Without a Meeting.* Any action required by law to be taken at a meeting of the Board of Directors, or any action that may be taken at a meeting of the Board of Directors, may be taken without a meeting or notice if a consent in writing, setting forth the action so taken, shall be signed by all of the members of the Board of Directors, and such consent shall have the same force and effect as a unanimous vote at a meeting. Action taken under this Section is effective when the last director signs the consent, unless the consent specifies a different effective date. A consent signed under this Section shall have the effect of a meeting vote and may be described as such in any document.

#### **Article VII: Officers**

Section 1. *Officers Specified.* There shall be a President, Vice President, Secretary and Treasurer all of whom shall be Board members.

Section 2. *Relationship with the Board of Directors.* Officers of the corporation shall be elected for a term of one year by the Board of Directors at its annual election meeting which shall be in the regular meeting held during the month of April, or if there is not such a meeting; the first Board meeting after April. An officer is eligible to succeed himself or herself in office, or to succeed any other officer, for a total of three terms.

**Section 3. *Duties and Powers.***

(a) **President.** The President shall be the presiding officer of the corporation and shall direct the activities of the corporation in a manner prescribed by the Board of Directors for any and all purposes in conducting the business of the corporation.

(b) **Vice President.** In the absence of the President or in the event of his/her inability or refusal to act, the Vice President, unless otherwise determined by the Board of Directors of the corporation, shall perform the duties of the President and when so acting shall have all the powers and be subject to all the restrictions upon the President.

(c) **Secretary.** It shall be the duty of the Secretary to take, record and distribute the minutes of all meetings of the Board of Directors, to issue proper notices of all meetings, to file reports and statements as required by law, and to perform such other duties as may be assigned by the Board of Directors.

(d) **Treasurer.** It shall be the duty of the Treasurer to receive and disburse the money of the Corporation and to have custody of the funds of the corporation and to place the same in such depositories as may be approved by the Board. He or she shall have authority to approve the payment of all bills (greater than or equal to \$500), against the corporation, and shall record and submit to the Board of Directors a report of all receipts and disbursements. The Treasurer shall perform such other duties as may be assigned by the Board of Directors.

**Section 4. *Compensation.*** The compensation, if any, of all officers and employees of the corporation shall be fixed by the Board of Directors.

**Article VIII: Executive Director**

**Section 1. *Hiring and Reporting Structure.*** The Executive Director will be hired by the Board of Directors and shall serve at the pleasure of the Board. He/she shall be responsible to the Board and shall be subject to the direction and control of the Board.

**Article IX: Finance**

**Section 1. *Budget.*** On or before October 31<sup>st</sup> of each year the Board of Directors shall adopt a budget for the forthcoming fiscal year.

**Section 2. *Corporate Funds.*** All funds of the corporation, not otherwise employed, shall be deposited in such banks, savings and loan associations or trust companies as the Board of Directors may from time to time determine. All checks, drafts, notes and evidence of indebtedness of the corporation shall be signed by any two (2) members of the Executive Committee. Checks under \$500 may be signed by any one of the above. Notices of such obligations are to be delivered to the Treasurer in a timely manner.

Section 3. *Audit.* Upon reaching IRS standards, audit of the accounts of the corporation shall be made annually by an auditor, accountant or Certified Public Accountant, and a copy of the report shall be made available to the membership at the annual members' meeting.

Section 4. *Transparency/Board Involvement.* The annual budget, audit and Form 990 for each year must be approved by the Board of Directors.

Section 5. *Checks, Drafts, etc.* All checks, drafts or other orders for payment of the money, notes or other evidences of indebtedness issued in the name of the corporation shall be signed by such officer or officers, agent or agents of the corporation and in such manner as shall from time to time be determined by resolution of the Board.

Section 6. *Loans.* No loans shall be contracted on behalf of the corporation and no evidences of indebtedness shall be issued in its name unless authorized by a resolution of the Board, which authority may be general or confined to specific instances.

Section 7. *Financial Statements.* Not later than two (2) months after the close of each fiscal year, the corporation shall prepare a balance sheet showing in reasonable detail the financial condition of the corporation as of the close of its fiscal year, a profit and loss statement showing the results of operations of the corporation during its fiscal year, and any other financial statements as may be required by a resolution of the Board. The balance sheets and profit and loss statements shall be filed in the principal officer of the corporation, shall be kept for at least five (5) years, and shall be subject to inspection during business hours by any Board member.

Section 8. *Gifts.* The Board may accept, on behalf of the corporation, any contributions, gifts, bequests or devise.

Section 9. *Managing Investments.* Funds, securities and other property of the corporation may be invested and reinvested under the direct management of the Board of Directors, such officers of the corporation as may be designated by the Board, or such investment managers and/or brokers as the Board, in the exercise of its judgments, may engage for such purpose. The Board may authorize any such investment managers or broker engaged by the Board for such purpose to exercise such discretion as the Board shall determine, in the exercise of its judgment, to be in the best interests of the corporation; provided, however, that in all such instances the Board clearly and specifically shall instruct such investment manager or broker as to the extend and limitations of the discretion so authorized and shall require such investment manager or broker to make regular reports to the Board of Directors as to its investment policies, transactions on behalf of the corporation and the results thereof.

Section 10. *Permissible Investments.* The corporation shall have the right to retain all or any part of any securities or property acquired by it in whatever manner, and to invest and reinvest any funds held by it, according to the judgment of the Board of Directors, without being restricted to the call of investments that a director is or may be permitted by law to make or any similar restriction; provided, however that (1) no action shall be taken by or on behalf of the corporation if such action would result in the denial of the tax exemption under any Section or Sections of the Internal Revenue Code and its Regulations as they now exist or as they may be amended, including without limitation Section 501 and 507.

**Article X: Fiscal Year**

The fiscal year for the corporation shall be the calendar year January 1 – December 31.

**Article XI: Action by Consent**

Any action required or permitted to be taken at any meeting of the Board of Directors may be taken without a meeting if all members, if the Board of Directors sign a written consent to such action and such written consent is filed with the minutes of the proceedings of the Board.

**Article XII: Waiver of Notice**

Whenever notice is required to be given to any director of the corporation under the provisions of the law or under the provisions of the Articles of Incorporation or by these Bylaws, a waiver thereof in writing signed by the person or persons entitled to such notice, whether before or after the time stated therein, shall be equivalent to the giving of such notice. Presence without objection shall also constitute a waiver of notice.

**Article XIII: Non-Discrimination**

The members, officers, directors, committee members, employees and all persons served by the Corporation shall be selected entirely on a non-discriminatory basis and without regard to sex, age, race, religion or national origin.

**Article XIV: Parliamentary Authority**

*Robert's Rules of Order*, latest edition, shall govern the conduct of the meetings of the corporation, except where inconsistent with law, the Articles of Incorporation, these bylaws or the rules adopted by the Board of Directors or any such committee for the conduct of its meetings.



## **Article XV: Lobbying Prohibited**

Board members and employees are prohibited to use restricted contract funds for the purpose of lobbying the legislature, judicial branch or state agency.

## **Article XVI: Indemnification of Directors and Officers**

Section 1. *Indemnification.* The corporation shall indemnify to the fullest extent permitted by law each of its officers, directors, whether or not then in office (and his/her executor, administrator and/or heirs) or any person who may have served at its request as a director or officer, of another corporation, partnership, joint venture, trust or other enterprise as well as the executor, administrator and heirs of any of them against all reasonable expenses (including attorneys' fees), judgments, fines and amounts paid in settlement actually and necessarily incurred by him/her in connection with any threatened, pending or completed action, suit, proceeding or arbitration, whether civil or criminal, administrative or investigative (including any appeal thereof), to which he/she is or is threatened to be made a party because he/she is or was a director, officer, employee or agent of this corporation, or such other corporation, partnership, joint venture, trust or other enterprise. He/she shall have no right to reimbursement, however, in relation to matter as to which he/she has been adjudged liable to the corporation for gross negligence or willful misconduct in the performance of his/her duties to the corporation. The foregoing right of indemnification shall be in addition to and not exclusive of all other rights to which such director, officer, employee or agent may be entitled.

Section 2. *Insurance.* The corporation may purchase and maintain insurance on behalf of any person who is or was a director, officer, employee or agent of the corporation or who is or was serving at the request of the corporation as a director, officer, employee or agent of another corporation, partnership, joint venture, trust or other enterprise against any liability asserted against him/her and incurred by him/her in any such capacity or arising out of his/her status as such, whether or not the corporation would have the power to indemnify him/her against such liability under the provisions of this Article XVI.

## **Article XVII: Contracts, Books, Records and Reports**

Section 1. *Contracts.* The Board may authorize any officer or officers, agent or agents, to enter into any contract or execute and deliver any instrument in the name of and on behalf of the corporation, and such authority may be general or confined to specific instances.

Section 2. *Books and Records.* The corporation shall keep correct and complete books and records of accounts and shall keep minutes of the proceedings of its Board of Directors and committees of the Board. Any books, records and minutes may be in written form or in any other form capable of being converted to written form within a reasonable time.

The corporation shall file with the Department of State of the State of Florida on or after January 1<sup>st</sup> and on or before May 1<sup>st</sup> each year, a report on such forms containing such information as the Department of State may prescribe.

#### **Article XVIII: Amendments**

These bylaws may be altered, amended or repealed at any meeting of the Board, provided that written notice of the proposed amendment(s) shall have been given to each Board member at least fifteen (15) days before such meeting by mailing or delivering a copy of the proposed action to the address on file of each Board member. A two-thirds (2/3) affirmative vote of the Board shall be necessary for such alteration, amendment or repeal.



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## 2024 Board of Directors

### Officers

Kandace Leshner, *Chair*  
Executive Director, Associate Regional Director  
JP Morgan Wealth Management

Wanda Perez, *Vice Chair*  
Human Resources Expert

Dr. Heidi Shaeffer, *Secretary*  
Family Medicine

Jennifer Whittington, *Treasurer*  
Research Systems Analyst  
Franklin Templeton Investments

Tom Loffredo, *General Counsel*  
Managing Shareholder  
GrayRobinson, P.A., Fort Lauderdale

Max Rudolf, *Immediate Past Chair*  
Associate, Litigation  
Akerman LLP

### Members

Sandy Harris  
Former Executive Director, Retired  
Broward Delegation

Jeffrey Knight  
CFP, CLU, ChFC, MSFS, CAP  
Wealth Retention Group

Jessica Marie Rizzi  
Associate Manager, Tech Commercial Services  
Bacardi

Richard Hopper  
Chief Executive Officer

Our mission is to guide those aging out of foster care and other vulnerable youth for successful transition to independence through housing, education, employment and system of care coordination. Our vision is that no youth travels the road to adulthood alone.



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Print eSolutions

Christopher Sajdera  
Esquire, Board Certified Specialist, Condominium and Planned Development Law  
Sajdera Kim, PLLC

Elizabeth Pederson  
Partner  
Panza, Maurer & Maynard, P.A., Fort Lauderdale

Jeffrey Ginocchi  
SVP, Commercial Group Manager  
First Horizon Bank

Kera Butler  
Chief Executive Officer  
Keys to the Community

Craig Goldenfarb  
Attorney  
Law Offices of Craig Goldenfarb

Jeffrey Gordon  
Attorney  
Lesser, Lesser, Landy & Smith

Jeanne Potthoff  
Mediator  
Mediation Center, LLC

Marilyn Camerota  
Administrative Director, Community Services  
Memorial Healthcare System

**Staff**

Christine Frederick, MSW  
Chief Executive Officer

DeAnn Hazey, CFRE  
Chief Development Officer

Our mission is to guide those aging out of foster care and other vulnerable youth for successful transition to independence through housing, education, employment and system of care coordination. Our vision is that no youth travels the road to adulthood alone.

Fort Lauderdale Independence Training  
& Education Center, Inc.  
5201 NW 33rd Avenue  
Fort Lauderdale, FL 33309

Fort Lauderdale Independence Training:

Enclosed are the original and one copy of the 2022 Exempt  
Organization return, as follows...

2022 Form 990

Each original should be dated, signed and filed in accordance  
with the filing instructions. The copy should be retained  
for your files.

Very truly yours,

*Stephen P. Emery*

Stephen P. Emery

CPAs + Trusted Advisors

## Filing Instructions

**Prepared for:**

FORT LAUDERDALE INDEPENDENCE TRAINING  
& EDUCATION CENTER, INC.  
5201 NW 33RD AVENUE  
FORT LAUDERDALE, FL 33309

**Prepared by:**

KEEFE, McCULLOUGH & CO., LLP, C.P.A.  
6550 N FEDERAL HIGHWAY, SUITE 410  
FT. LAUDERDALE, FL 33308

2022 FORM 990

**Electronic Filing:**

This return has qualified for electronic filing. After you have reviewed the return for completeness and accuracy, please sign, date and return Form 8879-TE to our office. We will transmit the return electronically to the IRS and no further action is required. Return Form 8879-TE to us by November 15, 2023.

# Application for Automatic Extension of Time To File an Exempt Organization Return

Department of the Treasury  
Internal Revenue Service

▶ **File a separate application for each return.**  
▶ **Go to [www.irs.gov/Form8868](http://www.irs.gov/Form8868) for the latest information.**

**Electronic filing (e-file).** You can electronically file Form 8868 to request a 6-month automatic extension of time to file any of the forms listed below with the exception of Form 8870, Information Return for Transfers Associated With Certain Personal Benefit Contracts, for which an extension request must be sent to the IRS in paper format (see instructions). For more details on the electronic filing of this form, visit [www.irs.gov/e-file-providers/e-file-for-charities-and-non-profits](http://www.irs.gov/e-file-providers/e-file-for-charities-and-non-profits).

**Automatic 6-Month Extension of Time.** Only submit original (no copies needed).

All corporations required to file an income tax return other than Form 990-T (including 1120-C filers), partnerships, REMICs, and trusts must use Form 7004 to request an extension of time to file income tax returns.

|  |  |   |
|--|--|---|
| <b>Type or print</b>   | Name of exempt organization or other filer, see instructions.<br><b>FORT LAUDERDALE INDEPENDENCE TRAINING &amp; EDUCATION CENTER, INC.</b> | Taxpayer identification number (TIN)<br><b>26-4155794</b> |
| File by the due date for filing your return. See instructions. | Number, street, and room or suite no. If a P.O. box, see instructions.<br><b>5201 NW 33RD AVENUE</b>                                       |   |
|  | City, town or post office, state, and ZIP code. For a foreign address, see instructions.<br><b>FORT LAUDERDALE, FL 33309</b>               |   |

Enter the Return Code for the return that this application is for (file a separate application for each return) 0 | 1

| Application Is For                       | Return Code | Application Is For                | Return Code |
|--|-------------|-----------------------------------|-------------|
| Form 990 or Form 990-EZ                  | 01          | Form 1041-A                       | 08          |
| Form 4720 (individual)                   | 03          | Form 4720 (other than individual) | 09          |
| Form 990-PF                              | 04          | Form 5227                         | 10          |
| Form 990-T (sec. 401(a) or 408(a) trust) | 05          | Form 6069                         | 11          |
| Form 990-T (trust other than above)      | 06          | Form 8870                         | 12          |
| Form 990-T (corporation)                 | 07          |                                   |             |

**CHRISTINE FREDERICK**

- The books are in the care of ▶ **5201 NW 33RD AVENUE - FORT LAUDERDALE, FL 33309**

Telephone No. ▶ **954-530-4686**

Fax No. ▶ \_\_\_\_\_

- If the organization does not have an office or place of business in the United States, check this box
- If this is for a Group Return, enter the organization's four digit Group Exemption Number (GEN) \_\_\_\_\_. If this is for the whole group, check this box . If it is for part of the group, check this box  and attach a list with the names and TINs of all members the extension is for.

**1** I request an automatic 6-month extension of time until **NOVEMBER 15, 2023**, to file the exempt organization return for the organization named above. The extension is for the organization's return for:  
▶  calendar year **2022** or  
▶  tax year beginning \_\_\_\_\_, and ending \_\_\_\_\_.

**2** If the tax year entered in line 1 is for less than 12 months, check reason:  Initial return  Final return  
 Change in accounting period

|   |           |    |    |
|---|-----------|----|----|
| <b>3a</b> If this application is for Forms 990-PF, 990-T, 4720, or 6069, enter the tentative tax, less any nonrefundable credits. See instructions.   | <b>3a</b> | \$ | 0. |
| <b>b</b> If this application is for Forms 990-PF, 990-T, 4720, or 6069, enter any refundable credits and estimated tax payments made. Include any prior year overpayment allowed as a credit. | <b>3b</b> | \$ | 0. |
| <b>c Balance due.</b> Subtract line 3b from line 3a. Include your payment with this form, if required, by using EFTPS (Electronic Federal Tax Payment System). See instructions.              | <b>3c</b> | \$ | 0. |

**Caution:** If you are going to make an electronic funds withdrawal (direct debit) with this Form 8868, see Form 8453-TE and Form 8879-TE for payment instructions.

**Return of Organization Exempt From Income Tax**

Form **990**

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](http://www.irs.gov/Form990) for instructions and the latest information.

**2022**

Open to Public Inspection

**A** For the **2022** calendar year, or tax year beginning and ending

|  |  |                                    |  |
|--|--|------------------------------------|--|
| <b>B</b> Check if applicable:<br><br><input type="checkbox"/> Address change<br><input type="checkbox"/> Name change<br><input type="checkbox"/> Initial return<br><input type="checkbox"/> Final return/terminated<br><input type="checkbox"/> Amended return<br><input type="checkbox"/> Application pending | <b>C</b> Name of organization<br><b>FORT LAUDERDALE INDEPENDENCE TRAINING &amp; EDUCATION CENTER, INC.</b>   |                                    | <b>D</b> Employer identification number<br><b>26-4155794</b>   |
|  | Doing business as  |                                    | <b>E</b> Telephone number<br><b>954-530-4686</b>   |
|  | Number and street (or P.O. box if mail is not delivered to street address)                                   | Room/suite                         | <b>G</b> Gross receipts \$ <b>4,360,173.</b>   |
|  | 5201 NW 33RD AVENUE  |                                    | <b>H(a)</b> Is this a group return for subordinates? <input type="checkbox"/> Yes <input checked="" type="checkbox"/> No |
|  | City or town, state or province, country, and ZIP or foreign postal code<br><b>FORT LAUDERDALE, FL 33309</b> |                                    | <b>H(b)</b> Are all subordinates included? <input type="checkbox"/> Yes <input type="checkbox"/> No                      |
| <b>F</b> Name and address of principal officer: <b>MAX RUDOLF</b><br><b>5201 NW 33RD AVENUE, FORT LAUDERDALE, FL 33</b>  |  | <b>H(c)</b> Group exemption number |  |
| <b>I</b> 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   |  |                                    |  |
| <b>J</b> Website: <b>WWW.FLITECENTER.ORG</b>   |  |                                    |  |
| <b>K</b> Form of organization: <input checked="" type="checkbox"/> Corporation <input type="checkbox"/> Trust <input type="checkbox"/> Association <input type="checkbox"/> Other  |  |                                    | <b>L</b> Year of formation: <b>2009</b>  |
| <b>M</b> State of legal domicile: <b>FL</b>  |  |                                    |  |

| <b>Part I Summary</b>   |  | Prior Year  | Current Year                            |
|---|--|---|---|
| <b>Activities &amp; Governance</b>  | <b>1</b> Briefly describe the organization's mission or most significant activities: <b>THE MISSION IS TO BE A CENTRAL RESOURCE THAT PREPARES YOUTH TO LEAD SUCCESSFUL LIVES AFTER AGING</b> |   |   |
|   | <b>2</b> Check this box <input type="checkbox"/> if the organization discontinued its operations or disposed of more than 25% of its net assets.   |   |   |
|   | <b>3</b> Number of voting members of the governing body (Part VI, line 1a)   | <b>3</b>  | <b>19</b>                               |
|   | <b>4</b> Number of independent voting members of the governing body (Part VI, line 1b)   | <b>4</b>  | <b>19</b>                               |
|   | <b>5</b> Total number of individuals employed in calendar year 2022 (Part V, line 2a)  | <b>5</b>  | <b>0</b>                                |
|   | <b>6</b> Total number of volunteers (estimate if necessary)  | <b>6</b>  | <b>50</b>                               |
|   | <b>7a</b> Total unrelated business revenue from Part VIII, column (C), line 12   | <b>7a</b>   | <b>0.</b>                               |
| <b>b</b> Net unrelated business taxable income from Form 990-T, Part I, line 11     | <b>7b</b>  | <b>0.</b>   |   |
| <b>Revenue</b>  | <b>8</b> Contributions and grants (Part VIII, line 1h)   | <b>2,715,486.</b>                                   | <b>4,225,103.</b>                       |
|   | <b>9</b> Program service revenue (Part VIII, line 2g)  | <b>0.</b>   | <b>0.</b>                               |
|   | <b>10</b> Investment income (Part VIII, column (A), lines 3, 4, and 7d)  | <b>0.</b>   | <b>5,248.</b>                           |
|   | <b>11</b> Other revenue (Part VIII, column (A), lines 5, 6d, 8c, 9c, 10c, and 11e)   | <b>75,366.</b>                                      | <b>83,832.</b>                          |
|   | <b>12</b> Total revenue - add lines 8 through 11 (must equal Part VIII, column (A), line 12)   | <b>2,790,852.</b>                                   | <b>4,314,183.</b>                       |
| <b>Expenses</b>   | <b>13</b> Grants and similar amounts paid (Part IX, column (A), lines 1-3)   | <b>0.</b>   | <b>0.</b>                               |
|   | <b>14</b> Benefits paid to or for members (Part IX, column (A), line 4)  | <b>0.</b>   | <b>0.</b>                               |
|   | <b>15</b> Salaries, other compensation, employee benefits (Part IX, column (A), lines 5-10)  | <b>1,623,860.</b>                                   | <b>2,577,172.</b>                       |
|   | <b>16a</b> Professional fundraising fees (Part IX, column (A), line 11e)   | <b>0.</b>   | <b>0.</b>                               |
|   | <b>b</b> Total fundraising expenses (Part IX, column (D), line 25)   | <b>281,110.</b>                                     |   |
|   | <b>17</b> Other expenses (Part IX, column (A), lines 11a-11d, 11f-24e)   | <b>1,044,791.</b>                                   | <b>1,397,443.</b>                       |
| <b>18</b> Total expenses. Add lines 13-17 (must equal Part IX, column (A), line 25) | <b>2,668,651.</b>  | <b>3,974,615.</b>                                   |   |
| <b>19</b> Revenue less expenses. Subtract line 18 from line 12                      | <b>122,201.</b>  | <b>339,568.</b>                                     |   |
| <b>Net Assets or Fund Balances</b>  | <b>20</b> Total assets (Part X, line 16)   | <b>Beginning of Current Year</b><br><b>895,332.</b> | <b>End of Year</b><br><b>1,853,358.</b> |
|   | <b>21</b> Total liabilities (Part X, line 26)  | <b>595,314.</b>                                     | <b>1,246,984.</b>                       |
|   | <b>22</b> Net assets or fund balances. Subtract line 21 from line 20   | <b>300,018.</b>                                     | <b>606,374.</b>                         |

**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.

|                               |  |                         |                     |   |                  |
|-------------------------------|--|-------------------------|---------------------|---|------------------|
| <b>Sign Here</b>              | Signature of officer   | Date                    |                     |   |                  |
|                               | <b>CHRISTINE FREDERICK, CHIEF EXECUTIVE OFFICER</b><br>Type or print name and title  |                         |                     |   |                  |
| <b>Paid Preparer Use Only</b> | Print/Type preparer's name   | Preparer's signature    | Date                | Check if self-employed <input type="checkbox"/> | PTIN             |
|                               | <b>STEPHEN P. EMERY</b>  | <b>STEPHEN P. EMERY</b> | <b>09/23/23</b>     |   | <b>P02265917</b> |
| <b>Preparer Use Only</b>      | Firm's name  | Firm's EIN              | Phone no.           |   |                  |
|                               | <b>KEEFE, MCCULLOUGH &amp; CO., LLP, C.P.A.'S</b><br><b>6550 N FEDERAL HIGHWAY, SUITE 410</b><br><b>FT. LAUDERDALE, FL 33308</b> | <b>59-1363792</b>       | <b>954-771-0896</b> |   |                  |

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



FORT LAUDERDALE INDEPENDENCE TRAINING & EDUCATION CENTER, INC.

Part III Statement of Program Service Accomplishments

Check if Schedule O contains a response or note to any line in this Part III [ ]

1 Briefly describe the organization's mission: THE MISSION IS TO BE A CENTRAL RESOURCE THAT PREPARES YOUTH TO LEAD SUCCESSFUL LIVES AFTER AGING OUT OF FOSTER CARE.

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

3 Did the organization cease conducting, or make significant changes in how it conducts, any program services? [ ] Yes [X] No

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

4a (Code: ) (Expenses \$ 3,358,931. including grants of \$ ) (Revenue \$ ) TO PROVIDE EDUCATION, EMPLOYMENT, AND HOUSING SERVICES TO THE TRANSITIONAL INDEPENDENT LIVING YOUTH.

4b (Code: ) (Expenses \$ including grants of \$ ) (Revenue \$ )

4c (Code: ) (Expenses \$ including grants of \$ ) (Revenue \$ )

4d Other program services (Describe on Schedule O.) (Expenses \$ including grants of \$ ) (Revenue \$ )

4e Total program service expenses 3,358,931.

**FORT LAUDERDALE INDEPENDENCE TRAINING  
& EDUCATION CENTER, INC.**

**Part IV Checklist of Required Schedules**

|   | Yes      | No       |
|---|----------|----------|
| <b>1</b> Is the organization described in section 501(c)(3) or 4947(a)(1) (other than a private foundation)?<br><i>If "Yes," complete Schedule A</i> .....  | <b>X</b> |          |
| <b>2</b> Is the organization required to complete <i>Schedule B, Schedule of Contributors</i> ? See instructions .....  |          | <b>X</b> |
| <b>3</b> Did the organization engage in direct or indirect political campaign activities on behalf of or in opposition to candidates for public office? <i>If "Yes," complete Schedule C, Part I</i> .....  |          | <b>X</b> |
| <b>4 Section 501(c)(3) organizations.</b> Did the organization engage in lobbying activities, or have a section 501(h) election in effect during the tax year? <i>If "Yes," complete Schedule C, Part II</i> .....  |          | <b>X</b> |
| <b>5</b> 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? <i>If "Yes," complete Schedule C, Part III</i> .....  |          | <b>X</b> |
| <b>6</b> 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? <i>If "Yes," complete Schedule D, Part I</i> .....  |          | <b>X</b> |
| <b>7</b> Did the organization receive or hold a conservation easement, including easements to preserve open space, the environment, historic land areas, or historic structures? <i>If "Yes," complete Schedule D, Part II</i> .....  |          | <b>X</b> |
| <b>8</b> Did the organization maintain collections of works of art, historical treasures, or other similar assets? <i>If "Yes," complete Schedule D, Part III</i> .....   |          | <b>X</b> |
| <b>9</b> 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? <i>If "Yes," complete Schedule D, Part IV</i> .....            |          | <b>X</b> |
| <b>10</b> Did the organization, directly or through a related organization, hold assets in donor-restricted endowments or in quasi endowments? <i>If "Yes," complete Schedule D, Part V</i> .....   |          | <b>X</b> |
| <b>11</b> 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.  |          |          |
| <b>a</b> Did the organization report an amount for land, buildings, and equipment in Part X, line 10? <i>If "Yes," complete Schedule D, Part VI</i> .....   | <b>X</b> |          |
| <b>b</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? <i>If "Yes," complete Schedule D, Part VII</i> .....  |          | <b>X</b> |
| <b>c</b> 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? <i>If "Yes," complete Schedule D, Part VIII</i> .....  |          | <b>X</b> |
| <b>d</b> 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? <i>If "Yes," complete Schedule D, Part IX</i> .....   | <b>X</b> |          |
| <b>e</b> Did the organization report an amount for other liabilities in Part X, line 25? <i>If "Yes," complete Schedule D, Part X</i> .....   | <b>X</b> |          |
| <b>f</b> 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)? <i>If "Yes," complete Schedule D, Part X</i> .....  |          | <b>X</b> |
| <b>12a</b> Did the organization obtain separate, independent audited financial statements for the tax year? <i>If "Yes," complete Schedule D, Parts XI and XII</i> .....  |          | <b>X</b> |
| <b>b</b> Was the organization included in consolidated, independent audited financial statements for the tax year?<br><i>If "Yes," and if the organization answered "No" to line 12a, then completing Schedule D, Parts XI and XII is optional</i> .....  |          | <b>X</b> |
| <b>13</b> Is the organization a school described in section 170(b)(1)(A)(ii)? <i>If "Yes," complete Schedule E</i> .....  |          | <b>X</b> |
| <b>14a</b> Did the organization maintain an office, employees, or agents outside of the United States? .....  |          | <b>X</b> |
| <b>b</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? <i>If "Yes," complete Schedule F, Parts I and IV</i> ..... |          | <b>X</b> |
| <b>15</b> 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? <i>If "Yes," complete Schedule F, Parts II and IV</i> .....   |          | <b>X</b> |
| <b>16</b> 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? <i>If "Yes," complete Schedule F, Parts III and IV</i> .....   |          | <b>X</b> |
| <b>17</b> 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? <i>If "Yes," complete Schedule G, Part I.</i> See instructions .....   |          | <b>X</b> |
| <b>18</b> Did the organization report more than \$15,000 total of fundraising event gross income and contributions on Part VIII, lines 1c and 8a? <i>If "Yes," complete Schedule G, Part II</i> .....   |          | <b>X</b> |
| <b>19</b> Did the organization report more than \$15,000 of gross income from gaming activities on Part VIII, line 9a? <i>If "Yes," complete Schedule G, Part III</i> .....   |          | <b>X</b> |
| <b>20a</b> Did the organization operate one or more hospital facilities? <i>If "Yes," complete Schedule H</i> .....   |          | <b>X</b> |
| <b>b</b> If "Yes" to line 20a, did the organization attach a copy of its audited financial statements to this return? .....   |          |          |
| <b>21</b> 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? <i>If "Yes," complete Schedule I, Parts I and II</i> .....  |          | <b>X</b> |

**FORT LAUDERDALE INDEPENDENCE TRAINING  
& EDUCATION CENTER, INC.**

**Part IV Checklist of Required Schedules** *(continued)*

|   | Yes | No |
|---|-----|----|
| <b>22</b> 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? <i>If "Yes," complete Schedule I, Parts I and III</i> .....  |     | X  |
| <b>23</b> 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? <i>If "Yes," complete Schedule J</i> .....  |     | X  |
| <b>24a</b> 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? <i>If "Yes," answer lines 24b through 24d and complete Schedule K. If "No," go to line 25a</i> .....  |     | X  |
| <b>b</b> Did the organization invest any proceeds of tax-exempt bonds beyond a temporary period exception? .....  |     |    |
| <b>c</b> Did the organization maintain an escrow account other than a refunding escrow at any time during the year to defease any tax-exempt bonds? .....   |     |    |
| <b>d</b> Did the organization act as an "on behalf of" issuer for bonds outstanding at any time during the year? .....  |     |    |
| <b>25a Section 501(c)(3), 501(c)(4), and 501(c)(29) organizations.</b> Did the organization engage in an excess benefit transaction with a disqualified person during the year? <i>If "Yes," complete Schedule L, Part I</i> .....  |     | X  |
| <b>b</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? <i>If "Yes," complete Schedule L, Part I</i> .....   |     | X  |
| <b>26</b> 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? <i>If "Yes," complete Schedule L, Part II</i> .....   |     | X  |
| <b>27</b> 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? <i>If "Yes," complete Schedule L, Part III</i> ..... |     | X  |
| <b>28</b> 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):  |     |    |
| <b>a</b> A current or former officer, director, trustee, key employee, creator or founder, or substantial contributor? <i>If "Yes," complete Schedule L, Part IV</i> .....  |     | X  |
| <b>b</b> A family member of any individual described in line 28a? <i>If "Yes," complete Schedule L, Part IV</i> .....   |     | X  |
| <b>c</b> A 35% controlled entity of one or more individuals and/or organizations described in line 28a or 28b? <i>If "Yes," complete Schedule L, Part IV</i> .....  |     | X  |
| <b>29</b> Did the organization receive more than \$25,000 in non-cash contributions? <i>If "Yes," complete Schedule M</i> .....   | X   |    |
| <b>30</b> Did the organization receive contributions of art, historical treasures, or other similar assets, or qualified conservation contributions? <i>If "Yes," complete Schedule M</i> .....   |     | X  |
| <b>31</b> Did the organization liquidate, terminate, or dissolve and cease operations? <i>If "Yes," complete Schedule N, Part I</i> .....   |     | X  |
| <b>32</b> Did the organization sell, exchange, dispose of, or transfer more than 25% of its net assets? <i>If "Yes," complete Schedule N, Part II</i> .....   |     | X  |
| <b>33</b> Did the organization own 100% of an entity disregarded as separate from the organization under Regulations sections 301.7701-2 and 301.7701-3? <i>If "Yes," complete Schedule R, Part I</i> .....   |     | X  |
| <b>34</b> Was the organization related to any tax-exempt or taxable entity? <i>If "Yes," complete Schedule R, Part II, III, or IV, and Part V, line 1</i> .....   |     | X  |
| <b>35a</b> Did the organization have a controlled entity within the meaning of section 512(b)(13)? .....  |     | X  |
| <b>b</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)? <i>If "Yes," complete Schedule R, Part V, line 2</i> .....   |     |    |
| <b>36 Section 501(c)(3) organizations.</b> Did the organization make any transfers to an exempt non-charitable related organization? <i>If "Yes," complete Schedule R, Part V, line 2</i> .....   |     | X  |
| <b>37</b> 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? <i>If "Yes," complete Schedule R, Part VI</i> .....  |     | X  |
| <b>38</b> Did the organization complete Schedule O and provide explanations on Schedule O for Part VI, lines 11b and 19? .....  | X   |    |

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

**Part V Statements Regarding Other IRS Filings and Tax Compliance**

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

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

**FORT LAUDERDALE INDEPENDENCE TRAINING  
& EDUCATION CENTER, INC.**

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

|            |  | Yes        | No |
|------------|--|------------|----|
| <b>2a</b>  | 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         | 0  |
| <b>b</b>   | If at least one is reported on line 2a, did the organization file all required federal employment tax returns?   | <b>2b</b>  |    |
| <b>3a</b>  | Did the organization have unrelated business gross income of \$1,000 or more during the year?  | <b>3a</b>  | X  |
| <b>b</b>   | If "Yes," has it filed a Form 990-T for this year? If "No" to line 3b, provide an explanation on Schedule O  | <b>3b</b>  |    |
| <b>4a</b>  | 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)?   | <b>4a</b>  | X  |
| <b>b</b>   | If "Yes," enter the name of the foreign country<br>See instructions for filing requirements for FinCEN Form 114, Report of Foreign Bank and Financial Accounts (FBAR).   |            |    |
| <b>5a</b>  | Was the organization a party to a prohibited tax shelter transaction at any time during the tax year?  | <b>5a</b>  | X  |
| <b>b</b>   | Did any taxable party notify the organization that it was or is a party to a prohibited tax shelter transaction?   | <b>5b</b>  | X  |
| <b>c</b>   | If "Yes" to line 5a or 5b, did the organization file Form 8886-T?  | <b>5c</b>  |    |
| <b>6a</b>  | 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?                                      | <b>6a</b>  | X  |
| <b>b</b>   | If "Yes," did the organization include with every solicitation an express statement that such contributions or gifts were not tax deductible?  | <b>6b</b>  |    |
| <b>7</b>   | <b>Organizations that may receive deductible contributions under section 170(c).</b>   |            |    |
| <b>a</b>   | 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?  | <b>7a</b>  | X  |
| <b>b</b>   | If "Yes," did the organization notify the donor of the value of the goods or services provided?  | <b>7b</b>  |    |
| <b>c</b>   | Did the organization sell, exchange, or otherwise dispose of tangible personal property for which it was required to file Form 8282?   | <b>7c</b>  | X  |
| <b>d</b>   | If "Yes," indicate the number of Forms 8282 filed during the year  | <b>7d</b>  |    |
| <b>e</b>   | Did the organization receive any funds, directly or indirectly, to pay premiums on a personal benefit contract?  | <b>7e</b>  |    |
| <b>f</b>   | Did the organization, during the year, pay premiums, directly or indirectly, on a personal benefit contract?   | <b>7f</b>  |    |
| <b>g</b>   | If the organization received a contribution of qualified intellectual property, did the organization file Form 8899 as required?   | <b>7g</b>  |    |
| <b>h</b>   | If the organization received a contribution of cars, boats, airplanes, or other vehicles, did the organization file a Form 1098-C?   | <b>7h</b>  |    |
| <b>8</b>   | <b>Sponsoring organizations maintaining donor advised funds.</b> Did a donor advised fund maintained by the sponsoring organization have excess business holdings at any time during the year?   | <b>8</b>   |    |
| <b>9</b>   | <b>Sponsoring organizations maintaining donor advised funds.</b>   |            |    |
| <b>a</b>   | Did the sponsoring organization make any taxable distributions under section 4966?   | <b>9a</b>  |    |
| <b>b</b>   | Did the sponsoring organization make a distribution to a donor, donor advisor, or related person?  | <b>9b</b>  |    |
| <b>10</b>  | <b>Section 501(c)(7) organizations.</b> Enter:   |            |    |
| <b>a</b>   | Initiation fees and capital contributions included on Part VIII, line 12   | <b>10a</b> |    |
| <b>b</b>   | Gross receipts, included on Form 990, Part VIII, line 12, for public use of club facilities  | <b>10b</b> |    |
| <b>11</b>  | <b>Section 501(c)(12) organizations.</b> Enter:  |            |    |
| <b>a</b>   | Gross income from members or shareholders  | <b>11a</b> |    |
| <b>b</b>   | Gross income from other sources. (Do not net amounts due or paid to other sources against amounts due or received from them.)  | <b>11b</b> |    |
| <b>12a</b> | <b>Section 4947(a)(1) non-exempt charitable trusts.</b> Is the organization filing Form 990 in lieu of Form 1041?  | <b>12a</b> |    |
| <b>b</b>   | If "Yes," enter the amount of tax-exempt interest received or accrued during the year  | <b>12b</b> |    |
| <b>13</b>  | <b>Section 501(c)(29) qualified nonprofit health insurance issuers.</b>  |            |    |
| <b>a</b>   | Is the organization licensed to issue qualified health plans in more than one state?<br><b>Note:</b> See the instructions for additional information the organization must report on Schedule O.   | <b>13a</b> |    |
| <b>b</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  | <b>13b</b> |    |
| <b>c</b>   | Enter the amount of reserves on hand   | <b>13c</b> |    |
| <b>14a</b> | Did the organization receive any payments for indoor tanning services during the tax year?   | <b>14a</b> | X  |
| <b>b</b>   | If "Yes," has it filed a Form 720 to report these payments? If "No," provide an explanation on Schedule O  | <b>14b</b> |    |
| <b>15</b>  | 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?<br>If "Yes," see the instructions and file Form 4720, Schedule N.                 | <b>15</b>  | X  |
| <b>16</b>  | Is the organization an educational institution subject to the section 4968 excise tax on net investment income?<br>If "Yes," complete Form 4720, Schedule O.   | <b>16</b>  | X  |
| <b>17</b>  | <b>Section 501(c)(21) organizations.</b> 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?<br>If "Yes," complete Form 6069. | <b>17</b>  |    |

**FORT LAUDERDALE INDEPENDENCE TRAINING  
& EDUCATION CENTER, INC.**

**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

**Section A. Governing Body and Management**

|  |           |    | Yes      | No       |
|--|-----------|----|----------|----------|
| <b>1a</b> Enter the number of voting members of the governing body at the end of the tax year<br>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. | <b>1a</b> | 19 |          |          |
| <b>b</b> Enter the number of voting members included on line 1a, above, who are independent  | <b>1b</b> | 19 |          |          |
| <b>2</b> 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?   | <b>2</b>  |    |          | <b>X</b> |
| <b>3</b> 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?   | <b>3</b>  |    |          | <b>X</b> |
| <b>4</b> Did the organization make any significant changes to its governing documents since the prior Form 990 was filed?  | <b>4</b>  |    |          | <b>X</b> |
| <b>5</b> Did the organization become aware during the year of a significant diversion of the organization's assets?  | <b>5</b>  |    |          | <b>X</b> |
| <b>6</b> Did the organization have members or stockholders?  | <b>6</b>  |    |          | <b>X</b> |
| <b>7a</b> 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?   | <b>7a</b> |    |          | <b>X</b> |
| <b>b</b> Are any governance decisions of the organization reserved to (or subject to approval by) members, stockholders, or persons other than the governing body?   | <b>7b</b> |    |          | <b>X</b> |
| <b>8</b> Did the organization contemporaneously document the meetings held or written actions undertaken during the year by the following:   |           |    |          |          |
| <b>a</b> The governing body?   | <b>8a</b> |    | <b>X</b> |          |
| <b>b</b> Each committee with authority to act on behalf of the governing body?   | <b>8b</b> |    | <b>X</b> |          |
| <b>9</b> 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  | <b>9</b>  |    |          | <b>X</b> |

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

|   |            |  | Yes      | No       |
|---|------------|--|----------|----------|
| <b>10a</b> Did the organization have local chapters, branches, or affiliates?   | <b>10a</b> |  |          | <b>X</b> |
| <b>b</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?   | <b>10b</b> |  |          |          |
| <b>11a</b> Has the organization provided a complete copy of this Form 990 to all members of its governing body before filing the form?  | <b>11a</b> |  | <b>X</b> |          |
| <b>b</b> Describe on Schedule O the process, if any, used by the organization to review this Form 990.  |            |  |          |          |
| <b>12a</b> Did the organization have a written conflict of interest policy? If "No," go to line 13  | <b>12a</b> |  | <b>X</b> |          |
| <b>b</b> Were officers, directors, or trustees, and key employees required to disclose annually interests that could give rise to conflicts?  | <b>12b</b> |  | <b>X</b> |          |
| <b>c</b> Did the organization regularly and consistently monitor and enforce compliance with the policy? If "Yes," describe on Schedule O how this was done   | <b>12c</b> |  | <b>X</b> |          |
| <b>13</b> Did the organization have a written whistleblower policy?   | <b>13</b>  |  | <b>X</b> |          |
| <b>14</b> Did the organization have a written document retention and destruction policy?  | <b>14</b>  |  | <b>X</b> |          |
| <b>15</b> 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?  |            |  |          |          |
| <b>a</b> The organization's CEO, Executive Director, or top management official   | <b>15a</b> |  | <b>X</b> |          |
| <b>b</b> Other officers or key employees of the organization<br>If "Yes" to line 15a or 15b, describe the process on Schedule O. See instructions.  | <b>15b</b> |  |          | <b>X</b> |
| <b>16a</b> 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>16a</b> |  |          | <b>X</b> |
| <b>b</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? | <b>16b</b> |  |          |          |

**Section C. Disclosure**

|   |             |
|---|-------------|
| <b>17</b> List the states with which a copy of this Form 990 is required to be filed  | <b>NONE</b> |
| <b>18</b> 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.<br><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) |             |
| <b>19</b> 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.   |             |
| <b>20</b> State the name, address, and telephone number of the person who possesses the organization's books and records<br><b>CHRISTINE FREDERICK - 954-530-4686</b><br><b>5201 NW 33RD AVENUE, FORT LAUDERDALE, FL 33309</b>  |             |

**FORT LAUDERDALE INDEPENDENCE TRAINING  
& EDUCATION CENTER, INC.**

**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)<br>Name and title                             | (B)<br>Average hours per week (list any hours for related organizations below line) | (C)<br>Position (do not check more than one box, unless person is both an officer and a director/trustee) |                       |         |              |                              |          | (D)<br>Reportable compensation from the organization (W-2/1099-MISC/1099-NEC) | (E)<br>Reportable compensation from related organizations (W-2/1099-MISC/1099-NEC) | (F)<br>Estimated amount of other compensation from the organization and related organizations |
|---|---|---|-----------------------|---------|--------------|------------------------------|----------|---|--|---|
|   |   | Individual trustee or director  | Institutional trustee | Officer | Key employee | Highest compensated employee | Former   |   |  |   |
| (1) CHRISTINE FREDERICK<br>CEO/EXECUTIVE DIRECTOR | 40.00   |   |                       | X       |              |                              | 136,938. | 0.  | 6,229.   |   |
| (2) MAX RUDOLF<br>CHAIR                           | 2.00  | X   |                       | X       |              |                              | 0.       | 0.  | 0.   |   |
| (3) KANDACE LESHER<br>VICE CHAIR                  | 2.00  | X   |                       | X       |              |                              | 0.       | 0.  | 0.   |   |
| (4) CRAIG GOLDFARB<br>DIRECTOR                    | 2.00  | X   |                       | X       |              |                              | 0.       | 0.  | 0.   |   |
| (5) JENNIFER WHITTINGTON<br>SECRETARY             | 2.00  | X   |                       | X       |              |                              | 0.       | 0.  | 0.   |   |
| (6) TOM LOFFREDO<br>DIRECTOR                      | 2.00  | X   |                       |         |              |                              | 0.       | 0.  | 0.   |   |
| (7) SANDY HARRIS<br>DIRECTOR                      | 2.00  | X   |                       |         |              |                              | 0.       | 0.  | 0.   |   |
| (8) JULIA PHILYAW<br>DIRECTOR                     | 2.00  | X   |                       |         |              |                              | 0.       | 0.  | 0.   |   |
| (9) JEFFREY KNIGHT<br>DIRECTOR                    | 2.00  | X   |                       |         |              |                              | 0.       | 0.  | 0.   |   |
| (10) WANDA PEREZ<br>DIRECTOR                      | 2.00  | X   |                       |         |              |                              | 0.       | 0.  | 0.   |   |
| (11) JESSICA MARIE RIZZI<br>DIRECTOR              | 2.00  | X   |                       |         |              |                              | 0.       | 0.  | 0.   |   |
| (12) CHRISTOPHER SAJDERA<br>DIRECTOR              | 2.00  | X   |                       |         |              |                              | 0.       | 0.  | 0.   |   |
| (13) ELIZABETH PEDERSEN<br>DIRECTOR               | 2.00  | X   |                       |         |              |                              | 0.       | 0.  | 0.   |   |
| (14) JEFF GINOCCHI<br>DIRECTOR                    | 2.00  | X   |                       |         |              |                              | 0.       | 0.  | 0.   |   |
| (15) JEANNE POTTHOFF<br>DIRECTOR                  | 2.00  | X   |                       |         |              |                              | 0.       | 0.  | 0.   |   |
| (16) RICHARD HOPPER<br>DIRECTOR                   | 2.00  | X   |                       |         |              |                              | 0.       | 0.  | 0.   |   |
| (17) ESMERALDA SWEENEY<br>DIRECTOR                | 2.00  | X   |                       |         |              |                              | 0.       | 0.  | 0.   |   |

**FORT LAUDERDALE INDEPENDENCE TRAINING  
& EDUCATION CENTER, INC.**

Form 990 (2022)

26-4155794 Page **8**

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

| (A)<br>Name and title  | (B)<br>Average hours per week (list any hours for related organizations below line) | (C)<br>Position (do not check more than one box, unless person is both an officer and a director/trustee) |                       |         |              |                              |          | (D)<br>Reportable compensation from the organization (W-2/1099-MISC/1099-NEC) | (E)<br>Reportable compensation from related organizations (W-2/1099-MISC/1099-NEC) | (F)<br>Estimated amount of other compensation from the organization and related organizations |
|--|---|---|-----------------------|---------|--------------|------------------------------|----------|---|--|---|
|  |   | Individual trustee or director  | Institutional trustee | Officer | Key employee | Highest compensated employee | Former   |   |  |   |
| (18) KERA BUTLER<br>DIRECTOR   | 2.00  | X   |                       |         |              |                              | 0.       | 0.  | 0.   |   |
| (19) JEFF GORDON<br>DIRECTOR   | 2.00  | X   |                       |         |              |                              | 0.       | 0.  | 0.   |   |
|  |   |   |                       |         |              |                              |          |   |  |   |
|  |   |   |                       |         |              |                              |          |   |  |   |
|  |   |   |                       |         |              |                              |          |   |  |   |
|  |   |   |                       |         |              |                              |          |   |  |   |
|  |   |   |                       |         |              |                              |          |   |  |   |
|  |   |   |                       |         |              |                              |          |   |  |   |
|  |   |   |                       |         |              |                              |          |   |  |   |
|  |   |   |                       |         |              |                              |          |   |  |   |
|  |   |   |                       |         |              |                              |          |   |  |   |
| <b>1b Subtotal</b> .....   |   |   |                       |         |              |                              | 136,938. | 0.  | 6,229.   |   |
| <b>c Total from continuation sheets to Part VII, Section A</b> ..... |   |   |                       |         |              |                              | 0.       | 0.  | 0.   |   |
| <b>d Total (add lines 1b and 1c)</b> .....                           |   |   |                       |         |              |                              | 136,938. | 0.  | 6,229.   |   |

**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 |
|--|-----|----|
| <b>3</b> Did the organization list any <b>former</b> officer, director, trustee, key employee, or highest compensated employee on line 1a? <i>If "Yes," complete Schedule J for such individual</i> .....  |     | X  |
| <b>4</b> 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? <i>If "Yes," complete Schedule J for such individual</i> ..... |     | X  |
| <b>5</b> Did any person listed on line 1a receive or accrue compensation from any unrelated organization or individual for services rendered to the organization? <i>If "Yes," complete Schedule J for such person</i> .....                       |     | 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)<br>Name and business address  | (B)<br>Description of services | (C)<br>Compensation |
|---|--------------------------------|---------------------|
| AKF3 SF LIGHT INDUSTRIAL LLC, 9050 PINES BLVD SUITE 300, PEMBROKE PINES, FL 33024 | OFFICE SPACE LEASE             | 225,943.            |
|   |                                |                     |
|   |                                |                     |
|   |                                |                     |
|   |                                |                     |

**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 1

**FORT LAUDERDALE INDEPENDENCE TRAINING  
& EDUCATION CENTER, INC.**

Form 990 (2022)

26-4155794 Page **9**

**Part VIII Statement of Revenue**

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

|   |   |   | (A)  | (B)                                | (C)                        | (D)  |                   |
|---|---|---|--|------------------------------------|----------------------------|--|-------------------|
|   |   |   | Total revenue  | Related or exempt function revenue | Unrelated business revenue | Revenue excluded from tax under sections 512 - 514 |                   |
| <b>Contributions, Gifts, Grants and Other Similar Amounts</b>   | <b>1 a</b> Federated campaigns .....  | <b>1a</b> 97,116.   |  |                                    |                            |  |                   |
|   | <b>b</b> Membership dues .....  | <b>1b</b>   |  |                                    |                            |  |                   |
|   | <b>c</b> Fundraising events .....   | <b>1c</b>   |  |                                    |                            |  |                   |
|   | <b>d</b> Related organizations .....  | <b>1d</b>   |  |                                    |                            |  |                   |
|   | <b>e</b> Government grants (contributions) .....  | <b>1e</b> 2,716,378.  |  |                                    |                            |  |                   |
|   | <b>f</b> All other contributions, gifts, grants, and similar amounts not included above ... | <b>1f</b> 1,411,609.  |  |                                    |                            |  |                   |
|   | <b>g</b> Noncash contributions included in lines 1a-1f                                      | <b>1g</b> \$  |  |                                    |                            |  |                   |
|   | <b>h Total.</b> Add lines 1a-1f .....   |   |  |                                    |                            |  | 4,225,103.        |
| <b>Program Service Revenue</b>  | <b>2 a</b> _____  | <b>Business Code</b>  |  |                                    |                            |  |                   |
|   | <b>b</b> _____  |   |  |                                    |                            |  |                   |
|   | <b>c</b> _____  |   |  |                                    |                            |  |                   |
|   | <b>d</b> _____  |   |  |                                    |                            |  |                   |
|   | <b>e</b> _____  |   |  |                                    |                            |  |                   |
|   | <b>f</b> All other program service revenue .....  |   |  |                                    |                            |  |                   |
|   | <b>g Total.</b> Add lines 2a-2f .....   |   |  |                                    |                            |  |                   |
| <b>Other Revenue</b>  | <b>3</b> Investment income (including dividends, interest, and other similar amounts) ..... |   | 5,248.   |                                    |                            | 5,248.   |                   |
|   | <b>4</b> Income from investment of tax-exempt bond proceeds .....                           |   |  |                                    |                            |  |                   |
|   | <b>5</b> Royalties .....  |   |  |                                    |                            |  |                   |
|   | <b>6 a</b> Gross rents .....  | <b>6a</b>   | (i) Real   | 42,664.                            |                            |  |                   |
|   |   |   | (ii) Personal  |                                    |                            |  |                   |
|   |   |   | <b>6b</b> Less: rental expenses ...                          |                                    |                            |  |                   |
|   | <b>c</b> Rental income or (loss) .....  | <b>6c</b> 42,664.   |  |                                    |                            |  |                   |
|   | <b>d</b> Net rental income or (loss) .....  |   | 42,664.  | 42,664.                            |                            |  |                   |
|   | <b>7 a</b> Gross amount from sales of assets other than inventory .....                     | <b>7a</b>   | (i) Securities   |                                    |                            |  |                   |
|   |   |   | (ii) Other   |                                    |                            |  |                   |
|   |   |   | <b>7b</b> Less: cost or other basis and sales expenses ..... |                                    |                            |  |                   |
|   | <b>c</b> Gain or (loss) .....   | <b>7c</b>   |  |                                    |                            |  |                   |
|   | <b>d</b> Net gain or (loss) .....   |   |  |                                    |                            |  |                   |
| <b>8 a</b> Gross income from fundraising events (not including \$ _____ of contributions reported on line 1c). See Part IV, line 18 ..... | <b>8a</b>   |   | 79,456.  |                                    |                            |  |                   |
|   |   | <b>b</b> Less: direct expenses .....                        |  |                                    |                            |  | <b>8b</b> 45,990. |
|   |   | <b>c</b> Net income or (loss) from fundraising events ..... |  |                                    |                            |  |                   |
| <b>9 a</b> Gross income from gaming activities. See Part IV, line 19 .....  | <b>9a</b>   |   |  |                                    |                            |  |                   |
|   |   | <b>b</b> Less: direct expenses .....                        |  |                                    |                            |  | <b>9b</b>         |
|   |   | <b>c</b> Net income or (loss) from gaming activities .....  |  |                                    |                            |  |                   |
| <b>10 a</b> Gross sales of inventory, less returns and allowances .....   | <b>10a</b>  |   |  |                                    |                            |  |                   |
|   |   | <b>b</b> Less: cost of goods sold .....                     |  |                                    |                            |  | <b>10b</b>        |
|   |   | <b>c</b> Net income or (loss) from sales of inventory ..... |  |                                    |                            |  |                   |
| <b>Miscellaneous Revenue</b>  | <b>11 a</b> MISCELLANEOUS REVENUE   | <b>Business Code</b> 611600                                 | 7,702.   | 7,702.                             |                            |  |                   |
|   | <b>b</b> _____  |   |  |                                    |                            |  |                   |
|   | <b>c</b> _____  |   |  |                                    |                            |  |                   |
|   | <b>d</b> All other revenue .....  |   |  |                                    |                            |  |                   |
|   | <b>e Total.</b> Add lines 11a-11d .....   |   |  | 7,702.                             |                            |  |                   |
| <b>12 Total revenue.</b> See instructions .....   |   |   | 4,314,183.   | 50,366.                            | 0.                         | 38,714.  |                   |



**FORT LAUDERDALE INDEPENDENCE TRAINING  
& EDUCATION CENTER, INC.**

Form 990 (2022)

26-4155794 Page **10**

**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>   | <b>(A)</b><br>Total expenses | <b>(B)</b><br>Program service expenses | <b>(C)</b><br>Management and general expenses | <b>(D)</b><br>Fundraising expenses |
|---|------------------------------|--|---|------------------------------------|
| <b>1</b> Grants and other assistance to domestic organizations and domestic governments. See Part IV, line 21   |                              |  |   |                                    |
| <b>2</b> Grants and other assistance to domestic individuals. See Part IV, line 22  |                              |  |   |                                    |
| <b>3</b> Grants and other assistance to foreign organizations, foreign governments, and foreign individuals. See Part IV, lines 15 and 16   |                              |  |   |                                    |
| <b>4</b> Benefits paid to or for members  |                              |  |   |                                    |
| <b>5</b> Compensation of current officers, directors, trustees, and key employees   |                              |  |   |                                    |
| <b>6</b> Compensation not included above to disqualified persons (as defined under section 4958(f)(1)) and persons described in section 4958(c)(3)(B)   |                              |  |   |                                    |
| <b>7</b> Other salaries and wages   | 2,577,172.                   | 2,159,559.                             | 193,360.                                      | 224,253.                           |
| <b>8</b> Pension plan accruals and contributions (include section 401(k) and 403(b) employer contributions)   |                              |  |   |                                    |
| <b>9</b> Other employee benefits  |                              |  |   |                                    |
| <b>10</b> Payroll taxes   |                              |  |   |                                    |
| <b>11</b> Fees for services (nonemployees):   |                              |  |   |                                    |
| <b>a</b> Management   |                              |  |   |                                    |
| <b>b</b> Legal  |                              |  |   |                                    |
| <b>c</b> Accounting   |                              |  |   |                                    |
| <b>d</b> Lobbying   |                              |  |   |                                    |
| <b>e</b> Professional fundraising services. See Part IV, line 17  |                              |  |   |                                    |
| <b>f</b> Investment management fees   |                              |  |   |                                    |
| <b>g</b> Other. (If line 11g amount exceeds 10% of line 25, column (A), amount, list line 11g expenses on Sch O.)   | 105,823.                     | 77,650.                                | 16,448.                                       | 11,725.                            |
| <b>12</b> Advertising and promotion   | 35,436.                      |  | 2,090.  | 33,346.                            |
| <b>13</b> Office expenses   | 109,299.                     | 71,774.                                | 31,677.                                       | 5,848.                             |
| <b>14</b> Information technology  | 46,511.                      | 27,313.                                | 17,498.                                       | 1,700.                             |
| <b>15</b> Royalties   |                              |  |   |                                    |
| <b>16</b> Occupancy   | 266,172.                     | 261,543.                               | 4,629.  |                                    |
| <b>17</b> Travel  | 68,296.                      | 57,036.                                | 8,943.  | 2,317.                             |
| <b>18</b> Payments of travel or entertainment expenses for any federal, state, or local public officials  |                              |  |   |                                    |
| <b>19</b> Conferences, conventions, and meetings  |                              |  |   |                                    |
| <b>20</b> Interest  |                              |  |   |                                    |
| <b>21</b> Payments to affiliates  |                              |  |   |                                    |
| <b>22</b> Depreciation, depletion, and amortization   | 40,430.                      |  | 40,430.                                       |                                    |
| <b>23</b> Insurance   | 10,925.                      | 101.                                   | 10,824.                                       |                                    |
| <b>24</b> 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.)   |                              |  |   |                                    |
| <b>a</b> <b>DIRECT CLIENT SERVICES</b>  | 697,342.                     | 696,562.                               | 780.  |                                    |
| <b>b</b> <b>SUPPLIES</b>  | 17,209.                      | 7,393.                                 | 7,895.  | 1,921.                             |
| <b>c</b>  |                              |  |   |                                    |
| <b>d</b>  |                              |  |   |                                    |
| <b>e</b> All other expenses   |                              |  |   |                                    |
| <b>25</b> <b>Total functional expenses.</b> Add lines 1 through 24e   | 3,974,615.                   | 3,358,931.                             | 334,574.                                      | 281,110.                           |
| <b>26</b> <b>Joint costs.</b> 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) |                              |  |   |                                    |

**FORT LAUDERDALE INDEPENDENCE TRAINING  
& EDUCATION CENTER, INC.**

Form 990 (2022)

26-4155794 Page 11

**Part X Balance Sheet**

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

|   |  | (A)<br>Beginning of year |            | (B)<br>End of year |  |
|---|--|--------------------------|------------|--------------------|--|
| <b>Assets</b>   | <b>1</b> Cash - non-interest-bearing .....   | 311,333.                 | <b>1</b>   | 634,298.           |  |
|   | <b>2</b> Savings and temporary cash investments .....  |                          | <b>2</b>   |                    |  |
|   | <b>3</b> Pledges and grants receivable, net .....  | 352,105.                 | <b>3</b>   | 576,660.           |  |
|   | <b>4</b> Accounts receivable, net .....  |                          | <b>4</b>   |                    |  |
|   | <b>5</b> 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 ..... |                          |            | <b>5</b>           |  |
|   | <b>6</b> Loans and other receivables from other disqualified persons (as defined under section 4958(f)(1)), and persons described in section 4958(c)(3)(B) .....   |                          |            | <b>6</b>           |  |
|   | <b>7</b> Notes and loans receivable, net .....   |                          |            | <b>7</b>           |  |
|   | <b>8</b> Inventories for sale or use .....   |                          |            | <b>8</b>           |  |
|   | <b>9</b> Prepaid expenses and deferred charges .....   | 45,198.                  | <b>9</b>   | 5,534.             |  |
|   | <b>10a</b> Land, buildings, and equipment: cost or other basis. Complete Part VI of Schedule D .....   | 202,147.                 |            |                    |  |
|   | <b>b</b> Less: accumulated depreciation .....  | 104,110.                 | <b>10c</b> | 98,037.            |  |
|   | <b>11</b> Investments - publicly traded securities .....   |                          | <b>11</b>  |                    |  |
|   | <b>12</b> Investments - other securities. See Part IV, line 11 .....   |                          | <b>12</b>  |                    |  |
|   | <b>13</b> Investments - program-related. See Part IV, line 11 .....  |                          | <b>13</b>  |                    |  |
|   | <b>14</b> Intangible assets .....  |                          | <b>14</b>  |                    |  |
|   | <b>15</b> Other assets. See Part IV, line 11 .....   | 48,229.                  | <b>15</b>  | 538,829.           |  |
| <b>16 Total assets.</b> Add lines 1 through 15 (must equal line 33) ..... | 895,332.   | <b>16</b>                | 1,853,358. |                    |  |
| <b>Liabilities</b>  | <b>17</b> Accounts payable and accrued expenses .....  | 160,564.                 | <b>17</b>  | 306,501.           |  |
|   | <b>18</b> Grants payable .....   |                          | <b>18</b>  |                    |  |
|   | <b>19</b> Deferred revenue .....   |                          | <b>19</b>  |                    |  |
|   | <b>20</b> Tax-exempt bond liabilities .....  |                          | <b>20</b>  |                    |  |
|   | <b>21</b> Escrow or custodial account liability. Complete Part IV of Schedule D .....  |                          | <b>21</b>  |                    |  |
|   | <b>22</b> 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 .....     |                          |            | <b>22</b>          |  |
|   | <b>23</b> Secured mortgages and notes payable to unrelated third parties .....   |                          | <b>23</b>  |                    |  |
|   | <b>24</b> Unsecured notes and loans payable to unrelated third parties .....   |                          | <b>24</b>  |                    |  |
|   | <b>25</b> 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 .....  | 434,750.                 | <b>25</b>  | 940,483.           |  |
|   | <b>26 Total liabilities.</b> Add lines 17 through 25 .....   | 595,314.                 | <b>26</b>  | 1,246,984.         |  |
| <b>Net Assets or Fund Balances</b>  | <b>Organizations that follow FASB ASC 958, check here</b> <input checked="" type="checkbox"/> <b>and complete lines 27, 28, 32, and 33.</b>  |                          |            |                    |  |
|   | <b>27</b> Net assets without donor restrictions .....  | 300,018.                 | <b>27</b>  | 606,374.           |  |
|   | <b>28</b> Net assets with donor restrictions .....   |                          | <b>28</b>  |                    |  |
|   | <b>Organizations that do not follow FASB ASC 958, check here</b> <input type="checkbox"/> <b>and complete lines 29 through 33.</b>   |                          |            |                    |  |
|   | <b>29</b> Capital stock or trust principal, or current funds .....   |                          | <b>29</b>  |                    |  |
|   | <b>30</b> Paid-in or capital surplus, or land, building, or equipment fund .....   |                          | <b>30</b>  |                    |  |
|   | <b>31</b> Retained earnings, endowment, accumulated income, or other funds .....   |                          | <b>31</b>  |                    |  |
|   | <b>32</b> Total net assets or fund balances .....  | 300,018.                 | <b>32</b>  | 606,374.           |  |
| <b>33</b> Total liabilities and net assets/fund balances .....            | 895,332.   | <b>33</b>                | 1,853,358. |                    |  |

Form 990 (2022)

**FORT LAUDERDALE INDEPENDENCE TRAINING  
& EDUCATION CENTER, INC.**

**Part XI Reconciliation of Net Assets**

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

|           |  |           |            |
|-----------|--|-----------|------------|
| <b>1</b>  | Total revenue (must equal Part VIII, column (A), line 12)  | <b>1</b>  | 4,314,183. |
| <b>2</b>  | Total expenses (must equal Part IX, column (A), line 25)   | <b>2</b>  | 3,974,615. |
| <b>3</b>  | Revenue less expenses. Subtract line 2 from line 1   | <b>3</b>  | 339,568.   |
| <b>4</b>  | Net assets or fund balances at beginning of year (must equal Part X, line 32, column (A))                      | <b>4</b>  | 300,018.   |
| <b>5</b>  | Net unrealized gains (losses) on investments   | <b>5</b>  |            |
| <b>6</b>  | Donated services and use of facilities   | <b>6</b>  |            |
| <b>7</b>  | Investment expenses  | <b>7</b>  |            |
| <b>8</b>  | Prior period adjustments   | <b>8</b>  | -33,212.   |
| <b>9</b>  | Other changes in net assets or fund balances (explain on Schedule O)   | <b>9</b>  | 0.         |
| <b>10</b> | Net assets or fund balances at end of year. Combine lines 3 through 9 (must equal Part X, line 32, column (B)) | <b>10</b> | 606,374.   |

**Part XII Financial Statements and Reporting**

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

|           |   | Yes      | No       |
|-----------|---|----------|----------|
| <b>1</b>  | Accounting method used to prepare the Form 990: <input type="checkbox"/> Cash <input checked="" type="checkbox"/> Accrual <input type="checkbox"/> Other _____<br>If the organization changed its method of accounting from a prior year or checked "Other," explain on Schedule O.   |          |          |
| <b>2a</b> | Were the organization's financial statements compiled or reviewed by an independent accountant? _____<br>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:<br><input type="checkbox"/> Separate basis <input type="checkbox"/> Consolidated basis <input type="checkbox"/> Both consolidated and separate basis |          | <b>X</b> |
| <b>b</b>  | Were the organization's financial statements audited by an independent accountant? _____<br>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:<br><input checked="" type="checkbox"/> Separate basis <input type="checkbox"/> Consolidated basis <input type="checkbox"/> Both consolidated and separate basis                | <b>X</b> |          |
| <b>c</b>  | 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? _____<br>If the organization changed either its oversight process or selection process during the tax year, explain on Schedule O.   | <b>X</b> |          |
| <b>3a</b> | 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? _____   |          | <b>X</b> |
| <b>b</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 _____  |          |          |

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

2022

Open to Public Inspection

Name of the organization FORT LAUDERDALE INDEPENDENCE TRAINING & EDUCATION CENTER, INC. Employer identification number 26-4155794

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 X 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).

Table with 6 columns: (i) Name of supported organization, (ii) EIN, (iii) Type of organization, (iv) Is the organization listed in your governing document?, (v) Amount of monetary support, (vi) Amount of other support. Includes a Total row at the bottom.

**FORT LAUDERDALE INDEPENDENCE TRAINING  
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**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) 2018   | (b) 2019   | (c) 2020   | (d) 2021   | (e) 2022   | (f) Total   |
|--|------------|------------|------------|------------|------------|-------------|
| <b>1</b> Gifts, grants, contributions, and membership fees received. (Do not include any "unusual grants.") .....  | 1,371,962. | 1,594,374. | 2,202,395. | 2,715,486. | 4,225,103. | 12,109,320. |
| <b>2</b> Tax revenues levied for the organization's benefit and either paid to or expended on its behalf .....   |            |            |            |            |            |             |
| <b>3</b> The value of services or facilities furnished by a governmental unit to the organization without charge .....   |            |            |            |            |            |             |
| <b>4 Total.</b> Add lines 1 through 3 .....  | 1,371,962. | 1,594,374. | 2,202,395. | 2,715,486. | 4,225,103. | 12,109,320. |
| <b>5</b> 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) ..... |            |            |            |            |            | 178,817.    |
| <b>6 Public support.</b> Subtract line 5 from line 4.  |            |            |            |            |            | 11,930,503. |

**Section B. Total Support**

| Calendar year (or fiscal year beginning in)   | (a) 2018   | (b) 2019   | (c) 2020   | (d) 2021   | (e) 2022   | (f) Total                |
|---|------------|------------|------------|------------|------------|--------------------------|
| <b>7</b> Amounts from line 4 .....  | 1,371,962. | 1,594,374. | 2,202,395. | 2,715,486. | 4,225,103. | 12,109,320.              |
| <b>8</b> Gross income from interest, dividends, payments received on securities loans, rents, royalties, and income from similar sources .....  |            | 55,561.    | 47,741.    | 48,639.    | 47,912.    | 199,853.                 |
| <b>9</b> Net income from unrelated business activities, whether or not the business is regularly carried on .....   |            |            |            |            |            |                          |
| <b>10</b> Other income. Do not include gain or loss from the sale of capital assets (Explain in Part VI.) .....   |            |            |            |            |            |                          |
| <b>11 Total support.</b> Add lines 7 through 10   |            |            |            |            |            | 12,309,173.              |
| <b>12</b> Gross receipts from related activities, etc. (see instructions) .....   |            |            |            |            | 12         | 180,730.                 |
| <b>13 First 5 years.</b> 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 <b>stop here</b> ..... |            |            |            |            |            | <input type="checkbox"/> |

**Section C. Computation of Public Support Percentage**

|   |           |                                     |
|---|-----------|-------------------------------------|
| <b>14</b> Public support percentage for 2022 (line 6, column (f), divided by line 11, column (f)) .....   | <b>14</b> | 96.92 %                             |
| <b>15</b> Public support percentage from 2021 Schedule A, Part II, line 14 .....  | <b>15</b> | 94.91 %                             |
| <b>16a 33 1/3% support test - 2022.</b> If the organization did not check the box on line 13, and line 14 is 33 1/3% or more, check this box and <b>stop here.</b> The organization qualifies as a publicly supported organization .....  |           | <input checked="" type="checkbox"/> |
| <b>b 33 1/3% support test - 2021.</b> 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 <b>stop here.</b> The organization qualifies as a publicly supported organization .....   |           | <input type="checkbox"/>            |
| <b>17a 10% -facts-and-circumstances test - 2022.</b> 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 <b>stop here.</b> Explain in Part VI how the organization meets the facts-and-circumstances test. The organization qualifies as a publicly supported organization .....    |           | <input type="checkbox"/>            |
| <b>b 10% -facts-and-circumstances test - 2021.</b> 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 <b>stop here.</b> Explain in Part VI how the organization meets the facts-and-circumstances test. The organization qualifies as a publicly supported organization ..... |           | <input type="checkbox"/>            |
| <b>18 Private foundation.</b> If the organization did not check a box on line 13, 16a, 16b, 17a, or 17b, check this box and see instructions .....  |           | <input type="checkbox"/>            |

**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) 2018 | (b) 2019 | (c) 2020 | (d) 2021 | (e) 2022 | (f) Total |
|---|----------|----------|----------|----------|----------|-----------|
| <b>1</b> Gifts, grants, contributions, and membership fees received. (Do not include any "unusual grants.") .....   |          |          |          |          |          |           |
| <b>2</b> 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 ..... |          |          |          |          |          |           |
| <b>3</b> Gross receipts from activities that are not an unrelated trade or business under section 513 .....   |          |          |          |          |          |           |
| <b>4</b> Tax revenues levied for the organization's benefit and either paid to or expended on its behalf .....  |          |          |          |          |          |           |
| <b>5</b> The value of services or facilities furnished by a governmental unit to the organization without charge .....  |          |          |          |          |          |           |
| <b>6 Total.</b> Add lines 1 through 5 .....   |          |          |          |          |          |           |
| <b>7a</b> Amounts included on lines 1, 2, and 3 received from disqualified persons .....  |          |          |          |          |          |           |
| <b>b</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 .....           |          |          |          |          |          |           |
| <b>c</b> Add lines 7a and 7b .....  |          |          |          |          |          |           |
| <b>8 Public support.</b> (Subtract line 7c from line 6.)  |          |          |          |          |          |           |

**Section B. Total Support**

| Calendar year (or fiscal year beginning in)  | (a) 2018 | (b) 2019 | (c) 2020 | (d) 2021 | (e) 2022 | (f) Total |
|--|----------|----------|----------|----------|----------|-----------|
| <b>9</b> Amounts from line 6 .....   |          |          |          |          |          |           |
| <b>10a</b> Gross income from interest, dividends, payments received on securities loans, rents, royalties, and income from similar sources ..... |          |          |          |          |          |           |
| <b>b</b> Unrelated business taxable income (less section 511 taxes) from businesses acquired after June 30, 1975 .....                           |          |          |          |          |          |           |
| <b>c</b> Add lines 10a and 10b .....   |          |          |          |          |          |           |
| <b>11</b> Net income from unrelated business activities not included on line 10b, whether or not the business is regularly carried on .....      |          |          |          |          |          |           |
| <b>12</b> Other income. Do not include gain or loss from the sale of capital assets (Explain in Part VI.) .....                                  |          |          |          |          |          |           |
| <b>13 Total support.</b> (Add lines 9, 10c, 11, and 12.)   |          |          |          |          |          |           |

**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**

**Section C. Computation of Public Support Percentage**

|   |           |   |
|---|-----------|---|
| <b>15</b> Public support percentage for 2022 (line 8, column (f), divided by line 13, column (f)) ..... | <b>15</b> | % |
| <b>16</b> Public support percentage from 2021 Schedule A, Part III, line 15 .....                       | <b>16</b> | % |

**Section D. Computation of Investment Income Percentage**

|  |           |   |
|--|-----------|---|
| <b>17</b> Investment income percentage for 2022 (line 10c, column (f), divided by line 13, column (f)) ..... | <b>17</b> | % |
| <b>18</b> Investment income percentage from 2021 Schedule A, Part III, line 17 .....                         | <b>18</b> | % |

**19a 33 1/3% support tests - 2022.** 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

**b 33 1/3% support tests - 2021.** 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

**20 Private foundation.** If the organization did not check a box on line 14, 19a, or 19b, check this box and see instructions

**FORT LAUDERDALE INDEPENDENCE TRAINING  
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**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 |
|--|-----|----|
| <b>1</b> 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>  |     |    |
| <b>2</b> 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>   |     |    |
| <b>3a</b> 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>b</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>   |     |    |
| <b>c</b> 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>  |     |    |
| <b>4a</b> 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>b</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>  |     |    |
| <b>c</b> 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>   |     |    |
| <b>5a</b> 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>b Type I or Type II only.</b> Was any added or substituted supported organization part of a class already designated in the organization's organizing document?   |     |    |
| <b>c Substitutions only.</b> Was the substitution the result of an event beyond the organization's control?  |     |    |
| <b>6</b> 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>  |     |    |
| <b>7</b> 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>  |     |    |
| <b>8</b> 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>  |     |    |
| <b>9a</b> 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>b</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>  |     |    |
| <b>c</b> 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>   |     |    |
| <b>10a</b> 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>b</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 |
|--|-----|----|
| <b>11</b> Has the organization accepted a gift or contribution from any of the following persons?  |     |    |
| <b>a</b> 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? |     |    |
| <b>b</b> A family member of a person described on line 11a above?  |     |    |
| <b>c</b> 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 <b>Part VI</b> .                             |     |    |
| <b>11a</b>   |     |    |
| <b>11b</b>   |     |    |
| <b>11c</b>   |     |    |

**Section B. Type I Supporting Organizations**

|   | Yes | No |
|---|-----|----|
| <b>1</b> 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 <b>Part VI</b> 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. |     |    |
| <b>2</b> 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 <b>Part VI</b> how providing such benefit carried out the purposes of the supported organization(s) that operated, supervised, or controlled the supporting organization.   |     |    |
| <b>1</b>  |     |    |
| <b>2</b>  |     |    |

**Section C. Type II Supporting Organizations**

|  | Yes | No |
|--|-----|----|
| <b>1</b> 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 <b>Part VI</b> how control or management of the supporting organization was vested in the same persons that controlled or managed the supported organization(s). |     |    |
| <b>1</b>   |     |    |

**Section D. All Type III Supporting Organizations**

|   | Yes | No |
|---|-----|----|
| <b>1</b> 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? |     |    |
| <b>2</b> 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 <b>Part VI</b> how the organization maintained a close and continuous working relationship with the supported organization(s).   |     |    |
| <b>3</b> 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 <b>Part VI</b> the role the organization's supported organizations played in this regard.  |     |    |
| <b>1</b>  |     |    |
| <b>2</b>  |     |    |
| <b>3</b>  |     |    |

**Section E. Type III Functionally Integrated Supporting Organizations**

|   |  |     |    |
|---|--|-----|----|
| <b>1</b> Check the box next to the method that the organization used to satisfy the Integral Part Test during the year (see instructions).  |  |     |    |
| <b>a</b> <input type="checkbox"/> The organization satisfied the Activities Test. Complete line 2 below.  |  |     |    |
| <b>b</b> <input type="checkbox"/> The organization is the parent of each of its supported organizations. Complete line 3 below.   |  |     |    |
| <b>c</b> <input type="checkbox"/> The organization supported a governmental entity. Describe in <b>Part VI</b> how you supported a governmental entity (see instructions).  |  |     |    |
| <b>2</b> Activities Test. Answer lines 2a and 2b below.   |  | Yes | No |
| <b>a</b> 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 <b>Part VI</b> 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. |  |     |    |
| <b>b</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 <b>Part VI</b> the reasons for the organization's position that its supported organization(s) would have engaged in these activities but for the organization's involvement.  |  |     |    |
| <b>3</b> Parent of Supported Organizations. Answer lines 3a and 3b below.   |  |     |    |
| <b>a</b> 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 <b>Part VI</b> .  |  |     |    |
| <b>b</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 <b>Part VI</b> the role played by the organization in this regard.   |  |     |    |
| <b>2a</b>   |  |     |    |
| <b>2b</b>   |  |     |    |
| <b>3a</b>   |  |     |    |
| <b>3b</b>   |  |     |    |



**FORT LAUDERDALE INDEPENDENCE TRAINING  
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**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<br>(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              |                                |
| <b>8 Adjusted Net Income</b> (subtract lines 5, 6, and 7 from line 4)  | <b>8</b>       |                                |

| Section B - Minimum Asset Amount  | (A) Prior Year | (B) Current Year<br>(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 <b>Total</b> (add lines 1a, 1b, and 1c)   | 1d             |                                |
| e <b>Discount</b> 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              |                                |
| <b>8 Minimum Asset Amount</b> (add line 7 to line 6)  | <b>8</b>       |                                |

| Section C - Distributable Amount  | (A) Prior Year | (B) Current Year |
|---|----------------|------------------|
| 1 Adjusted net income for prior year (from Section A, line 8, column A)   | 1              | Current Year     |
| 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 <b>Distributable Amount.</b> 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). |                |                  |

**FORT LAUDERDALE INDEPENDENCE TRAINING  
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Schedule A (Form 990) 2022

26-4155794 Page 7

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

| <b>Section D - Distributions</b> |   | <b>Current Year</b> |
|----------------------------------|---|---------------------|
| <b>1</b>                         | Amounts paid to supported organizations to accomplish exempt purposes   | <b>1</b>            |
| <b>2</b>                         | Amounts paid to perform activity that directly furthers exempt purposes of supported organizations, in excess of income from activity               | <b>2</b>            |
| <b>3</b>                         | Administrative expenses paid to accomplish exempt purposes of supported organizations   | <b>3</b>            |
| <b>4</b>                         | Amounts paid to acquire exempt-use assets   | <b>4</b>            |
| <b>5</b>                         | Qualified set-aside amounts (prior IRS approval required - <i>provide details in Part VI</i> )  | <b>5</b>            |
| <b>6</b>                         | Other distributions ( <i>describe in Part VI</i> ). See instructions.   | <b>6</b>            |
| <b>7</b>                         | <b>Total annual distributions.</b> Add lines 1 through 6.   | <b>7</b>            |
| <b>8</b>                         | Distributions to attentive supported organizations to which the organization is responsive ( <i>provide details in Part VI</i> ). See instructions. | <b>8</b>            |
| <b>9</b>                         | Distributable amount for 2022 from Section C, line 6  | <b>9</b>            |
| <b>10</b>                        | Line 8 amount divided by line 9 amount  | <b>10</b>           |

| <b>Section E - Distribution Allocations</b> (see instructions)   | <b>(i)<br/>Excess Distributions</b> | <b>(ii)<br/>Underdistributions<br/>Pre-2022</b> | <b>(iii)<br/>Distributable<br/>Amount for 2022</b> |
|--|-------------------------------------|---|--|
| <b>1</b> Distributable amount for 2022 from Section C, line 6  |                                     |   |  |
| <b>2</b> Underdistributions, if any, for years prior to 2022 (reasonable cause required - <i>explain in Part VI</i> ). See instructions.   |                                     |   |  |
| <b>3</b> Excess distributions carryover, if any, to 2022   |                                     |   |  |
| <b>a</b> From 2017   |                                     |   |  |
| <b>b</b> From 2018   |                                     |   |  |
| <b>c</b> From 2019   |                                     |   |  |
| <b>d</b> From 2020   |                                     |   |  |
| <b>e</b> From 2021   |                                     |   |  |
| <b>f</b> <b>Total</b> of lines 3a through 3e   |                                     |   |  |
| <b>g</b> Applied to underdistributions of prior years  |                                     |   |  |
| <b>h</b> Applied to 2022 distributable amount  |                                     |   |  |
| <b>i</b> Carryover from 2017 not applied (see instructions)  |                                     |   |  |
| <b>j</b> Remainder. Subtract lines 3g, 3h, and 3i from line 3f.  |                                     |   |  |
| <b>4</b> Distributions for 2022 from Section D, line 7: \$   |                                     |   |  |
| <b>a</b> Applied to underdistributions of prior years  |                                     |   |  |
| <b>b</b> Applied to 2022 distributable amount  |                                     |   |  |
| <b>c</b> Remainder. Subtract lines 4a and 4b from line 4.  |                                     |   |  |
| <b>5</b> Remaining underdistributions for years prior to 2022, if any. Subtract lines 3g and 4a from line 2. For result greater than zero, <i>explain in Part VI</i> . See instructions. |                                     |   |  |
| <b>6</b> Remaining underdistributions for 2022. Subtract lines 3h and 4b from line 1. For result greater than zero, <i>explain in Part VI</i> . See instructions.                        |                                     |   |  |
| <b>7</b> <b>Excess distributions carryover to 2023.</b> Add lines 3j and 4c.   |                                     |   |  |
| <b>8</b> Breakdown of line 7:  |                                     |   |  |
| <b>a</b> Excess from 2018  |                                     |   |  |
| <b>b</b> Excess from 2019  |                                     |   |  |
| <b>c</b> Excess from 2020  |                                     |   |  |
| <b>d</b> Excess from 2021  |                                     |   |  |
| <b>e</b> Excess from 2022  |                                     |   |  |

Schedule A (Form 990) 2022





**SCHEDULE D**  
**(Form 990)**

Department of the Treasury  
Internal Revenue Service

**Supplemental Financial Statements**

Complete if the organization answered "Yes" on Form 990,  
Part IV, line 6, 7, 8, 9, 10, 11a, 11b, 11c, 11d, 11e, 11f, 12a, or 12b.  
Attach to Form 990.

Go to [www.irs.gov/Form990](http://www.irs.gov/Form990) for instructions and the latest information.

OMB No. 1545-0047

**2022**

Open to Public  
Inspection

Name of the organization **FORT LAUDERDALE INDEPENDENCE TRAINING & EDUCATION CENTER, INC.** Employer identification number **26-4155794**

**Part I Organizations Maintaining Donor Advised Funds or Other Similar Funds or Accounts.** Complete if the organization answered "Yes" on Form 990, Part IV, line 6.

|   | (a) Donor advised funds      | (b) Funds and other accounts |
|---|------------------------------|------------------------------|
| 1 Total number at end of year .....   |                              |                              |
| 2 Aggregate value of contributions to (during year) .....   |                              |                              |
| 3 Aggregate value of grants from (during year) .....  |                              |                              |
| 4 Aggregate value at end of year .....  |                              |                              |
| 5 Did the organization inform all donors and donor advisors in writing that the assets held in donor advised funds are the organization's property, subject to the organization's exclusive legal control? .....  | <input type="checkbox"/> Yes | <input type="checkbox"/> No  |
| 6 Did the organization inform all grantees, donors, and donor advisors in writing that grant funds can be used only for charitable purposes and not for the benefit of the donor or donor advisor, or for any other purpose conferring impermissible private benefit? ..... | <input type="checkbox"/> Yes | <input type="checkbox"/> No  |

**Part II Conservation Easements.** Complete if the organization answered "Yes" on Form 990, Part IV, line 7.

1 Purpose(s) of conservation easements held by the organization (check all that apply).

Preservation of land for public use (for example, recreation or education)  Preservation of a historically important land area

Protection of natural habitat  Preservation of a certified historic structure

Preservation of open space

2 Complete lines 2a through 2d if the organization held a qualified conservation contribution in the form of a conservation easement on the last day of the tax year.

|  | Held at the End of the Tax Year |
|--|---------------------------------|
| a Total number of conservation easements .....   | 2a                              |
| b Total acreage restricted by conservation easements .....   | 2b                              |
| c Number of conservation easements on a certified historic structure included in (a) .....   | 2c                              |
| d Number of conservation easements included in (c) acquired after July 25, 2006, and not on a historic structure listed in the National Register ..... | 2d                              |

3 Number of conservation easements modified, transferred, released, extinguished, or terminated by the organization during the tax year \_\_\_\_\_

4 Number of states where property subject to conservation easement is located \_\_\_\_\_

5 Does the organization have a written policy regarding the periodic monitoring, inspection, handling of violations, and enforcement of the conservation easements it holds? .....

Yes  No

6 Staff and volunteer hours devoted to monitoring, inspecting, handling of violations, and enforcing conservation easements during the year \_\_\_\_\_

7 Amount of expenses incurred in monitoring, inspecting, handling of violations, and enforcing conservation easements during the year \_\_\_\_\_

8 Does each conservation easement reported on line 2(d) above satisfy the requirements of section 170(h)(4)(B)(i) and section 170(h)(4)(B)(ii)? .....

Yes  No

9 In Part XIII, describe how the organization reports conservation easements in its revenue and expense statement and balance sheet, and include, if applicable, the text of the footnote to the organization's financial statements that describes the organization's accounting for conservation easements.

**Part III Organizations Maintaining Collections of Art, Historical Treasures, or Other Similar Assets.**

Complete if the organization answered "Yes" on Form 990, Part IV, line 8.

1a If the organization elected, as permitted under FASB ASC 958, not to report in its revenue statement and balance sheet works of art, historical treasures, or other similar assets held for public exhibition, education, or research in furtherance of public service, provide in Part XIII the text of the footnote to its financial statements that describes these items.

b If the organization elected, as permitted under FASB ASC 958, to report in its revenue statement and balance sheet works of art, historical treasures, or other similar assets held for public exhibition, education, or research in furtherance of public service, provide the following amounts relating to these items:

(i) Revenue included on Form 990, Part VIII, line 1 ..... \$ \_\_\_\_\_

(ii) Assets included in Form 990, Part X ..... \$ \_\_\_\_\_

2 If the organization received or held works of art, historical treasures, or other similar assets for financial gain, provide the following amounts required to be reported under FASB ASC 958 relating to these items:

a Revenue included on Form 990, Part VIII, line 1 ..... \$ \_\_\_\_\_

b Assets included in Form 990, Part X ..... \$ \_\_\_\_\_

LHA For Paperwork Reduction Act Notice, see the Instructions for Form 990.

Schedule D (Form 990) 2022



**FORT LAUDERDALE INDEPENDENCE TRAINING  
& EDUCATION CENTER, INC.**

Schedule D (Form 990) 2022

26-4155794 Page 3

**Part VII Investments - Other Securities.**

Complete if the organization answered "Yes" on Form 990, Part IV, line 11b. See Form 990, Part X, line 12.

| (a) Description of security or category (including name of security)    | (b) Book value | (c) Method of valuation: Cost or end-of-year market value |
|---|----------------|---|
| (1) Financial derivatives .....   |                |   |
| (2) Closely held equity interests .....                                 |                |   |
| (3) Other .....   |                |   |
| (A)   |                |   |
| (B)   |                |   |
| (C)   |                |   |
| (D)   |                |   |
| (E)   |                |   |
| (F)   |                |   |
| (G)   |                |   |
| (H)   |                |   |
| <b>Total.</b> (Col. (b) must equal Form 990, Part X, col. (B) line 12.) |                |   |

**Part VIII Investments - Program Related.**

Complete if the organization answered "Yes" on Form 990, Part IV, line 11c. See Form 990, Part X, line 13.

| (a) Description of investment   | (b) Book value | (c) Method of valuation: Cost or end-of-year market value |
|---|----------------|---|
| (1)   |                |   |
| (2)   |                |   |
| (3)   |                |   |
| (4)   |                |   |
| (5)   |                |   |
| (6)   |                |   |
| (7)   |                |   |
| (8)   |                |   |
| (9)   |                |   |
| <b>Total.</b> (Col. (b) must equal Form 990, Part X, col. (B) line 13.) |                |   |

**Part IX Other Assets.**

Complete if the organization answered "Yes" on Form 990, Part IV, line 11d. See Form 990, Part X, line 15.

| (a) Description   | (b) Book value |
|---|----------------|
| (1) DEPOSITS  | 62,115.        |
| (2) RIGHT OF USE ASSETS   | 476,714.       |
| (3)   |                |
| (4)   |                |
| (5)   |                |
| (6)   |                |
| (7)   |                |
| (8)   |                |
| (9)   |                |
| <b>Total.</b> (Column (b) must equal Form 990, Part X, col. (B) line 15.) | 538,829.       |

**Part X Other Liabilities.**

Complete if the organization answered "Yes" on Form 990, Part IV, line 11e or 11f. See Form 990, Part X, line 25.

| 1. (a) Description of liability   | (b) Book value |
|---|----------------|
| (1) Federal income taxes  |                |
| (2) REFUNDABLE ADVANCES   | 434,750.       |
| (3) LEASE LIABILITY   | 505,733.       |
| (4)   |                |
| (5)   |                |
| (6)   |                |
| (7)   |                |
| (8)   |                |
| (9)   |                |
| <b>Total.</b> (Column (b) must equal Form 990, Part X, col. (B) line 25.) | 940,483.       |

2. Liability for uncertain tax positions. In Part XIII, provide the text of the footnote to the organization's financial statements that reports the organization's liability for uncertain tax positions under FASB ASC 740. Check here if the text of the footnote has been provided in Part XIII...

Schedule D (Form 990) 2022





**SCHEDULE M  
(Form 990)**

**Noncash Contributions**

OMB No. 1545-0047

**2022**

Open to Public Inspection

Complete if the organizations answered "Yes" on Form 990, Part IV, lines 29 or 30.  
Attach to Form 990.

Go to [www.irs.gov/Form990](http://www.irs.gov/Form990) for instructions and the latest information.

Department of the Treasury  
Internal Revenue Service

Name of the organization **FORT LAUDERDALE INDEPENDENCE TRAINING & EDUCATION CENTER, INC.** Employer identification number **26-4155794**

**Part I Types of Property**

|  | (a)<br>Check if applicable | (b)<br>Number of contributions or items contributed | (c)<br>Noncash contribution amounts reported on Form 990, Part VIII, line 1g | (d)<br>Method of determining noncash contribution amounts |
|--|----------------------------|---|--|---|
| 1 Art - Works of art   |                            |   |  |   |
| 2 Art - Historical treasures                                 |                            |   |  |   |
| 3 Art - Fractional interests                                 |                            |   |  |   |
| 4 Books and publications                                     |                            |   |  |   |
| 5 Clothing and household goods                               |                            |   |  |   |
| 6 Cars and other vehicles                                    |                            |   |  |   |
| 7 Boats and planes   |                            |   |  |   |
| 8 Intellectual property                                      |                            |   |  |   |
| 9 Securities - Publicly traded                               |                            |   |  |   |
| 10 Securities - Closely held stock                           |                            |   |  |   |
| 11 Securities - Partnership, LLC, or trust interests         |                            |   |  |   |
| 12 Securities - Miscellaneous                                |                            |   |  |   |
| 13 Qualified conservation contribution - Historic structures |                            |   |  |   |
| 14 Qualified conservation contribution - Other               |                            |   |  |   |
| 15 Real estate - Residential                                 |                            |   |  |   |
| 16 Real estate - Commercial                                  |                            |   |  |   |
| 17 Real estate - Other                                       |                            |   |  |   |
| 18 Collectibles  |                            |   |  |   |
| 19 Food inventory  |                            |   |  |   |
| 20 Drugs and medical supplies                                |                            |   |  |   |
| 21 Taxidermy   |                            |   |  |   |
| 22 Historical artifacts                                      |                            |   |  |   |
| 23 Scientific specimens                                      |                            |   |  |   |
| 24 Archeological artifacts                                   |                            |   |  |   |
| 25 Other ( <b>FURNITURE &amp; EQU</b> )                      | X                          | 1   | 0.   | FMV   |
| 26 Other ( )   |                            |   |  |   |
| 27 Other ( )   |                            |   |  |   |
| 28 Other ( )   |                            |   |  |   |

29 Number of Forms 8283 received by the organization during the tax year for contributions for which the organization completed Form 8283, Part V, Donee Acknowledgement ..... **29**

|   | Yes | No |
|---|-----|----|
| 30a During the year, did the organization receive by contribution any property reported in Part I, lines 1 through 28, that it must hold for at least 3 years from the date of the initial contribution, and which isn't required to be used for exempt purposes for the entire holding period? ..... |     | X  |
| b If "Yes," describe the arrangement in Part II.  |     |    |
| 31 Does the organization have a gift acceptance policy that requires the review of any nonstandard contributions? .....   |     | X  |
| 32a Does the organization hire or use third parties or related organizations to solicit, process, or sell noncash contributions? .....  |     | X  |
| b If "Yes," describe in Part II.  |     |    |
| 33 If the organization didn't report an amount in column (c) for a type of property for which column (a) is checked, describe in Part II.   |     |    |

LHA For Paperwork Reduction Act Notice, see the Instructions for Form 990.

Schedule M (Form 990) 2022



**SCHEDULE O  
(Form 990)**

Department of the Treasury  
Internal Revenue Service

**Supplemental Information to Form 990 or 990-EZ**

Complete to provide information for responses to specific questions on  
Form 990 or 990-EZ or to provide any additional information.  
Attach to Form 990 or Form 990-EZ.  
Go to [www.irs.gov/Form990](http://www.irs.gov/Form990) for the latest information.

OMB No. 1545-0047

**2022**

Open to Public  
Inspection

|                          |   |                                |                   |
|--------------------------|---|--------------------------------|-------------------|
| Name of the organization | <b>FORT LAUDERDALE INDEPENDENCE TRAINING<br/>&amp; EDUCATION CENTER, INC.</b> | Employer identification number | <b>26-4155794</b> |
|--------------------------|---|--------------------------------|-------------------|

FORM 990, PART I, LINE 1, DESCRIPTION OF ORGANIZATION MISSION:

OUT OF FOSTER CARE.

FORM 990, PART VI, SECTION B, LINE 11B:

THE BOARD OF DIRECTORS RECEIVES, REVIEWS, AND APPROVES THE 990 PRIOR TO  
SIGNING THE RETURN.

FORM 990, PART VI, SECTION B, LINE 12C:

THE CONFLICT OF INTEREST POLICY IS INCLUDED IN THE BOARD HANDBOOK AND  
REVIEWED ANNUALLY.

FORM 990, PART VI, SECTION B, LINE 15A:

SUBJECT TO ANNUAL REVIEW OF THE BOARD.

FORM 990, PART VI, SECTION C, LINE 18:

FINANCIAL STATEMENTS, GOVERNING DOCUMENTS, AND CONFLICT OF INTEREST  
POLICIES ARE NOT REQUIRED DISCLOSURES PURSUANT TO INTERNAL REVENUE CODE  
(IRC) SECTION 6104. THESE DOCUMENTS ARE NOT AVAILABLE TO THE PUBLIC AT  
THIS TIME.

FORM 990, PART VI, SECTION C, LINE 19:

THOSE GOVERNING DOCUMENTS NOT AVAILABLE ON THE WEBSITE ARE AVAILABLE BY  
REQUEST.

FORM 990, PART XII, LINE 2C

NO CHANGE FROM PRIOR YEAR.

LHA For Paperwork Reduction Act Notice, see the Instructions for Form 990 or 990-EZ.

Schedule O (Form 990) 2022





William A. Meyer  
**Jewish Community Foundation**  
of the JEWISH FEDERATION OF PALM BEACH COUNTY

William A. Meyer Jewish Community Foundation  
of the Jewish Federation of Palm Beach County  
Jack, Joseph and Morton Mandel Building  
1 Harvard Circle, Suite 100  
West Palm Beach, FL 33409

Check Date: 03/28/2024  
Check #: 00027278  
Grantee #: 903233  
Fund #: 50-94054

Ms. Maria Vo  
Director of Business Development  
Fort Lauderdale Independence Training & Education Center Inc  
5201 NW 33rd Ave  
Fort Lauderdale, FL 33309

Dear Ms. Vo:

Enclosed is a check in the amount of \$10,000.00 in support of Fort Lauderdale Independence Training & Education Center Inc from the Jewish Women's Foundation of Jewish Federation of Palm Beach County of the Jewish Federation of Palm Beach County, Inc.

This contribution is made upon the recommendation of Trustees of the Jewish Women's Foundation at JFPBC for housing and has been authorized by the Board of Directors of the Jewish Federation of Palm Beach County. This grant is intended as a contribution for your charitable purposes and therefore, no private individuals expect any tangible benefits or privileges in return. In addition, this grant does not represent the payment of any personal financial obligation of any individual and cannot be used for tuition, tickets, raffles, couverts, etc.

You may choose to thank the donor, but please do not issue a tax receipt to the recommending donor(s) for this grant. The donor received a tax receipt issued by the Jewish Federation of Palm Beach County at the time they contributed to their Donor-Advised Fund.

We are pleased to provide this support to your organization.

Sincerely,

*Rachel Berg*

Rachel Berg  
Executive Director

THE FACE OF THIS DOCUMENT HAS A COLORED BACKGROUND ON WHITE PAPER

**William A. Meyer Jewish Community Foundation**  
of the Jewish Federation of Palm Beach County  
Jack, Joseph and Morton Mandel Building  
1 Harvard Circle, Suite 100, West Palm Beach, FL 33409

8-12-430 Fifth Third Bank  
Cincinnati, OH

Check #: **00027278**

DATE  
03/28/2024

AMOUNT

\$ \*\*\*\*10,000.00

Fund: Jewish Women's Foundation of the Jewish Federation of Palm Beach  
Purpose: for housing

**PAY \*\* Ten Thousand and 00 / 100 Dollars \*\***

TO THE ORDER OF **Fort Lauderdale Independence Training & Education Center Inc**  
5201 NW 33rd Ave  
Fort Lauderdale, FL 33309

VOID AFTER 6 MONTHS



*Matt Hendon*

⑈00027278⑈ ⑆042000314⑆ 99205179⑈

Security Features Included Details on back



## 2024 Organization Budget

### Reveune

|  |           |                            |
|--|-----------|----------------------------|
| Grants (Foundation & Corporate)                            | \$        | 1,300,000.00               |
| Government Funding (Grants & Contracts)                    | \$        | 3,974,990.00               |
| New Grants & Contracts                                     | \$        | 800,000.00                 |
| <i>Total Grants:</i>                                       | <i>\$</i> | <i>6,074,990.00</i>        |
| Contributions-General/Unrestricted/Unplanned Contributions | \$        | 50,000.00                  |
| Fundraising Special Events - (Major & 3rd Party)           | \$        | 637,250.00                 |
| New Prospects/Sustainability Fund                          | \$        | 200,000.00                 |
| In-Kind Contributions                                      | \$        | 100,000.00                 |
| Rental Income  | \$        | 34,200.00                  |
| Misc. Income   | \$        | 10,000.00                  |
| Interest/ Investment Income                                | \$        | -                          |
| <b>Total Revenues</b>                                      | <b>\$</b> | <b><u>7,106,440.00</u></b> |

### Expenses

|   |               |                            |
|---|---------------|----------------------------|
| Salaries & Wages & Employee Incentives              | \$            | 3,561,300.00               |
| Benefits/Taxes/Payroll Fees/Retirement Match        | \$            | 786,191.44                 |
| Bank Charges/CC Processing Fees                     | \$            | 4,296.00                   |
| Dues/Subscriptions/Licenses                         | \$            | 22,111.79                  |
| Meals and Meeting Fees                              | \$            | 3,400.00                   |
| Admin Expenses                                      | \$            | 5,000.00                   |
| <i>Occupancy</i>                                    |               |                            |
| Utilities, Bldg Mnt, Insurance, Telephone, Security | \$            | 219,010.00                 |
| Rental of Property                                  | \$            | 342,491.79                 |
| Postage & Printing                                  | \$            | 7,296.00                   |
| Program & General Office Supplies/Laptops           | \$            | 39,800.00                  |
| Safe Landing Space Expenses                         | \$            | 366,800.00                 |
| <i>Professional Fees/Contractual Services</i>       |               |                            |
| Audit and Accounting Fees                           | \$            | 30,500.00                  |
| Information & Technology & Software Consulting      | \$            | 69,257.00                  |
| Contractual Services & Other Prof. Fees             | \$            | 97,010.00                  |
| Contractual Services                                | \$            | 35,000.00                  |
| Staff Training and Professional Development         | \$            | 14,900.00                  |
| Staff Retention                                     | \$            | 15,000.00                  |
| Public Relations/Marketing                          | \$            | 44,000.00                  |
| Direct Fundraising Expenses                         | \$            | 152,690.00                 |
| Travel (Mileage)                                    | \$            | 37,668.00                  |
| Fiscal Agent and Backbone fees                      | \$            | 25,000.00                  |
| Misc./Other Expenses                                | \$            | 2,500.00                   |
| <i>Client Assistance</i>                            |               |                            |
| Client Rent   | \$            | 569,555.00                 |
| Emergency Needs                                     | \$            | 50,000.00                  |
| Program Expenses                                    | \$            | 45,000.00                  |
| In-Kind Expenses                                    | \$            | 100,000.00                 |
| Other Client Expenses - Youth Incentives            | \$            | 30,000.00                  |
| <b>Total Expenses</b>                               | <b>\$</b>     | <b><u>6,675,777.02</u></b> |
| <br><b>Change In Net Assets</b>                     | <br><b>\$</b> | <br><b>430,662.98</b>      |

**Youth take FLITE in Pompano Beach**  
**FY 24-25 Project Budget (Education, Employment & Life Skills)**

| <b>Expense</b>  | <b>Total Amount</b> | <b>COPB Grant</b> |
|---|---------------------|-------------------|
| 7% of Program Team Salary (Education, Employment, Resource Navigation, Human Trafficking, Executive Program Staff)  | \$100,000           | \$7,000           |
| Program Supplies & Materials for Education, Employment & Life Skills Pipeline (Ex: Curriculum Materials, Food for GED Class and Activities (Graduation), Local College Tours) | \$9,000             | \$3,000           |
| <b>Total Expenses</b>   | <b>\$109,000</b>    | <b>\$10,000</b>   |

## **Exhibit “B” Payment Schedule**

### **A. AWARD DISBURSEMENTS**

The awards disbursement process will begin in October, 1 and end in September, 30 for the fiscal year that this contract is approved.

### **B. PAYMENT SCHEDULE**

The total amount awarded for the FORT LAUDERDALE INDEPENDENCE TRAINING & EDUCATION CENTER, INC. for Youth take FLITE in Pompano Beach for the current fiscal year is: Seven Thousand Five Hundred Dollars (\$7,500.00).

There will be four (4) payout/s during the period (depending on the amount awarded to each organization):

1. The first (1<sup>st</sup>) will equal twenty-five percent (25%) of the total allocation or One Thousand Eight Hundred Seventy Five Dollars (\$1,875.00); be issued in advance. For any funds advanced the RECIPIENT agrees to provide the CITY with an itemization of how funds advanced were spent, along with invoices and proof of payment. Such an accounting must be provided to the CITY in the quarterly narrative and financial report as indicated in Exhibit “A” Recipients Requirements, Contractual Responsibilities and Program Description. Failure to comply with this requirement may result in the denial of the future requests for payments.
2. The second (2<sup>nd</sup>) will equal twenty-five percent (25%) of the total allocation or One Thousand Eight Hundred Seventy Five Dollars (\$1,875.00); will be issued upon receipt AND approval of the second quarterly narrative and financial report (including any additional requested documents);
3. The third (3<sup>rd</sup>) payout will equal twenty-five percent (25%) of the total allocation or One Thousand Eight Hundred Seventy Five Dollars (\$1,875.00); will be issued upon receipt AND approval of the third quarterly narrative and financial report (including any additional requested documents);
4. The fourth (4<sup>th</sup>) payout will be the final twenty-five percent (25%) of the total allocation or One Thousand Eight Hundred Seventy Five Dollars (\$1,875.00) and will be issued in upon receipt AND approval of the final quarterly narrative and financial report (including any additional requested documents).

All payments and reporting requirements apply for each project which is a part of the awarded contract. Payments and reports shall be handled separately for each project.



## **EXHIBIT C**

### **INSURANCE REQUIREMENTS: NON PROFIT ORGANIZATION**

ORGANIZATION shall not commence services under the terms of this Agreement until certification or proof of insurance detailing terms and provisions has been received and approved in writing by the CITY's Risk Manager. If you have questions regarding the insurance requirements hereunder, please contact the City's Purchasing Department at (954) 786-4098. If the contract has already been awarded, please direct any queries and proof of the requisite insurance coverage to City staff responsible for oversight of the subject project/contract.

ORGANIZATION is responsible to deliver to the CITY for timely review and written approval/disapproval Certificates of Insurance which evidence that all insurance required hereunder is in full force and effect and which name on a primary basis, the CITY as an additional insured on all such coverage. Such policy or policies shall be issued by United States Treasury approved companies authorized to do business in the State of Florida. The policies shall be written on forms acceptable to the City's Risk Manager, meet a minimum financial A.M. Best and Company rating of no less than Excellent, and be part of the Florida Insurance Guarantee Association Act. No changes are to be made to these specifications without prior written approval of the City's Risk Manager.

Throughout the term of this Agreement, CITY, by and through its Risk Manager, reserve the right to review, modify, reject or accept any insurance policies required by this Agreement, including limits, coverages or endorsements. CITY reserves the right, but not the obligation, to review and reject any insurer providing coverage because of poor financial condition or failure to operate legally.

Failure to maintain the required insurance shall be considered an event of default. The requirements herein, as well as CITY's review or acceptance of insurance maintained by ORGANIZATION, are not intended to and shall not in any way limit or qualify the liabilities and obligations assumed by ORGANIZATION under this Agreement.

Throughout the term of this Agreement, ORGANIZATION and all subcontractors or other agents hereunder, shall, at their sole expense, maintain in full force and effect, the following insurance coverages and limits described herein, including endorsements.

A. Worker's Compensation Insurance covering all employees and providing benefits as required by Florida Statute, Chapter 440, regardless of the size of the company (number of employees) or the state in which the work is to be performed or of the state in which the ORGANIZATION is obligated to pay compensation to employees engaged in the performance of the work. ORGANIZATION further agrees to be responsible for employment, control and conduct of its employees and for any injury sustained by such employees in the course of their employment.

B. Liability Insurance.

(1) Naming the City of Pompano Beach as an additional insured as City's interests may appear, on General Liability Insurance only, relative to claims which arise from

ORGANIZATION'S negligent acts or omissions in connection with Contractor's performance under this Agreement.

(2) Such Liability insurance shall include the following checked types of insurance and indicated minimum policy limits.

| <b>Type of Insurance</b>                          | <b>Limits of Liability</b>                                       |                         |
|---|--|-------------------------|
| <b>GENERAL LIABILITY:</b>                         | Minimum \$1,000,000 Per Occurrence and \$2,000,000 Per Aggregate |                         |
| * Policy to be written on a claims incurred basis |  |                         |
| XX comprehensive form                             | bodily injury and property damage                                |                         |
| XX premises - operations                          | bodily injury and property damage                                |                         |
| — explosion & collapse hazard                     |  |                         |
| — underground hazard                              |  |                         |
| XX products/completed operations hazard           | bodily injury and property damage combined                       |                         |
| XX contractual insurance                          | bodily injury and property damage combined                       |                         |
| XX broad form property damage                     | bodily injury and property damage combined                       |                         |
| XX independent contractors                        | personal injury  |                         |
| XX personal injury                                |  |                         |
| XX sexual abuse/molestation                       | Minimum \$1,000,000 Per Occurrence and Aggregate                 |                         |
| — liquor legal liability                          | Minimum \$1,000,000 Per Occurrence and Aggregate                 |                         |
| -----   |  |                         |
| <b>AUTOMOBILE LIABILITY:</b>                      | Minimum \$10,000/\$20,000/\$10,000                               |                         |
| XX comprehensive form                             |  |                         |
| XX owned  |  |                         |
| XX hired  |  |                         |
| XX non-owned                                      |  |                         |
| -----   |  |                         |
| <b>REAL &amp; PERSONAL PROPERTY</b>               |  |                         |
| — comprehensive form                              | Agent must show proof they have this coverage.                   |                         |
| -----   |  |                         |
| <b>EXCESS LIABILITY</b>                           | Per Occurrence   | Aggregate               |
| — other than umbrella                             | bodily injury and property damage combined                       | \$1,000,000 \$1,000,000 |
| -----   |  |                         |
| <b>PROFESSIONAL LIABILITY</b>                     | Per Occurrence   | Aggregate               |
| —   | * Policy to be written on a claims made basis                    | \$1,000,000 \$1,000,000 |
| -----   |  |                         |

(3) If Professional Liability insurance is required, Contractor agrees the indemnification and hold harmless provisions of Section 12 of the Agreement shall survive the termination or expiration of the Agreement for a period of three (3) years unless terminated sooner by the applicable statute of limitations.

C. Employer's Liability. ORGANIZATION and all subcontractors shall, for the benefit of their employees, provide, carry, maintain and pay for Employer's Liability Insurance in the minimum amount of One Hundred Thousand Dollars (\$100,000.00) per employee, Five Hundred Thousand Dollars (\$500,000) per aggregate.

D. Policies. Whenever, under the provisions of this Agreement, insurance is required of the ORGANIZATION, the ORGANIZATION shall promptly provide the following:

- (1) Certificates of Insurance evidencing the required coverage;
- (2) Names and addresses of companies providing coverage;
- (3) Effective and expiration dates of policies; and
- (4) A provision in all policies affording CITY thirty (30) days written notice by a carrier of any cancellation or material change in any policy.

E. Insurance Cancellation or Modification. Should any of the required insurance policies be canceled before the expiration date, or modified or substantially modified, the issuing company shall provide thirty (30) days written notice to the CITY.

F. Waiver of Subrogation. ORGANIZATION hereby waives any and all right of subrogation against the CITY, its officers, employees and agents for each required policy. When required by the insurer, or should a policy condition not permit an insured to enter into a pre-loss agreement to waive subrogation without an endorsement, then ORGANIZATION shall notify the insurer and request the policy be endorsed with a Waiver of Transfer of Rights of Recovery Against Others, or its equivalent. This Waiver of Subrogation requirement shall not apply to any policy which includes a condition to the policy not specifically prohibiting such an endorsement, or voids coverage should ORGANIZATION enter into such an agreement on a pre-loss basis.





# INSURANCE BINDER

DATE (MM/DD/YYYY)  
7/10/2024**THIS BINDER IS A TEMPORARY INSURANCE CONTRACT, SUBJECT TO THE CONDITIONS SHOWN ON PAGE 2 OF THIS FORM.**

|  |  |   |                          |
|--|--|---|--------------------------|
| AGENCY<br>Brown & Brown Insurance Services, Inc.<br>1201 W Cypress Creek Rd<br>Suite 130<br>Fort Lauderdale FL 33309 |  | COMPANY<br>Philadelphia Indemnity Insurance Company   | BINDER #<br>B2471039134  |
| PHONE (A/C, No, Ext): (954)776-2222 FAX (A/C, No): (954)776-4446   |  | DATE EFFECTIVE<br>7/10/2024   | TIME<br>12:01            |
| CODE: SUB CODE:  |  | DATE EXPIRATION<br>8/9/2024   | TIME<br>12:01 AM<br>NOON |
| AGENCY CUSTOMER ID: 00257159   |  | <input type="checkbox"/> THIS BINDER IS ISSUED TO EXTEND COVERAGE IN THE ABOVE NAMED COMPANY PER EXPIRING POLICY #: <b>PHPK2557297</b>  |                          |
| INSURED AND MAILING ADDRESS<br>FLITE, Inc.<br>5201 NW 33rd Avenue<br>Fort Lauderdale FL 33309                        |  | DESCRIPTION OF OPERATIONS / VEHICLES / PROPERTY (Including Location)<br>Loc# 00001/Bldg# 00001<br>261 SW 38th Ter<br>Fort Lauderdale, FL 33312<br>See Attached Overflow Pages |                          |

**COVERAGES****LIMITS**

| TYPE OF INSURANCE  | COVERAGE / FORMS  | DEDUCTIBLE                   | COINS % | AMOUNT       |
|--|---|------------------------------|---------|--------------|
| PROPERTY<br>CAUSES OF LOSS<br><input type="checkbox"/> BASIC <input type="checkbox"/> BROAD <input checked="" type="checkbox"/> SPEC   | Personal Property, Special form   | 1,000                        | 090     | 150,000      |
| GENERAL LIABILITY<br><input checked="" type="checkbox"/> COMMERCIAL GENERAL LIABILITY<br><input type="checkbox"/> CLAIMS MADE <input checked="" type="checkbox"/> OCCUR  | RETRO DATE FOR CLAIMS MADE:   | EACH OCCURRENCE              |         | \$ 1,000,000 |
|  |   | DAMAGE TO RENTED PREMISES    |         | \$ 100,000   |
|  |   | MED EXP (Any one person)     |         | \$ 5,000     |
|  |   | PERSONAL & ADV INJURY        |         | \$ 1,000,000 |
|  |   | GENERAL AGGREGATE            |         | \$ 3,000,000 |
|  |   | PRODUCTS - COMP/OP AGG       |         | \$ 3,000,000 |
| VEHICLE LIABILITY<br><input type="checkbox"/> ANY AUTO<br><input type="checkbox"/> ALL OWNED AUTOS<br><input type="checkbox"/> SCHEDULED AUTOS<br><input checked="" type="checkbox"/> HIRED AUTOS<br><input checked="" type="checkbox"/> NON-OWNED AUTOS | Combined single limit   | COMBINED SINGLE LIMIT        |         | \$ 1,000,000 |
|  |   | BODILY INJURY (Per person)   |         | \$           |
|  |   | BODILY INJURY (Per accident) |         | \$           |
|  |   | PROPERTY DAMAGE              |         | \$           |
|  |   | MEDICAL PAYMENTS             |         | \$           |
|  |   | PERSONAL INJURY PROT         |         | \$           |
|  |   | UNINSURED MOTORIST           |         | \$           |
|  |   |                              |         | \$           |
| VEHICLE PHYSICAL DAMAGE DED<br><input type="checkbox"/> COLLISION: _____<br><input type="checkbox"/> OTHER THAN COL: _____   | <input type="checkbox"/> ALL VEHICLES <input type="checkbox"/> SCHEDULED VEHICLES | ACTUAL CASH VALUE            |         |              |
|  |   | STATED AMOUNT                |         | \$           |
| GARAGE LIABILITY<br><input type="checkbox"/> ANY AUTO  |   | AUTO ONLY - EA ACCIDENT      |         | \$           |
|  |   | OTHER THAN AUTO ONLY:        |         |              |
|  |   | EACH ACCIDENT                |         | \$           |
|  |   | AGGREGATE                    |         | \$           |
| EXCESS LIABILITY<br><input type="checkbox"/> UMBRELLA FORM<br><input type="checkbox"/> OTHER THAN UMBRELLA FORM  | RETRO DATE FOR CLAIMS MADE:   | EACH OCCURRENCE              |         | \$           |
|  |   | AGGREGATE                    |         | \$           |
|  |   | SELF-INSURED RETENTION       |         | \$           |
| WORKER'S COMPENSATION AND EMPLOYER'S LIABILITY   |   | PER STATUTE                  |         |              |
|  |   | E.L. EACH ACCIDENT           |         | \$           |
|  |   | E.L. DISEASE - EA EMPLOYEE   |         | \$           |
|  |   | E.L. DISEASE - POLICY LIMIT  |         | \$           |
| SPECIAL CONDITIONS / OTHER COVERAGES   |   | FEES                         |         | \$           |
|  |   | TAXES                        |         | \$           |
|  |   | ESTIMATED TOTAL PREMIUM      |         | \$           |

**NAME & ADDRESS**

|   |                           |                    |
|---|---------------------------|--------------------|
| <div style="border: 2px solid green; border-radius: 15px; padding: 10px; text-align: center;"> <p><b>APPROVED</b> <i>Daniel Beecher</i></p> <p>By Daniel Beecher at 10:54 am, Aug 21, 2024</p> </div> | MORTGAGEE                 | ADDITIONAL INSURED |
|   | LOSS PAYEE                |                    |
|   | LOAN #:                   |                    |
|   | AUTHORIZED REPRESENTATIVE |                    |
|   | Michael Gorham/RELEWI     |                    |

## CONDITIONS

This Company binds the kind(s) of insurance stipulated on page 1 of this form. The Insurance is subject to the terms, conditions and limitations of the policy(ies) in current use by the Company.

This binder may be cancelled by the Insured by surrender of this binder or by written notice to the Company stating when cancellation will be effective. This binder may be cancelled by the Company by notice to the Insured in accordance with the policy conditions. This binder is cancelled when replaced by a policy. If this binder is not replaced by a policy, the Company is entitled to charge a premium for the binder according to the Rules and Rates in use by the Company.

### Applicable in Arizona

Binders are effective for no more than ninety (90) days.

### Applicable in California

When this form is used to provide insurance in the amount of one million dollars (\$1,000,000) or more, the title of the form is changed from "Insurance Binder" to "Cover Note".

### Applicable in Colorado

With respect to binders issued to renters of residential premises, home owners, condo unit owners and mobile home owners, the insurer has thirty (30) business days, commencing from the effective date of coverage, to evaluate the issuance of the insurance policy.

### Applicable in Delaware

The mortgagee or Obligee of any mortgage or other instrument given for the purpose of creating a lien on real property shall accept as evidence of insurance a written binder issued by an authorized insurer or its agent if the binder includes or is accompanied by: the name and address of the borrower; the name and address of the lender as loss payee; a description of the insured real property; a provision that the binder may not be canceled within the term of the binder unless the lender and the insured borrower receive written notice of the cancellation at least ten (10) days prior to the cancellation; except in the case of a renewal of a policy subsequent to the closing of the loan, a paid receipt of the full amount of the applicable premium, and the amount of insurance coverage.

Chapter 21 Title 25 Paragraph 2119

### Applicable in Florida

Except for Auto Insurance coverage, no notice of cancellation or nonrenewal of a binder is required unless the duration of the binder exceeds 60 days. For auto insurance, the insurer must give 5 days prior notice, unless the binder is replaced by a policy or another binder in the same company.

### Applicable in Maryland

The insurer has 45 business days, commencing from the effective date of coverage to confirm eligibility for coverage under the insurance policy.

### Applicable in Michigan

The policy may be cancelled at any time at the request of the insured.

### Applicable in Nevada

Any person who refuses to accept a binder which provides coverage of less than \$1,000,000.00 when proof is required: (A) Shall be fined not more than \$500.00, and (B) is liable to the party presenting the binder as proof of insurance for actual damages sustained therefrom.

### Applicable in Oklahoma

All policies shall expire at 12:01 a.m. standard time on the expiration date stated in the policy.

### Applicable in Oregon

Binders are effective for no more than ninety (90) days. A binder extension or renewal beyond such 90 days would require the written approval by the Director of the Department of Consumer and Business Services.

### Applicable in the Virgin Islands

This binder is effective for only ninety (90) days. Within thirty (30) days of receipt of this binder, you should request an insurance policy or certificate (if applicable) from your agent and/or insurance company.

## ADDITIONAL COVERAGES

|                |   |                |                          |                        |                      |                 |                     |
|----------------|---|----------------|--------------------------|------------------------|----------------------|-----------------|---------------------|
| <b>Ref #</b>   | <b>Description</b>                        |                |                          |                        | <b>Coverage Code</b> | <b>Form No.</b> | <b>Edition Date</b> |
| 2              | 816 9th St, Business Personal Pr          |                |                          |                        | SPC                  |                 |                     |
| <b>Limit 1</b> | <b>Limit 2</b>                            | <b>Limit 3</b> | <b>Deductible Amount</b> | <b>Deductible Type</b> | <b>Premium</b>       |                 |                     |
| 20,000         |   |                | 1,000                    |                        |                      |                 |                     |
| <b>Ref #</b>   | <b>Description</b>                        |                |                          |                        | <b>Coverage Code</b> | <b>Form No.</b> | <b>Edition Date</b> |
| 3              | 5231 NW 33rd Avenue, Business Personal Pr |                |                          |                        | SPC                  |                 |                     |
| <b>Limit 1</b> | <b>Limit 2</b>                            | <b>Limit 3</b> | <b>Deductible Amount</b> | <b>Deductible Type</b> | <b>Premium</b>       |                 |                     |
| 250,000        |   |                | 1,000                    |                        |                      |                 |                     |
| <b>Ref #</b>   | <b>Description</b>                        |                |                          |                        | <b>Coverage Code</b> | <b>Form No.</b> | <b>Edition Date</b> |
| 4              | 5201 NW 33rd Avenue, Business Personal Pr |                |                          |                        | SPC                  |                 |                     |
| <b>Limit 1</b> | <b>Limit 2</b>                            | <b>Limit 3</b> | <b>Deductible Amount</b> | <b>Deductible Type</b> | <b>Premium</b>       |                 |                     |
| 500,000        |   |                | 1,000                    |                        |                      |                 |                     |
| <b>Ref #</b>   | <b>Description</b>                        |                |                          |                        | <b>Coverage Code</b> | <b>Form No.</b> | <b>Edition Date</b> |
|                | Professional Liab                         |                |                          |                        |                      |                 |                     |
| <b>Limit 1</b> | <b>Limit 2</b>                            | <b>Limit 3</b> | <b>Deductible Amount</b> | <b>Deductible Type</b> | <b>Premium</b>       |                 |                     |
| 3,000,000      | 2,000,000                                 |                |                          |                        |                      |                 |                     |
| <b>Ref #</b>   | <b>Description</b>                        |                |                          |                        | <b>Coverage Code</b> | <b>Form No.</b> | <b>Edition Date</b> |
|                | Sexual or Physical                        |                |                          |                        |                      |                 |                     |
| <b>Limit 1</b> | <b>Limit 2</b>                            | <b>Limit 3</b> | <b>Deductible Amount</b> | <b>Deductible Type</b> | <b>Premium</b>       |                 |                     |
|                |   |                |                          |                        |                      |                 |                     |
| <b>Ref #</b>   | <b>Description</b>                        |                |                          |                        | <b>Coverage Code</b> | <b>Form No.</b> | <b>Edition Date</b> |
|                | Abuse or Molestation                      |                |                          |                        | MCLBM                |                 |                     |
| <b>Limit 1</b> | <b>Limit 2</b>                            | <b>Limit 3</b> | <b>Deductible Amount</b> | <b>Deductible Type</b> | <b>Premium</b>       |                 |                     |
| 1,000,000      | 300,000                                   |                |                          |                        |                      |                 |                     |
| <b>Ref #</b>   | <b>Description</b>                        |                |                          |                        | <b>Coverage Code</b> | <b>Form No.</b> | <b>Edition Date</b> |
|                |   |                |                          |                        |                      |                 |                     |
| <b>Limit 1</b> | <b>Limit 2</b>                            | <b>Limit 3</b> | <b>Deductible Amount</b> | <b>Deductible Type</b> | <b>Premium</b>       |                 |                     |
|                |   |                |                          |                        |                      |                 |                     |
| <b>Ref #</b>   | <b>Description</b>                        |                |                          |                        | <b>Coverage Code</b> | <b>Form No.</b> | <b>Edition Date</b> |
|                |   |                |                          |                        |                      |                 |                     |
| <b>Limit 1</b> | <b>Limit 2</b>                            | <b>Limit 3</b> | <b>Deductible Amount</b> | <b>Deductible Type</b> | <b>Premium</b>       |                 |                     |
|                |   |                |                          |                        |                      |                 |                     |
| <b>Ref #</b>   | <b>Description</b>                        |                |                          |                        | <b>Coverage Code</b> | <b>Form No.</b> | <b>Edition Date</b> |
|                |   |                |                          |                        |                      |                 |                     |
| <b>Limit 1</b> | <b>Limit 2</b>                            | <b>Limit 3</b> | <b>Deductible Amount</b> | <b>Deductible Type</b> | <b>Premium</b>       |                 |                     |
|                |   |                |                          |                        |                      |                 |                     |



# CERTIFICATE OF LIABILITY INSURANCE

DATE (MM/DD/YYYY)

08/08/2024

THIS CERTIFICATE IS ISSUED AS A MATTER OF INFORMATION ONLY AND CONFERS NO RIGHTS UPON THE CERTIFICATE HOLDER. THIS CERTIFICATE DOES NOT AFFIRMATIVELY OR NEGATIVELY AMEND, EXTEND OR ALTER THE COVERAGE AFFORDED BY THE POLICIES BELOW. THIS CERTIFICATE OF INSURANCE DOES NOT CONSTITUTE A CONTRACT BETWEEN THE ISSUING INSURER(S), AUTHORIZED REPRESENTATIVE OR PRODUCER, AND THE CERTIFICATE HOLDER.

**IMPORTANT:** If the certificate holder is an ADDITIONAL INSURED, the policy(ies) must have ADDITIONAL INSURED provisions or be endorsed. If SUBROGATION IS WAIVED, subject to the terms and conditions of the policy, certain policies may require an endorsement. A statement on this certificate does not confer rights to the certificate holder in lieu of such endorsement(s).

|  |  |   |                        |
|--|--|---|------------------------|
| <b>PRODUCER</b><br>Synergy Insurance Group, Inc<br>1000 Sawgrass Corporate Parkway #450<br><br>Sunrise FL 33323                            |  | <b>CONTACT NAME:</b> Nikki Sciacca<br><b>PHONE (A/C, No, Ext):</b> (954) 742-7244<br><b>FAX (A/C, No):</b> (954) 791-8019<br><b>E-MAIL ADDRESS:</b> nsciacca@synergyins.net |                        |
|  |  | <b>INSURER(S) AFFORDING COVERAGE</b>  |                        |
|  |  | <b>INSURER A:</b> Technology Insurance Company  | <b>NAIC #</b><br>42376 |
| <b>INSURED</b><br><br>Fort Lauderdale Independence Training & Education Center, Inc<br>5201 NW 33rd Avenue<br><br>Fort Lauderdale FL 33309 |  | <b>INSURER B:</b><br><b>INSURER C:</b><br><b>INSURER D:</b><br><b>INSURER E:</b><br><b>INSURER F:</b>   |                        |

**COVERAGES****CERTIFICATE NUMBER:****REVISION NUMBER:**

THIS IS TO CERTIFY THAT THE POLICIES OF INSURANCE LISTED BELOW HAVE BEEN ISSUED TO THE INSURED NAMED ABOVE FOR THE POLICY PERIOD INDICATED. NOTWITHSTANDING ANY REQUIREMENT, TERM OR CONDITION OF ANY CONTRACT OR OTHER DOCUMENT WITH RESPECT TO WHICH THIS CERTIFICATE MAY BE ISSUED OR MAY PERTAIN, THE INSURANCE AFFORDED BY THE POLICIES DESCRIBED HEREIN IS SUBJECT TO ALL THE TERMS, EXCLUSIONS AND CONDITIONS OF SUCH POLICIES. LIMITS SHOWN MAY HAVE BEEN REDUCED BY PAID CLAIMS.

| INSR LTR | TYPE OF INSURANCE  | ADDL INSD | SUBR WVD | POLICY NUMBER | POLICY EFF (MM/DD/YYYY) | POLICY EXP (MM/DD/YYYY) | LIMITS   |
|----------|--|-----------|----------|---------------|-------------------------|-------------------------|--|
|          | <b>COMMERCIAL GENERAL LIABILITY</b><br><input type="checkbox"/> CLAIMS-MADE <input type="checkbox"/> OCCUR<br><br>GEN'L AGGREGATE LIMIT APPLIES PER:<br><input type="checkbox"/> POLICY <input type="checkbox"/> PRO-JECT <input type="checkbox"/> LOC<br>OTHER: |           |          |               |                         |                         | EACH OCCURRENCE \$<br>DAMAGE TO RENTED PREMISES (Ea occurrence) \$<br>MED EXP (Any one person) \$<br>PERSONAL & ADV INJURY \$<br>GENERAL AGGREGATE \$<br>PRODUCTS - COMP/OP AGG \$<br>\$           |
|          | <b>AUTOMOBILE LIABILITY</b><br><input type="checkbox"/> ANY AUTO<br><input type="checkbox"/> OWNED AUTOS ONLY <input type="checkbox"/> SCHEDULED AUTOS<br><input type="checkbox"/> HIRED AUTOS ONLY <input type="checkbox"/> NON-OWNED AUTOS ONLY                |           |          |               |                         |                         | COMBINED SINGLE LIMIT (Ea accident) \$<br>BODILY INJURY (Per person) \$<br>BODILY INJURY (Per accident) \$<br>PROPERTY DAMAGE (Per accident) \$<br>\$  |
|          | <b>UMBRELLA LIAB</b> <input type="checkbox"/> OCCUR<br><b>EXCESS LIAB</b> <input type="checkbox"/> CLAIMS-MADE<br>DED RETENTION \$   |           |          |               |                         |                         | EACH OCCURRENCE \$<br>AGGREGATE \$<br>\$   |
| A        | <b>WORKERS COMPENSATION AND EMPLOYERS' LIABILITY</b><br>ANY PROPRIETOR/PARTNER/EXECUTIVE OFFICER/MEMBER EXCLUDED? (Mandatory in NH)<br>If yes, describe under DESCRIPTION OF OPERATIONS below  | Y/N<br>N  | N/A      | TWC4386924    | 03/27/2024              | 03/27/2025              | <input checked="" type="checkbox"/> PER STATUTE <input type="checkbox"/> OTHER<br>E.L. EACH ACCIDENT \$ 500,000<br>E.L. DISEASE - EA EMPLOYEE \$ 500,000<br>E.L. DISEASE - POLICY LIMIT \$ 500,000 |

DESCRIPTION OF OPERATIONS / LOCATIONS / VEHICLES (ACORD 101, Additional Remarks Schedule, may be attached if more space is required)

Additional Covered Location- 816 9th Street, West Palm Beach, FL 33401

**APPROVED** *Daniel Beecher*  
 By Daniel Beecher at 3:57 pm, Aug 21, 2024

**CERTIFICATE HOLDER****CANCELLATION**

For Insurance Verification Purposes Only  
 For Named Certificate  
 Please Contact Agency

SHOULD ANY OF THE ABOVE DESCRIBED POLICIES BE CANCELLED BEFORE THE EXPIRATION DATE THEREOF, NOTICE WILL BE DELIVERED IN ACCORDANCE WITH THE POLICY PROVISIONS.

AUTHORIZED REPRESENTATIVE

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FLITE CENTER  
Balance Sheet  
As of Date: 12/31/2023

|   | Current Year        | Prior Year          |
|---|---------------------|---------------------|
| <b>Assets</b>                               |                     |                     |
| <b>Current Assets</b>                       |                     |                     |
| Accounts Receivable                         | 599,272.11          | 576,659.62          |
| Petty Cash Box - Admin/Fundraising          | 41.00               | 41.00               |
| PNC - Operating Acct                        | 351,662.67          | 524,299.99          |
| First Horizon MM Savings-Deluca Gap Loan    | 355,761.97          | 0.00                |
| First Horizon Checking Account              | 50,343.34           | 112,356.81          |
| Payroll Clearing Account                    | 0.02                | 0.02                |
| Prepaid Insurance                           | 5,676.69            | 5,533.93            |
| CFB Sustainability Investment Account       | 214,829.59          | 0.00                |
| Deposits                                    | 64,114.79           | 62,114.79           |
| <b>Total Current Assets</b>                 | <b>1,641,702.18</b> | <b>1,281,006.16</b> |
| <b>Fixed Assets</b>                         |                     |                     |
| Operating ROU Asset                         | 738,702.00          | 738,702.00          |
| Fixed Assets: Equipment                     | 81,783.00           | 81,783.00           |
| Fixed Assets: Furniture                     | 83,363.87           | 83,363.87           |
| Leasehold Improvements                      | 37,000.00           | 37,000.00           |
| Fixed Assets: Accum Depreciation Furn       | (57,941.44)         | (41,268.44)         |
| Fixed Assets - Accum Depreciation Equipment | (62,916.00)         | (46,559.00)         |
| Fixed Assets-Accum Depr Leasehold Imprv     | (23,683.00)         | (16,283.00)         |
| Operating ROU Asset - Accum Amortization    | (261,988.00)        | (261,988.00)        |
| <b>Total Fixed Assets</b>                   | <b>534,320.43</b>   | <b>574,750.43</b>   |
| <b>Total Assets</b>                         | <b>2,176,022.61</b> | <b>1,855,756.59</b> |
| <b>Liabilities &amp; Net Assets</b>         |                     |                     |
| <b>Liabilities</b>                          |                     |                     |
| <b>Current Liabilities</b>                  |                     |                     |
| Accounts Payable                            | 68,134.59           | 85,254.10           |
| Accrued Bonus                               | 0.00                | 20,000.00           |
| Payroll Withholding Payables                | 0.00                | 2,809.08            |
| Accrued Expenses                            | 25,000.00           | 20,000.00           |
| Accrued Employer 401K Match                 | 2,961.22            | 8,375.26            |
| Wages Payable                               | 131,702.72          | 104,462.57          |
| Deferred Revenue                            | 455,000.00          | 434,749.67          |
| Payroll Taxes Payable                       | 9,966.01            | 8,237.35            |
| After Tax Withholding Deductions            | 1,172.77            | 2,453.21            |

FLITE CENTER  
Balance Sheet  
As of Date: 12/31/2023

|                                      | Current Year | Prior Year   |
|--------------------------------------|--------------|--------------|
| Fiscal Agent Loan - Kids in Distress | 57,309.92    | 57,309.92    |
| Operating Lease Liability - ST       | 274,305.00   | 274,305.00   |
| Deluca Foundation GAP Loan           | 500,000.00   | 0.00         |
| Total Current Liabilities            | 1,525,552.23 | 1,017,956.16 |
|                                      |              |              |
| Long Term Liabilities                |              |              |
| Operating Lease Liability - LT       | 231,428.00   | 231,428.00   |
| Total Long Term Liabilities          | 231,428.00   | 231,428.00   |
|                                      |              |              |
| Total Liabilities                    | 1,756,980.23 | 1,249,384.16 |
|                                      |              |              |
| Net Assets                           |              |              |
| Donor Non-Restricted Net Assets      | 419,042.38   | 606,372.43   |
| Total Net Assets                     | 419,042.38   | 606,372.43   |
|                                      |              |              |
| Total Liabilities & Net Assets       | 2,176,022.61 | 1,855,756.59 |

## FLITE CENTER

Statement of Revenue and Expense  
 Current Period: 1/1/2023 - 12/31/2023  
 Year-to-Date: 1/1/2023 - 12/31/2023

|                                    | Current Year<br>Current Period | Current Year<br>Year-to-Date | Prior Year<br>Current Period | Prior Year<br>Year-to-Date |
|------------------------------------|--------------------------------|------------------------------|------------------------------|----------------------------|
| Revenue                            |                                |                              |                              |                            |
| Interest Income                    | 4,863.74                       | 4,863.74                     | 5,248.12                     | 5,248.12                   |
| Foundation Grant Income            | 1,029,861.25                   | 1,029,861.25                 | 914,597.00                   | 914,597.00                 |
| New Grant Opportunities            | 20,000.00                      | 20,000.00                    | 372,968.28                   | 372,968.28                 |
| Sustainability Campaign            | 125,000.00                     | 125,000.00                   | 75,000.00                    | 75,000.00                  |
| Sustainability Miniaci Youth Fu    | 104,000.00                     | 104,000.00                   | 0.00                         | 0.00                       |
| United Way of Brwr Allocation      | 72,618.71                      | 72,618.71                    | 97,115.61                    | 97,115.61                  |
| Miscellaneous Income               | 238.00                         | 238.00                       | 7,702.40                     | 7,702.40                   |
| Broward Behavioral Health Coa      | 99,999.96                      | 99,999.96                    | 83,333.30                    | 83,333.30                  |
| Government Contract - Career       | 217,404.00                     | 217,404.00                   | 198,782.75                   | 198,782.75                 |
| Government Contract - CSA Ho       | 477,065.64                     | 477,065.64                   | 636,066.52                   | 636,066.52                 |
| Broward County Mental Health       | 114,321.24                     | 114,321.24                   | 58,893.12                    | 58,893.12                  |
| Broward County PSH Grant           | 173,675.34                     | 173,675.34                   | 0.00                         | 0.00                       |
| Government Contract - JAG          | 0.00                           | 0.00                         | 25,912.05                    | 25,912.05                  |
| Broward College - Promise Nei      | 49,997.63                      | 49,997.63                    | 0.00                         | 0.00                       |
| Florida Institute for Child Welfar | 122,275.00                     | 122,275.00                   | 125,290.00                   | 125,290.00                 |
| Dept of Children and Families      | 66,666.67                      | 66,666.67                    | 0.00                         | 0.00                       |
| Community Foundation of Brow       | 100,000.00                     | 100,000.00                   | 80,000.00                    | 80,000.00                  |
| Federal Contract - VFF GTC         | 332,722.97                     | 332,722.97                   | 403,536.13                   | 403,536.13                 |
| Government Contract - OVC-H        | 200,100.00                     | 200,100.00                   | 250,000.00                   | 250,000.00                 |
| Federal Contract - VFF Central     | 224,380.83                     | 224,380.83                   | 281,141.76                   | 281,141.76                 |
| Federal Contract - OJJDP           | 266,800.00                     | 266,800.00                   | 0.00                         | 0.00                       |
| CFB Designated Contributions       | 42,000.00                      | 42,000.00                    | 4,500.00                     | 4,500.00                   |
| OAG - Circuit 5                    | 14,815.89                      | 14,815.89                    | 0.00                         | 0.00                       |
| OAG - Circuit 9                    | 26,983.26                      | 26,983.26                    | 0.00                         | 0.00                       |
| OAG - Circuit 15                   | 51,419.16                      | 51,419.16                    | 0.00                         | 0.00                       |
| OAG -Circuit 17                    | 32,171.40                      | 32,171.40                    | 0.00                         | 0.00                       |
| Government Grant - CSC HYT         | 554,948.55                     | 554,948.55                   | 231,304.95                   | 231,304.95                 |
| Government Grant - CSC YSO         | 74,983.51                      | 74,983.51                    | 81,319.77                    | 81,319.77                  |
| Government Grant - CSC Hope        | 66,449.49                      | 66,449.49                    | 93,118.77                    | 93,118.77                  |
| OAG -Circuit 18                    | 14,206.56                      | 14,206.56                    | 0.00                         | 0.00                       |
| Contributions - General            | 83,051.02                      | 83,051.02                    | 189,722.30                   | 189,722.30                 |
| Contributions - Program            | 67,907.94                      | 67,907.94                    | 5,000.00                     | 5,000.00                   |
| Children's Harbor TIL Progam       | 26,050.00                      | 26,050.00                    | 0.00                         | 0.00                       |
| Contributions - 3rd Party Event    | 22,011.15                      | 22,011.15                    | 5,486.68                     | 5,486.68                   |

Statement of Revenue and Expense  
 Current Period: 1/1/2023 - 12/31/2023  
 Year-to-Date: 1/1/2023 - 12/31/2023

|                                | Current Year<br>Current Period | Current Year<br>Year-to-Date | Prior Year<br>Current Period | Prior Year<br>Year-to-Date |
|--------------------------------|--------------------------------|------------------------------|------------------------------|----------------------------|
| Fundraising Major Special Eve  | 141,524.47                     | 141,524.47                   | 73,968.81                    | 73,968.81                  |
| In-Kind Contributions          | 49,492.04                      | 49,492.04                    | 66,875.56                    | 66,875.56                  |
| Investment Income              | 18,539.83                      | 18,539.83                    | 0.00                         | 0.00                       |
| Rental Income                  | 39,600.00                      | 39,600.00                    | 42,663.50                    | 42,663.50                  |
| Corporate Sponsorship          | 2,500.00                       | 2,500.00                     | 17,500.00                    | 17,500.00                  |
| <b>Total Revenue</b>           | <b>5,130,645.25</b>            | <b>5,130,645.25</b>          | <b>4,427,047.38</b>          | <b>4,427,047.38</b>        |
| <b>Expenses</b>                |                                |                              |                              |                            |
| Salaries                       | 2,834,609.22                   | 2,834,609.22                 | 2,170,510.21                 | 2,170,510.21               |
| Payroll Taxes-FICA             | 210,264.20                     | 210,264.20                   | 160,867.12                   | 160,867.12                 |
| Payroll Taxes-SUI              | 357.86                         | 357.86                       | 674.44                       | 674.44                     |
| Workers Compensation Ins.      | 29,382.00                      | 29,382.00                    | 17,317.00                    | 17,317.00                  |
| Health Insurance               | 182,626.76                     | 182,626.76                   | 128,511.74                   | 128,511.74                 |
| Dental & Life Insurance        | 28,623.14                      | 28,623.14                    | 17,497.87                    | 17,497.87                  |
| Employer 401/403B Match        | 60,780.66                      | 60,780.66                    | 44,481.65                    | 44,481.65                  |
| Payroll & Employee Processing  | 13,272.04                      | 13,272.04                    | 8,082.63                     | 8,082.63                   |
| Contractual Svc: RA Phoenix H  | 27,992.50                      | 27,992.50                    | 14,470.00                    | 14,470.00                  |
| Employee Incentive             | 4,400.00                       | 4,400.00                     | 29,228.92                    | 29,228.92                  |
| Contractual Svc: Clinicians    | 27,174.00                      | 27,174.00                    | 5,587.00                     | 5,587.00                   |
| Rental / Lease of Property     | 303,999.20                     | 303,999.20                   | 263,184.48                   | 263,184.48                 |
| Utilities                      | 28,212.87                      | 28,212.87                    | 22,694.37                    | 22,694.37                  |
| License Fees and Permits       | 4,028.01                       | 4,028.01                     | 2,934.89                     | 2,934.89                   |
| Insurance, Property & Contents | 110.91                         | 110.91                       | 0.00                         | 0.00                       |
| Insurance, Prof & General Liab | 11,767.62                      | 11,767.62                    | 10,924.74                    | 10,924.74                  |
| Building Repairs & Maintenanc  | 33,021.41                      | 33,021.41                    | 33,697.09                    | 33,697.09                  |
| Security System                | 85,595.63                      | 85,595.63                    | 5,784.57                     | 5,784.57                   |
| Equipment Lease & Maintenanc   | 3,994.82                       | 3,994.82                     | 0.00                         | 0.00                       |
| Computer Software              | 22,106.61                      | 22,106.61                    | 19,151.13                    | 19,151.13                  |
| Telephone/Communications       | 33,715.24                      | 33,715.24                    | 25,503.48                    | 25,503.48                  |
| Postage                        | 214.62                         | 214.62                       | 0.00                         | 0.00                       |
| Printing                       | 2,538.08                       | 2,538.08                     | 1,449.39                     | 1,449.39                   |
| Supplies and Office Expendabl  | 15,152.58                      | 15,152.58                    | 15,757.68                    | 15,757.68                  |
| Miscellaneous Expenses         | 669.00                         | 669.00                       | 1,675.00                     | 1,675.00                   |
| Minor Equipment & Supplies     | 1,728.15                       | 1,728.15                     | 1,272.00                     | 1,272.00                   |
| Staff Retention                | 795.00                         | 795.00                       | 0.00                         | 0.00                       |

## FLITE CENTER

Statement of Revenue and Expense  
 Current Period: 1/1/2023 - 12/31/2023  
 Year-to-Date: 1/1/2023 - 12/31/2023

|                                | Current Year<br>Current Period | Current Year<br>Year-to-Date | Prior Year<br>Current Period | Prior Year<br>Year-to-Date |
|--------------------------------|--------------------------------|------------------------------|------------------------------|----------------------------|
| Employment Ads & Backgroun     | 638.76                         | 638.76                       | 370.06                       | 370.06                     |
| Travel/Mileage/Parking/Toll    | 54,591.41                      | 54,591.41                    | 39,395.23                    | 39,395.23                  |
| Lyft/Uber Transportation       | 6,521.02                       | 6,521.02                     | 0.00                         | 0.00                       |
| Out of Town Travel             | 5,275.67                       | 5,275.67                     | 9,441.43                     | 9,441.43                   |
| Meals & Meeting Fees           | 26,101.10                      | 26,101.10                    | 17,742.57                    | 17,742.57                  |
| Conference Fees                | 1,883.00                       | 1,883.00                     | 1,500.00                     | 1,500.00                   |
| Membership and Subscriptions   | 14,751.84                      | 14,751.84                    | 8,752.24                     | 8,752.24                   |
| Seminars and Training          | 340.00                         | 340.00                       | 216.75                       | 216.75                     |
| Credit Card Processing Costs   | 561.81                         | 561.81                       | 2,366.13                     | 2,366.13                   |
| Bank Service Fees              | 3,001.46                       | 3,001.46                     | 1,449.65                     | 1,449.65                   |
| Depreciation Expense           | 40,430.00                      | 40,430.00                    | 40,430.00                    | 40,430.00                  |
| Raven House Rent               | 36,000.00                      | 36,000.00                    | 0.00                         | 0.00                       |
| Phoenix Rent                   | 120,000.00                     | 120,000.00                   | 132,210.00                   | 132,210.00                 |
| Phoenix FPL                    | 3,724.90                       | 3,724.90                     | 4,847.20                     | 4,847.20                   |
| Raven House Utilities          | 4,299.36                       | 4,299.36                     | 2,511.03                     | 2,511.03                   |
| Eagles Landing Utility         | 8,430.30                       | 8,430.30                     | 3,192.53                     | 3,192.53                   |
| Phoenix Xfinity                | 1,922.35                       | 1,922.35                     | 2,202.08                     | 2,202.08                   |
| Phoenix Food & Toiletries      | 2,650.19                       | 2,650.19                     | 4,527.75                     | 4,527.75                   |
| Raven House Utilities          | 1,243.44                       | 1,243.44                     | 323.46                       | 323.46                     |
| Phoenix Household Goods        | 8,046.87                       | 8,046.87                     | 6,048.34                     | 6,048.34                   |
| LGBTQI+ Nest Rent              | 61,911.18                      | 61,911.18                    | 21,774.19                    | 21,774.19                  |
| LGBTQ+ Nest Household Good     | 1,811.70                       | 1,811.70                     | 2,221.82                     | 2,221.82                   |
| LGBTQ+ Nest Utilities          | 5,474.94                       | 5,474.94                     | 1,311.04                     | 1,311.04                   |
| Palm Beach Utilities           | 6,958.63                       | 6,958.63                     | 499.92                       | 499.92                     |
| Accounting & Auditing Services | 28,100.00                      | 28,100.00                    | 20,000.00                    | 20,000.00                  |
| Public Relations & Marketing   | 62,440.96                      | 62,440.96                    | 35,435.79                    | 35,435.79                  |
| Professional Fees-Misc.        | 134,433.75                     | 134,433.75                   | 85,823.13                    | 85,823.13                  |
| Tech Support/Consulting        | 49,099.11                      | 49,099.11                    | 27,359.76                    | 27,359.76                  |
| Program Supplies               | 20,955.76                      | 20,955.76                    | 3,035.26                     | 3,035.26                   |
| Storage Rental Fees            | 2,603.12                       | 2,603.12                     | 2,487.64                     | 2,487.64                   |
| Sp. Event- Facility & Catering | 59,830.60                      | 59,830.60                    | 35,244.80                    | 35,244.80                  |
| Special Event-Facilitator      | 5,675.36                       | 5,675.36                     | 0.00                         | 0.00                       |
| Special Event-Entertainment    | 4,840.83                       | 4,840.83                     | 650.00                       | 650.00                     |
| Special Event-Raffle Expenses  | 1,312.50                       | 1,312.50                     | 0.00                         | 0.00                       |
| Special Event-Supplies         | 10,322.83                      | 10,322.83                    | 2,664.25                     | 2,664.25                   |

## FLITE CENTER

Statement of Revenue and Expense  
 Current Period: 1/1/2023 - 12/31/2023  
 Year-to-Date: 1/1/2023 - 12/31/2023

|  | Current Year<br>Current Period | Current Year<br>Year-to-Date | Prior Year<br>Current Period | Prior Year<br>Year-to-Date |
|--|--------------------------------|------------------------------|------------------------------|----------------------------|
| Special Event-Printing                             | 1,744.15                       | 1,744.15                     | 484.45                       | 484.45                     |
| Special Event Photography                          | 7,565.00                       | 7,565.00                     | 6,946.88                     | 6,946.88                   |
| In-Kind Client Assistance                          | 49,492.04                      | 49,492.04                    | 66,875.56                    | 66,875.56                  |
| Scholarships                                       | 5,253.00                       | 5,253.00                     | (750.00)                     | (750.00)                   |
| Client Rent  | 13,247.43                      | 13,247.43                    | 5,945.34                     | 5,945.34                   |
| Client Emergency Needs                             | 53,741.68                      | 53,741.68                    | 37,938.31                    | 37,938.31                  |
| Emergency Food Cards                               | 2,900.00                       | 2,900.00                     | 0.00                         | 0.00                       |
| Youth Health Care                                  | 1,261.32                       | 1,261.32                     | 7,579.50                     | 7,579.50                   |
| Educational Assistance                             | 10,508.38                      | 10,508.38                    | 9,716.40                     | 9,716.40                   |
| Work Assistance                                    | 80.00                          | 80.00                        | 824.70                       | 824.70                     |
| Group Activity Expenses                            | 8,132.27                       | 8,132.27                     | 0.00                         | 0.00                       |
| Client Events                                      | 875.00                         | 875.00                       | 0.00                         | 0.00                       |
| TIL Graduation                                     | (46.99)                        | (46.99)                      | 0.00                         | 0.00                       |
| Clothing Costs                                     | 0.00                           | 0.00                         | 446.67                       | 446.67                     |
| Client Reimbursements                              | 0.00                           | 0.00                         | 50.00                        | 50.00                      |
| Client Meals/Refreshments                          | 0.00                           | 0.00                         | 547.26                       | 547.26                     |
| Client Bus Passes                                  | 4,620.00                       | 4,620.00                     | 4,290.00                     | 4,290.00                   |
| Holiday Gifts/Certificates                         | 0.00                           | 0.00                         | 2,800.00                     | 2,800.00                   |
| Youth Incentives                                   | 27,033.34                      | 27,033.34                    | 40,276.03                    | 40,276.03                  |
| Fiscal Agent Sponsor Fee-CSC                       | 22,440.59                      | 22,440.59                    | 25,694.60                    | 25,694.60                  |
| Backbone Fee                                       | 3,999.96                       | 3,999.96                     | 41,166.36                    | 41,166.36                  |
| County Flex  | 7,796.99                       | 7,796.99                     | 7,301.86                     | 7,301.86                   |
| County Rent  | 334,014.26                     | 334,014.26                   | 312,053.80                   | 312,053.80                 |
| Total Expenses                                     | <u>5,317,975.30</u>            | <u>5,317,975.30</u>          | <u>4,087,479.17</u>          | <u>4,087,479.17</u>        |
| Excess or (Deficiency) of<br>Revenue Over Expenses | <u>(187,330.05)</u>            | <u>(187,330.05)</u>          | <u>339,568.21</u>            | <u>339,568.21</u>          |

Fort Lauderdale Independence  
Training & Education Center, Inc.  
(FLITE)

Financial Statements  
For the Year Ended December 31, 2022



**Fort Lauderdale Independence Training &  
Education Center, Inc.**

**Table of Contents**

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|   |       |
|---|-------|
| Independent Auditor's Report  | 1-3   |
| <b>Financial Statements</b>   |       |
| Statement of Financial Position   | 4     |
| Statement of Activities   | 5     |
| Statement of Functional Expenses  | 6     |
| Statement of Cash Flows   | 7     |
| Notes to Financial Statements   | 8-15  |
| <b>Supplementary Information</b>  |       |
| Schedule of Expenditures of Federal Awards  | 16    |
| Notes to the Schedule of Expenditures of Federal Awards   | 17    |
| <b>Internal Controls and Compliance</b>   |       |
| Independent Auditor's Report on Internal Control over Financial Reporting<br>and on Compliance and Other Matters Based on an Audit of Financial<br>Statements Performed in Accordance with <i>Government Auditing Standards</i> | 18-19 |
| Independent Auditor's Report on Compliance for Each Major Federal Program<br>and Report on Internal Control Over Compliance Required by the Uniform Guidance  | 20-22 |
| Schedule of Findings and Questioned Costs   | 23    |



## INDEPENDENT AUDITOR'S REPORT

To the Board of Directors  
Fort Lauderdale Independence Training & Education Center, Inc.

### Report on the Audit of the Financial Statements

#### Opinion

We have audited the accompanying financial statements of Fort Lauderdale Independence Training & Education Center, Inc. (a nonprofit organization) (the "Organization"), which comprise the statement of financial position as of December 31, 2022, and the related statements of activities, functional expenses and cash flows for the year then ended, and the related notes to the financial statements.

In our opinion, the financial statements referred to above present fairly, in all material respects, the financial position of the Organization as of December 31, 2022, 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 Auditor's Responsibilities for the Audit of the Financial Statements section of our report. We are required to be independent of the Organization and to meet our other ethical responsibilities in accordance with the relevant ethical requirements relating to our audit. We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our audit opinion.

#### Responsibilities of Management for the Financial Statements

Management is responsible for the preparation and fair presentation of these financial statements in accordance with accounting principles generally accepted in the United States of America, and for the design, implementation, and maintenance of internal control relevant to the preparation and fair presentation of financial statements that are free from material misstatement, whether due to fraud or error.

In preparing the financial statements, management is required to evaluate whether there are conditions or events, considered in the aggregate, that raise substantial doubt about the Organization's ability to continue as a going concern within one year after the date that the financial statements are available to be issued.

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

Our objectives are to obtain reasonable assurance about whether the financial statements as a whole are free from material misstatement, whether due to fraud or error, and to issue an auditor's report that includes our opinion. Reasonable assurance is a high level of assurance but is not absolute assurance and therefore is not a guarantee that an audit conducted in accordance with generally accepted auditing standards and *Government Auditing Standards* will always detect a material misstatement when it exists. The risk of not detecting a material misstatement resulting from fraud is higher than for one resulting from error, as fraud may involve collusion, forgery, intentional omissions, misrepresentations, or the override of internal control. Misstatements are considered material if there is a substantial likelihood that, individually or in 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 judgement and maintain professional skepticism throughout the audit.
- Identify and assess the risks of material misstatement of the financial statements, whether due to fraud or error, and design and perform audit procedures responsive to those risks. Such procedures include examining, on a test basis, evidence regarding the amounts and disclosures in the financial statements.
- Obtain an understanding of internal control relevant to the audit in order to design audit procedures that are appropriate in the circumstances, but not for the purposes of expressing an opinion on the effectiveness of the Organization'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 Organization's ability to continue as a going concern for a reasonable period of time.

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

## **Supplementary Information**

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

**Other Reporting Required by Government Auditing Standards**

In accordance with *Government Auditing Standards*, we have also issued our report dated April 26, 2023, on our consideration of the Organization’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 the Organization’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 the Organization’s internal control over financial reporting and compliance.

**Report on Summarized Comparative Information**

We have previously audited the Organization’s 2021 financial statements, and we expressed an unmodified audit opinion on those audited financial statements in our report dated April 21, 2022. In our opinion, the summarized comparative information presented herein as of and for the year ended December 31, 2021, is consistent, in all material respects, with the audited financial statements from which it has been derived.



KEEFE McCULLOUGH

Fort Lauderdale, Florida  
April 26, 2023

# FINANCIAL STATEMENTS



**Fort Lauderdale Independence Training & Education Center, Inc.**  
**Statement of Financial Position**  
**December 31, 2022**  
**(with comparative totals for December 31, 2021)**

|  | <u>2022</u>         | <u>2021</u>       |
|--|---------------------|-------------------|
| <b>Assets:</b>                           |                     |                   |
| Current assets:                          |                     |                   |
| Cash and cash equivalents                | \$ 634,298          | \$ 311,333        |
| Grants, contracts, and other receivables | 576,660             | 352,105           |
| Prepaid expenses                         | 5,534               | 45,198            |
|  | <u>1,216,492</u>    | <u>708,636</u>    |
| Total current assets                     |                     |                   |
| Long-term assets:                        |                     |                   |
| Deposits                                 | 62,115              | 48,229            |
| Property and equipment, net              | 98,037              | 138,467           |
| Right-of-use assets, net                 | 476,714             | -                 |
|  | <u>636,866</u>      | <u>186,696</u>    |
| Total long-term assets                   |                     |                   |
|  | <u>\$ 1,853,358</u> | <u>\$ 895,332</u> |
| Total assets                             |                     |                   |
| <b>Liabilities:</b>                      |                     |                   |
| Current liabilities:                     |                     |                   |
| Accounts payable                         | \$ 82,854           | \$ 50,028         |
| Accrued liabilities                      | 223,647             | 110,536           |
| Lease liability                          | 274,305             | -                 |
| Refundable advances                      | 434,750             | 434,750           |
|  | <u>1,015,556</u>    | <u>595,314</u>    |
| Total current liabilities                |                     |                   |
| Long-term liabilities:                   |                     |                   |
| Lease liability                          | 231,428             | -                 |
|  | <u>231,428</u>      | <u>-</u>          |
| Total liabilities                        |                     |                   |
|  | <u>1,246,984</u>    | <u>595,314</u>    |
| <b>Net Assets:</b>                       |                     |                   |
| Without donor restrictions:              |                     |                   |
| Undesignated                             | 606,374             | 300,018           |
|  | <u>606,374</u>      | <u>300,018</u>    |
| Total without donor restrictions         |                     |                   |
|  | <u>606,374</u>      | <u>300,018</u>    |
| Total net assets                         |                     |                   |
|  | <u>606,374</u>      | <u>300,018</u>    |
|  | <u>\$ 1,853,358</u> | <u>\$ 895,332</u> |
| Total liabilities and net assets         |                     |                   |

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

**Fort Lauderdale Independence Training & Education Center, Inc.**  
**Statement of Activities**  
**For the Year Ended December 31, 2022**  
**(with comparative totals for the year ended December 31, 2021)**

|   | <b>Net Assets<br/>Without<br/>Donor<br/>Restrictions</b> | <b>Net Assets<br/>With Donor<br/>Restrictions</b> | <b>2022<br/>Total</b> | <b>2021<br/>Total</b> |
|---|--|---|-----------------------|-----------------------|
| <b>Public Support and Revenues:</b>   |  |   |                       |                       |
| Governmental grants   | \$ 2,716,378   | \$ -  | \$ 2,716,378          | \$ 956,491            |
| Foundation grants   | 1,217,003  | -   | 1,217,003             | 1,065,683             |
| Contributions   | 291,722  | -   | 291,722               | 264,407               |
| In-Kind Contributions   | 66,876   | -   | 66,876                | 160,223               |
| Fundraising events, net of cost of<br>direct benefits to donors of \$ 45,990                | 33,466   | -   | 33,466                | 13,651                |
| Miscellaneous income  | 55,614   | -   | 55,614                | 61,715                |
|   | <u>4,381,059</u>   | <u>-</u>  | <u>4,381,059</u>      | <u>2,522,170</u>      |
| Total public support<br>and revenues  |  |   |                       |                       |
| Net assets released from<br>restrictions  | <u>-</u>   | <u>-</u>  | <u>-</u>              | <u>-</u>              |
| <b>Other Income:</b>  |  |   |                       |                       |
| Extinguishment of debt -<br>Paycheck Protection Program                                     | -  | -   | -                     | 193,739               |
| Employee Retention Credit   | -  | -   | -                     | 163,444               |
|   | <u>-</u>   | <u>-</u>  | <u>-</u>              | <u>357,183</u>        |
| Total other income  |  |   |                       |                       |
| Total public support, revenues<br>net assets released from<br>restrictions and other income | <u>4,381,059</u>   | <u>-</u>  | <u>4,381,059</u>      | <u>2,879,353</u>      |
| <b>Expenses:</b>  |  |   |                       |                       |
| Program services:   |  |   |                       |                       |
| Housing, education, and employment  | 3,425,807  | -   | 3,425,807             | 2,140,381             |
| Supporting services:  |  |   |                       |                       |
| Management and general  | 334,574  | -   | 334,574               | 384,264               |
| Fundraising   | 281,110  | -   | 281,110               | 232,507               |
|   | <u>615,684</u>   | <u>-</u>  | <u>615,684</u>        | <u>616,771</u>        |
| Total supporting services   |  |   |                       |                       |
| Total expenses  | <u>4,041,491</u>   | <u>-</u>  | <u>4,041,491</u>      | <u>2,757,152</u>      |
| Change in net assets  | 339,568  | -   | 339,568               | 122,201               |
| <b>Net Assets, January 1, 2022, as Restated<br/>(Notes 4 and 8)</b>                         | <u>266,806</u>   | <u>-</u>  | <u>266,806</u>        | <u>177,817</u>        |
| <b>Net Assets, End of Year</b>  | <u>\$ 606,374</u>  | <u>\$ -</u>                                       | <u>\$ 606,374</u>     | <u>\$ 300,018</u>     |

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

**Fort Lauderdale Independence Training & Education Center, Inc.**  
**Statement of Functional Expenses**  
**For the Year Ended December 31, 2022**  
**(with comparative totals for the year ended December 31, 2021)**

|   | <u>Program</u>                              | <u>Supporting Services</u>            |                    |  |  |                     | <u>Total<br/>2022</u> | <u>Total<br/>2021</u> |
|---|---|---------------------------------------|--------------------|--|--|---------------------|-----------------------|-----------------------|
|   | <u>Housing<br/>Education<br/>Employment</u> | <u>Management<br/>and<br/>General</u> | <u>Fundraising</u> | <u>Cost of Direct<br/>Benefits to<br/>Donors</u> | <u>Total<br/>Supporting<br/>Services</u> |                     |                       |                       |
| Direct client services (including in-kind of \$ 66,876)                 | \$ 763,438                                  | \$ 780                                | \$ -               | \$ -   | \$ 780                                   | \$ 764,218          | \$ 590,460            |                       |
| Information technology  | 27,313                                      | 17,498                                | 1,700              | -  | 19,198                                   | 46,511              | 11,660                |                       |
| Insurance   | 101   | 10,824                                | -                  | -  | 10,824                                   | 10,925              | 5,408                 |                       |
| Occupancy, including amortization of<br>right-of-use assets             | 261,543                                     | 4,629                                 | -                  | -  | 4,629                                    | 266,172             | 211,563               |                       |
| Office/other  | 71,774                                      | 31,677                                | 5,848              | 45,990   | 83,515                                   | 155,289             | 110,832               |                       |
| Payroll and related expenses  | 2,159,559                                   | 193,360                               | 224,253            | -  | 417,613                                  | 2,577,172           | 1,623,860             |                       |
| Professional fees   | 77,650                                      | 16,448                                | 11,725             | -  | 28,173                                   | 105,823             | 122,169               |                       |
| Public relations and marketing  | -   | 2,090                                 | 33,346             | -  | 35,436                                   | 35,436              | 45,937                |                       |
| Supplies  | 7,393                                       | 7,895                                 | 1,921              | -  | 9,816                                    | 17,209              | 13,755                |                       |
| Travel  | 57,036                                      | 8,943                                 | 2,317              | -  | 11,260                                   | 68,296              | 26,355                |                       |
|   | <u>3,425,807</u>                            | <u>294,144</u>                        | <u>281,110</u>     | <u>45,990</u>                                    | <u>621,244</u>                           | <u>4,047,051</u>    | <u>2,761,999</u>      |                       |
| Total expenses before depreciation/<br>amortization                     |   |                                       |                    |  |  |                     |                       |                       |
| Depreciation/amortization   | -   | 40,430                                | -                  | -  | 40,430                                   | 40,430              | 28,382                |                       |
|   | <u>3,425,807</u>                            | <u>334,574</u>                        | <u>281,110</u>     | <u>45,990</u>                                    | <u>661,674</u>                           | <u>4,087,481</u>    | <u>2,790,381</u>      |                       |
| Total expenses by function  |   |                                       |                    |  |  |                     |                       |                       |
| Less expenses included with revenues<br>on the statement of activities: |   |                                       |                    |  |  |                     |                       |                       |
| Costs of direct benefits to donors                                      | -   | -                                     | -                  | (45,990)   | (45,990)                                 | (45,990)            | (33,229)              |                       |
|   | <u>-</u>                                    | <u>-</u>                              | <u>-</u>           | <u>(45,990)</u>                                  | <u>(45,990)</u>                          | <u>(45,990)</u>     | <u>(33,229)</u>       |                       |
| Total expenses as presented on<br>the statement of activities           | \$ <u>3,425,807</u>                         | \$ <u>334,574</u>                     | \$ <u>281,110</u>  | \$ <u>-</u>                                      | \$ <u>615,684</u>                        | \$ <u>4,041,491</u> | \$ <u>2,757,152</u>   |                       |

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

**Fort Lauderdale Independence Training & Education Center, Inc.**  
**Statement of Cash Flows**  
**For the Year Ended December 31, 2022**  
**(with comparative totals for the year ended December 31, 2021)**

|   | <u>2022</u>       | <u>2021</u>       |
|---|-------------------|-------------------|
| <b>Cash Flows From Operating Activities:</b>  |                   |                   |
| Change in net assets  | \$ 339,568        | \$ 122,201        |
| Adjustments to reconcile change in net assets to net cash provided by (used in) operating activities: |                   |                   |
| Extinguishment of debt -  |                   |                   |
| Paycheck Protection Program   | -                 | (193,739)         |
| Provision for depreciation  | 40,430            | 28,382            |
| Amortization of right-of use assets   | 261,988           | -                 |
| Donations of property and equipment   | -                 | (71,722)          |
| (Increase) decrease in assets:  |                   |                   |
| Grants and contracts receivable   | (224,555)         | (166,546)         |
| Prepaid expenses  | 39,664            | (41,171)          |
| Deposits  | (13,886)          | 3,050             |
| Increase (decrease) in liabilities:   |                   |                   |
| Accounts payable  | 32,826            | 9,341             |
| Accrued liabilities   | 113,111           | 39,920            |
| Lease liabilities   | (266,181)         | -                 |
| Refundable advances   | -                 | (12,775)          |
|   | <u>322,965</u>    | <u>(283,059)</u>  |
| Net cash provided by (used in) operating activities   |                   |                   |
| <b>Cash Flows From Investing Activities:</b>  |                   |                   |
| Purchases of property and equipment   | -                 | (10,000)          |
|   | <u>-</u>          | <u>(10,000)</u>   |
| Net cash provided by (used in) investing activities   |                   |                   |
|   | <u>322,965</u>    | <u>(293,059)</u>  |
| Net increase (decrease) in cash and cash equivalents  |                   |                   |
| <b>Cash and Cash Equivalents, Beginning of year</b>   | <u>311,333</u>    | <u>604,392</u>    |
| <b>Cash and Cash Equivalents, End of year</b>   | <u>\$ 634,298</u> | <u>\$ 311,333</u> |

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



**Note 1 - Nature of Activities**

**Organization:** Fort Lauderdale Independence Training & Education Center, Inc. (“FLITE Center” or the “Organization”) was incorporated in 2009, under the laws of the State of Florida as a not-for-profit organization. FLITE Center was created through a partnership of the Community Foundation of Broward, the United Way of Broward and the Junior League of Greater Fort Lauderdale, with the intent of offering comprehensive access to services for youth aging out of foster care. FLITE Center has become the hub of all support services for our transitioning youth to become successful adults within a safe, nurturing environment that promotes personal growth while developing practical life skills. FLITE Center is Broward County’s one stop resource center offering all supportive services.

FLITE Center ensures that our youth develop essential skills and competencies in daily living, decision-making and interpersonal communication; crucial modules to begin building their lives as productive members of the community. To achieve these goals, FLITE Center partners with nonprofit organizations, government agencies, corporations and private citizens.

At our Center, we offer a single, convenient point of access to the broad range of services and support systems needed by our youth to become successful adults. Upon arrival at FLITE Center, each youth is assisted with their individual needs in the following areas: education, housing, employment, wellness and resource navigation.

**Mission:** FLITE Center’s mission is to guide those aging out of foster care and other vulnerable youth including those who are homeless, survivors of human trafficking and displaced LGBTQ+ towards a successful transition into independence through education, employment, housing, health and wellness, resource navigation and system of care coordination.

**Vision:** Our vision is that no youth travels the road to adulthood alone.

**Education:** Our education team runs the College Boost Program (GED), conducts placement testing and assists with college/post-secondary assistance. Additionally, our You Matter Peer Advocacy Program hosts activities to improve the youth’s social emotional learning and life skills learning, as well as enrichment activities which provides the peer guidance and support that the youth need to feel connected to others in our community.

**Employment:** Our employment team provides employability skills training, internship opportunities, industry-career certification connections, and job coaching which improves the likelihood of our youth entering and navigating the workforce successfully. They strengthen connections to the business community, increase work-based learning experiences, and mentorship opportunities.

**Housing:** Our housing team acts as a liaison between landlords and our young adults to ensure placement in safe and affordable housing. Our housing portfolio is a mixed model of housing properties from Transitional Independent Living (TIL) housing programs, tax credit development units, private landlords, rapid rehousing programs and housing choice voucher programs and our Emergency Landing Space program for homeless TIL youth, including survivors of sex trafficking and LGBTQ+.

**Health and wellness:** FLITE Center’s wellness program provides mental health services and onsite preventative medical care to our system of care for young adults and their children. Through a strategic partnership with Children’s Diagnostic & Treatment Center, our onsite clinic addresses the immediate needs of our youth - primary care visits as well as telehealth services.

### Note 1 - Nature of Activities (continued)

**Resource navigation:** Our resource specialist assists our youth with resource navigation, such as public benefits assistance, childcare, monthly bus passes, referrals to life coach agencies, linkage to emergency needs assistance and more.

**System of care coordination:** FLITE Center coordinates the system of care for our young adults and their children. We convene community partners, such as life coaches, mental and physical health, education, employment, housing, and much more. FLITE Center also manages the Transitional Independent Living (TIL) System of Care database. In addition, we are proud to support the Youth System Organizers of Broward (YSO). YSO is comprised of youth with lived experiences in the child welfare system and system professionals whose mission is to improve Broward County's child welfare system for transitioning youth by building equitable relationships that incorporate youth voice, create policy and system change, and promote shared accountability. Their vision is a child welfare system that honors the voice, addresses the needs, and supports the success of transitioning youth.

### Note 2 - Significant Accounting Policies

**Basis of accounting:** The Organization uses the accrual basis of accounting for financial reporting purposes, which is in accordance with generally accepted accounting principles. Revenues are recognized when earned and expenses are recognized when incurred.

**Basis of presentation:** The financial statement presentation follows the recommendations of the Financial Accounting Standards Board in its Accounting Standards Update (FASB ASU) 2016-14 *Not-for-Profit Entities (Topic 958): Presentation of Financial Statements for Not-for-Profit Entities*. Under FASB ASU 2016-14, the Organization is required to report information regarding its financial position and activities according to two classes of net assets: net assets without donor restrictions and net assets with donor restrictions.

**Net assets:** Net assets, revenues, gains, and losses are classified based on the existence or absence of donor or grantor-imposed restrictions. Accordingly, net assets and changes therein are classified and reported as follows:

*Net Assets without Donor Restrictions* - consist of net assets available for use in general operations and not subject to donor (or certain grantor) restrictions.

*Net Assets with Donor Restrictions* - represent net assets subject to donor (or certain grantor) imposed restrictions. Some restrictions are temporary in nature, such as those that will be met by the passage of time or other events specified by the donor or grantor. Other restrictions are perpetual in nature, where the donor or grantor stipulates that resources be maintained in perpetuity. The Organization had no net assets with donor restrictions as of December 31, 2022 and 2021.

Generally, contributions restricted by donors are reported as increases in net assets without donor restrictions if the restrictions expire (that is, when a stipulated time restriction ends, or purpose restriction is accomplished) in the reporting period in which the revenue is recognized. All other donor-restricted contributions are reported as increases in net assets with donor restrictions, depending in the nature of the restrictions. When a restriction expires, net assets with donor restrictions are reclassified to net assets without donor restrictions and reported in the statement of activities as net assets released from restrictions.

All contributions are considered available for general use, unless specifically restricted by the donor or subject to other legal restrictions.

**Note 2 - Significant Accounting Policies (continued)**

**Cash and cash equivalents:** The Organization considers all highly liquid investments with a maturity of three months or less when purchased to be cash equivalents. The Organization maintains deposits at a financial institution which at times may exceed federally insured amounts. Deposit accounts are maintained with what management believes to be a quality financial institution.

**Promises to give:** Unconditional promises to give are recognized as revenues or gains in the period received and as assets, decreases of liabilities or expenses depending on the form of the benefits received. Conditional promises to give are recognized when the conditions on which they depend are substantially met. The Organization had no conditional or unconditional promises to give as of December 31, 2022 and 2021.

**Allowance for doubtful accounts:** Management periodically reviews the grants and contracts receivable balances and provides an allowance for accounts which may be uncollectible. At December 31, 2022 and 2021, management considered the grants and contracts receivable balances to be fully collectible, and no allowance for doubtful accounts was considered necessary.

**Property and equipment:** Property and equipment with a cost in excess of \$ 500 and with a useful life greater than one year are recorded at cost as of the date of acquisition or at fair market value on the date of donation. Expenditures for major renewals and betterment that extend the useful lives of the property and equipment are capitalized. Other disbursements for maintenance and repairs are charged to expense when incurred. Upon the sale or retirement, the costs and related accumulated depreciation are eliminated from the respective accounts, and the resulting gain or loss is included in the accompanying Statement of Activities. Depreciation is provided using the straight-line method over the estimated useful lives of the property and equipment. Useful lives range from three (3) to five (5) years.

Donations of property and equipment are reported as support without donor restrictions unless the donor has restricted the donated asset for a specific purpose. Assets donated with explicit restrictions regarding their use and contributions of cash that must be used to acquire property and equipment are reported as an increase to net assets with donor restrictions. Without donor stipulations regarding how long these donated assets must be maintained, the Organization reports expirations of donor restrictions when the donated assets are placed in service, reclassifying net assets with donor restrictions to net assets without donor restrictions at that time. The Organization received approximately no donated property and equipment and \$ 72,000 of donated property and equipment for the years ended December 31, 2022 and 2021, respectively.

**Grants, contracts, and other receivables and revenue:** Grants and contracts revenue is recognized when the allowable costs as defined by the individual grant or contract are incurred and/or the unit of service has been provided. Grants and contracts receivable at year end represent expenditures and/or units of service provided, which have not yet been reimbursed by the granting agency.

At December 31, 2021, \$ 163,444 of the Organization's receivables consisted of employee retention credits. During the year ended December 31, 2022, the Organization collected this entire sum from the Internal Revenue Service.

**Donated goods and services:** The Organization records donated goods as contributions at the estimated fair value at the date of their donation. The Organization records donated services if the services enhance non-financial assets and are professional type services for which the Organization would have to pay for, if not donated. No contributions of such services were received during the years ended December 31, 2022 and 2021. The Organization received donated goods in the amount of \$ 66,876 and \$ 88,501 during the years ended December 31, 2022 and 2021, respectively.

**Note 2 - Significant Accounting Policies (continued)**

**Functional expense allocation:** The costs of providing the various programs and supporting services activities have been summarized on a functional basis in the Statement of Activities. The Statement of Functional Expenses presents the natural classification detail of expenses by function. Program and supporting services are charged with their direct expenses. Other expenses are allocated based on their proportionate share of total expenses as well as other estimates provided by management such as time and effort, square footage considerations and others as deemed appropriate by management.

**Leases:** The Organization determines if an arrangement is or contains a lease at inception. Leases are included in operating lease right-of-use ("ROU") asset and lease liabilities in the balance sheet. ROU assets and lease liabilities reflect the present value of the future minimum lease payments over the lease term. Operating lease expense is recognized on a straight-line basis over the lease term. The Organization does not report ROU assets and lease liabilities for its short-term leases (leases with a term of 12 months or less). Instead, the lease payments of those leases are reported as lease expense on a straight-line basis over the lease term.

In 2022, the Organization adopted FASB Accounting Standards Update ("ASU") 2016-02, *Leases* (Topic 842), as amended. This guidance is intended to improve financial reporting of lease transactions by requiring organizations that lease assets to recognize assets and liabilities for the rights and obligations created by leases that extend more than 12 months. Key provisions in this guidance include additional disclosures surrounding the amount, timing, and uncertainty of cash flows arising from leases. The Organization elected the modified retrospective transition method, presenting the impact of ASU 2016-02 in the current year of adoption only, with the cumulative effect of initially applying the guidance recognized at the beginning of the current year. This resulted in an adjustment to the net assets as of January 1, 2022, of approximately \$ 33,000. The Organization also elected the package of practical expedients that permits no reassessment of whether any expired or existing contracts are or contain a lease, the lease classification for any expired or existing leases, and any initial direct costs for any existing leases as of the effective date.

The Organization has made an accounting policy election to use a risk-free rate in lieu of its incremental borrowing rate to discount future lease payments.

As a result of implementing this standard, the Organization recognized (a) operating lease liabilities representing the value of the remaining lease payments discounted using the Organization's weighted average discount rate of 1.68% totaling approximately \$ 772,000 and (b) an operating right-of-use-asset of approximately \$ 739,000.

**Income taxes:** FLITE qualifies as a non-profit corporation exempt from federal income taxes under Internal Revenue Code Section 501(c)(3), except for any unrelated business income. Income from certain of the Organizations activities not directly related to its tax-exempt purpose may be subject to income tax. The current and previous three years remain subject to examination by the IRS. There was no unrelated business income or deferred taxes for the years ended December 31, 2022 and 2021. Management has evaluated the unrelated business income tax implications and believes that the effects, if any, are immaterial to the financial statements. Accordingly, no provision for income taxes has been made to these financial statements.

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

**Note 2 - Significant Accounting Policies (continued)**

**Concentrations of credit risk:** Financial instruments, which potentially subject the Organization to concentrations of credit risk, include cash maintained in financial institutions in excess of the FDIC insured limit of \$ 250,000. Although cash balances may exceed federally insured limits at times during the year, the Organization has not experienced and does not expect to incur any losses in such accounts. Cash is maintained with what management believes to be high quality financial institutions.

Credit risk with respect to grants and contracts receivable is limited due to the number and credit worthiness of the entities and individuals who comprise the contributor/grantor base. Grants and contracts receivable are stated at the amount management expects to collect from outstanding balances. Management has deemed all grants and contracts receivable balances to be fully collectible.

**Related parties:** The Organization receives direct and indirect support in the form of cash and in-kind donations from various Board Members and their related organizations.

**Revenue and revenue recognition:** Revenue is recognized when earned. A portion of the Organization's revenue is derived from cost-reimbursable county and local 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 Organization 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. At December 31, 2022, certain contributions have not been recognized in the accompanying statement of activities because the conditions on which they depend have not been met. The Organization received cost-reimbursable grant funding of \$ 434,750 that has not been recognized at December 31, 2022 because qualifying expenditures have not yet been incurred. This balance of \$ 434,750 is recognized in the statement of financial position as a refundable advance.

**Fair value measurements:** Fair value is the price that would be received for an asset or paid to transfer a liability (an exit price) in the principal or most advantageous market for the asset or liability in an orderly transaction between participants on the measurement date. The Organization has determined that there was no material difference between the carrying value and fair value of its financial assets and liabilities at December 31, 2022 and 2021; therefore, no downward or upward adjustment was made to the financial statements, respectively.

**Compensated absences:** Compensated absences for sick pay and personal time have not been accrued since they cannot be reasonably estimated. The Organization's policy is to recognize these costs when paid.

**Summarized prior year information:** The financial statements include certain summarized comparative information from the prior year, which is not presented by net asset type and functional expense classification and does not include sufficient detail to conform with generally accepted accounting principles. Accordingly, such information should be read in conjunction with the Organization's financial statements for the year ended December 31, 2021 from which the summarized information was extracted.

**Reclassifications:** Certain amounts in the prior year financial statements have been reclassified in order to be comparable with the current year presentation.

**Date of management's review:** Management has evaluated subsequent events through April 26, 2023, which is the date the financial statements were available for issuance.

**Fort Lauderdale Independence Training & Education Center, Inc.**  
**Notes to Financial Statements**  
**December 31, 2022**  
**(with comparative totals for December 31, 2021)**

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**Note 3 - Liquidity and Availability of Resources**

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

|  | December 31,<br>2022       | December 31,<br>2021     |
|--|----------------------------|--------------------------|
| Financial Assets:  |                            |                          |
| Cash and cash equivalents  | \$ 634,298                 | \$ 311,333               |
| Grants, contracts, and other receivable  | <u>576,660</u>             | <u>352,105</u>           |
| Financial assets at year-end   | 1,210,958                  | 663,438                  |
| Financial assets available within<br>one year to meet cash needs<br>for general expenditures | \$ <u><u>1,210,958</u></u> | \$ <u><u>663,438</u></u> |

**Note 4 - Leases**

The right-of-use assets and corresponding liability associated with future lease payments at December 31, 2022 are as follows:

|                               |                  |
|-------------------------------|------------------|
|                               | <u>Operating</u> |
| Right-of-use assets           | \$ 476,714       |
| Lease Liability               | \$ 505,733       |
| Weighted average:             |                  |
| Discount rate                 | 1.68%            |
| Remaining lease terms (years) | 1.45             |

Total lease cost reported in the statement of activities for the year ended December 31, 2022 was approximately \$ 262,000.

Operating lease payments are expected to be paid approximately as follows:

| <u>Year Ended<br/>December 31,</u> |                          |
|------------------------------------|--------------------------|
| 2023                               | \$ 279,800               |
| 2024                               | 164,600                  |
| 2025                               | <u>69,300</u>            |
|                                    | 513,700                  |
| Less: Present Value Discount       | <u>(7,967)</u>           |
|                                    | \$ <u><u>505,733</u></u> |

**Fort Lauderdale Independence Training & Education Center, Inc.**  
**Notes to Financial Statements**  
**December 31, 2022**  
**(with comparative totals for December 31, 2021)**

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**Note 5 - Property and Equipment**

Property and equipment consisted of the following:

|                               | December 31,<br><u>2022</u> | December 31,<br><u>2021</u> |
|-------------------------------|-----------------------------|-----------------------------|
| Furniture and equipment       | \$ 202,147                  | \$ 202,147                  |
| Less accumulated depreciation | <u>(104,110)</u>            | <u>(63,680)</u>             |
| Property and equipment, net   | \$ <u><u>98,037</u></u>     | \$ <u><u>138,467</u></u>    |

**Note 6 - Pension Plan**

The Organization offers a simple contributory IRA plan administered by ADP to eligible employees. The Plan provides for an employer matching contribution of 1% to 3% of annual salary based on the discretion of management and the Board of Directors. For the years ended December 31, 2022 and 2021, the Organization contributed approximately \$ 44,500 and \$ 20,300, respectively.

**Note 7 - Commitments and Contingencies**

The Organization receives a significant portion of its funding from grantor agencies. An inability of the Organization to fulfill its programs and activities would result in a significant reduction in the level of funding. These activities are subject to audit by the grantor agency, the purpose of which is to ensure compliance with conditions precedent to providing such funds. Management believes that all of the expenses are properly recorded and that any funds subject to reimbursement to the grantor agency would not be material. Funding agreements for services to be provided are generally entered into on an annual basis.

**Note 8 - Net Assets Restated**

During the year ended December 31, 2022, the Organization adopted FASB Accounting Standards Update ("ASU") 2016-02, *Leases* (Topic 842), as amended. The Organization elected the modified retrospective transition method, presenting the impact of ASU 2016-02 in the current year of adoption only, with the cumulative effect of initially applying the guidance recognized at the beginning of the current year. This resulted in an adjustment to the net assets as of January 1, 2022, of approximately \$ 33,000. The effect of this adoption as of December 31, 2021, was as follows:

|   | Without<br>Donor<br>Restrictions | Without<br>Donor<br>Restrictions | Total<br>Net Assets      |
|---|----------------------------------|----------------------------------|--------------------------|
| Net assets as of December 31, 2021,<br>as previously reported | \$ 300,018                       | \$ -                             | \$ 300,018               |
| Adjustments due to adoption of<br>ASC 842                     | <u>(33,212)</u>                  | <u>-</u>                         | <u>(33,212)</u>          |
| Restated net assets   | \$ <u><u>266,806</u></u>         | \$ <u><u>-</u></u>               | \$ <u><u>266,806</u></u> |

**Fort Lauderdale Independence Training & Education Center, Inc.**  
**Notes to Financial Statements**  
**December 31, 2022**  
**(with comparative totals for December 31, 2021)**

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**Note 9 - Concentrations**

The Organization has four funding agencies accounting for approximately 74% of the grants, contracts and other receivable balances at December 31, 2022. Additionally, two funding agencies accounted for approximately 24% of the Organization's public support and revenues for the year ended December 31, 2022.

For 2021, three funding agencies accounted for approximately 48% of the grants, contracts and other receivable balances, while two funding agencies accounted for approximately 29% of the Organization's public support and revenues.

**Note 10 - Paycheck Protection Program Loan**

In accordance with the guidance of the AICPA in Q&A Section 3200, the Organization has the option to report the proceeds of this forgivable loan program under FASB Accounting Standards Codification (ASC) 470, Debt or ASC 958-605, Not-for-Profit Entities Revenue Recognition, as a conditional contribution. The Organization has elected to follow the provisions of ASC 470 in which the loan proceeds remain recorded as a liability until the loan is wholly or partially forgiven and has been legally released by the Small Business Administration ("SBA"). Effective August 2021, the SBA granted the Organization full forgiveness/legal release of this loan, therefore, the income is recognized on the accompanying Statement of Activities as extinguishment of debt for the year ended December 31, 2021.



# SUPPLEMENTARY INFORMATION



**Fort Lauderdale Independence Training & Education Center, Inc.**  
**Schedule of Expenditures of Federal Awards**  
**For the Year Ended December 31, 2022**

| Federal/State Agency/Pass through Entity/<br>Program Title  | AL<br>Number | Contract/Grant<br>Number     | Expenditures        | Transfer to<br>Subrecipients |
|---|--------------|------------------------------|---------------------|------------------------------|
| <b>Federal Agency Name:</b>   |              |                              |                     |                              |
| Direct Program:   |              |                              |                     |                              |
| U.S. Department of Justice -<br>Services for Trafficking Victims  | 16.320       | 15POVC-21-GG-03947-HT        | \$ 250,000          | \$ -                         |
| Indirect Programs:  |              |                              |                     |                              |
| U.S. Department of Justice -<br>Passed through the State of Florida,<br>The Florida Center for Children and Youth   |              |                              |                     |                              |
| Crime Victim Assistance   | 16.575       | Voices for Florida - Central | 281,142             | -                            |
| Crime Victim Assistance   | 16.575       | Voices for Florida - GTC     | 403,536             | -                            |
|   |              | <b>Total AL 16.575</b>       | <u>684,678</u>      | <u>-</u>                     |
| U.S. Department of Health and Human Services -<br>Passed through the State of Florida,<br>Department of Children and Families -<br>Passed through the Broward Behavioral<br>Health Coalition, Inc. -<br>Block Grants for Prevention and<br>Treatment of Substance Abuse | 93.958       | 21224-17                     | 83,333              | -                            |
| Department of Education -<br>Passed through Broward College<br>Innovative Approaches to Literacy; Promise Neighborhoods;<br>Full-Service Community Schools; and Congressionally Directed<br>Spending for Elementary and Secondary Education Community<br>Projects       | 84.215       | ED-GRANTS-011921-001         | 50,000              | -                            |
| U.S. Department of Labor -<br>Passed through the State of Florida,<br>Florida Department of economic opportunity<br>Career source Broward   | 17.259       | 2019-2020-CR-WIOA-OSY-770004 | <u>198,783</u>      | <u>-</u>                     |
| Total Expenditures of Federal Awards  |              |                              | <u>\$ 1,266,794</u> | <u>\$ -</u>                  |

**Fort Lauderdale Independence Training & Education Center, Inc.**  
**Notes to the Schedule of Expenditures of Federal Awards**  
**December 31, 2022**

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**Note 1 - Basis of Presentation**

The accompanying Schedule of Expenditures of Federal Awards (the "Schedule") includes the grant activity of The Fort Lauderdale Independence Training & Education Center, Inc. (the "Organization") under programs of the federal government for the year ended December 31, 2022. The information in the Schedule is presented in accordance with the requirements of Title 2 U.S. *Code of Federal Regulations (CFR) Part 200, Uniform Administrative Requirements, Cost Principles, and Audit Requirements for Federal Awards* (Uniform Guidance). Because the Schedule presents only a selected portion of the operations of the Organization, it is not intended to and does not present the financial position, changes in net position, or cash flows of the Organization.

**Note 2 - Summary of Significant Accounting Policies**

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

**Note 3 - Contingency**

Grants and contracts revenue are subject to audit and adjustment. If any expenditures or expenses are disallowed by the grantor/contracting agencies as a result of such an audit, any claim for reimbursement to the grantor agencies would become a liability of the Organization. In the opinion of management, all grant and contract expenditures are in compliance with the terms of the grant/contract agreements and applicable state laws and other regulations.

**Note 4 - Indirect Cost Rate**

The Organization did not elect to use the 10% de minimis indirect cost rate allowed under the Uniform Guidance.

# INTERNAL CONTROLS AND COMPLIANCE

INDEPENDENT AUDITOR'S 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 the  
Fort Lauderdale Independence Training & Education Center, 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 Fort Lauderdale Independence Training & Education Center, Inc. (the "Organization") (a nonprofit organization), which comprise the statement of financial position as of December 31, 2022, 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 26, 2023.

**Report on Internal Control over Financial Reporting**

In planning and performing our audit of the financial statements, we considered the Organization'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 the Organization's internal control. Accordingly, we do not express an opinion on the effectiveness of the Organization'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 the Organization’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 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 Organization'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 Organization's internal control and compliance. Accordingly, this communication is not suitable for any other purpose.



KEEFE McCULLOUGH

Fort Lauderdale, Florida  
April 26, 2023

INDEPENDENT AUDITOR'S REPORT ON COMPLIANCE  
FOR EACH MAJOR FEDERAL PROGRAM AND ON INTERNAL CONTROL  
OVER COMPLIANCE REQUIRED BY THE UNIFORM GUIDANCE

To the Board of Directors  
Fort Lauderdale Independence Training & Education Center, Inc.

**Report on Compliance for Each Major Federal Program**

***Opinion on Each Major Federal Program***

We have audited The Fort Lauderdale Independence Training & Education Center, Inc.'s (a not-for-profit organization) (the "Organization") compliance with the types of compliance requirements identified as subject to audit in the OMB *Compliance Supplement* that could have a direct and material effect on each of the Organization's major federal programs for the year ended December 31, 2022. The Organization's major federal programs are identified in the summary of auditor's results section of the accompanying schedule of findings and questioned costs.

In our opinion, the Organization complied, in all material respects, with the types of compliance requirements referred to above that could have a direct and material effect on each of its major federal programs for the year ended December 31, 2022.

***Basis for Opinion on Each Major Federal Program***

We conducted our audit of compliance in accordance with auditing standards generally accepted in the United States of America; the standards applicable to financial audits contained in *Government Auditing Standards*, issued by the Comptroller General of the United States; and the audit requirements of Title 2 U.S. *Code of Federal Regulations* Part 200, *Uniform Administrative Requirements, Cost Principles, and Audit Requirements for Federal Awards* (Uniform Guidance). Our responsibilities under those standards and the Uniform Guidance are further described in the Auditor's Responsibilities for the Audit of Compliance section of our report.

We are required to be independent of the Organization and to meet our other ethical responsibilities, in accordance with relevant ethical requirements relating to our audit. We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our opinion on compliance for each major federal program. Our audit does not provide a legal determination of the Organization's compliance with the compliance requirements referred to above.

***Responsibilities of Management for Compliance***

Management is responsible for compliance with the requirements referred to above and for the design, implementation, and maintenance of effective internal control over compliance with the requirements of laws, statutes, regulations, rules, and provisions of contracts or grant agreements applicable to the Organization's federal programs.

CPA's + Trusted Advisors

### ***Auditor's Responsibilities for the Audit of Compliance***

Our objectives are to obtain reasonable assurance about whether material noncompliance with the compliance requirements referred to above occurred, whether due to fraud or error, and express an opinion on the Organization's compliance based on our audit. Reasonable assurance is a high level of assurance but is not absolute assurance and therefore is not a guarantee that an audit conducted in accordance with generally accepted auditing standards, *Government Auditing Standards*, and the Uniform Guidance will always detect material noncompliance when it exists. The risk of not detecting material noncompliance resulting from fraud is higher than for that resulting from error, as fraud may involve collusion, forgery, intentional omissions, misrepresentations, or the override of internal control. Noncompliance with the compliance requirements referred to above is considered material if there is a substantial likelihood that, individually or in the aggregate, it would influence the judgment made by a reasonable user of the report on compliance about the Organization's compliance with the requirements of each major federal program as a whole.

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

- Exercise professional judgment and maintain professional skepticism throughout the audit.
- Identify and assess the risks of material noncompliance, whether due to fraud or error, and design and perform audit procedures responsive to those risks. Such procedures include examining, on a test basis, evidence regarding the Organization's compliance with the compliance requirements referred to above and performing such other procedures as we considered necessary in the circumstances.
- Obtain an understanding of the Organization's internal control over compliance relevant to the audit in order to design audit procedures that are appropriate in the circumstances and to test and report on internal control over compliance in accordance with the Uniform Guidance, but not for the purpose of expressing an opinion on the effectiveness of the Organization's internal control over compliance. Accordingly, no such opinion is expressed.

We are required to communicate with those charged with governance regarding, among other matters, the planned scope and timing of the audit and any significant deficiencies and material weaknesses in internal control over compliance that we identified during the audit.

### **Report on Internal Control over Compliance**

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



Fort Lauderdale Independence Training & Education Center, Inc.

Our consideration of internal control over compliance was for the limited purpose described in the Auditor's Responsibilities for the Audit of Compliance section above and was not designed to identify all deficiencies in internal control over compliance that might be material weaknesses or significant deficiencies in internal control over compliance. Given these limitations, during our audit we did not identify any deficiencies in internal control over compliance that we consider to be material weaknesses, as defined above. However, material weaknesses or significant deficiencies in internal control over compliance may exist that were not identified.

Our audit was not designed for the purpose of expressing an opinion on the effectiveness of internal control over compliance. Accordingly, no such opinion is expressed.

The purpose of this report on internal control over compliance is solely to describe the scope of our testing of internal control over compliance and the results of that testing based on the requirements of the Uniform Guidance. Accordingly, this report is not suitable for any other purpose.



KEEFE McCULLOUGH

Fort Lauderdale, Florida  
April 26, 2023

**Fort Lauderdale Independence Training & Education Center, Inc.  
 Schedule of Findings and Questioned Costs  
 For the Year Ended December 31, 2022**

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**SECTION I - SUMMARY OF AUDITOR'S RESULTS**

**Financial Statements**

Type of auditor's report issued:

*Unmodified Opinion*

Internal control over financial reporting:

Material weakness(es) identified?

\_\_\_\_\_ yes        X   no

Significant deficiency(ies) identified?

\_\_\_\_\_ yes        X   none reported

Noncompliance material to financial statements noted?

\_\_\_\_\_ yes        X   no

**Federal Programs**

**Internal control over financial reporting:**

Internal control major federal programs:

Material weakness(es) identified?

\_\_\_\_\_ yes        X   no

Significant deficiency(ies) identified?

\_\_\_\_\_ yes        X   none reported

Type of auditor's report issued on compliance for major federal programs:

*Unmodified Opinion*

Any audit findings disclosed that are required to be reported in accordance with 2 CFR 200.516(a)?

\_\_\_\_\_ yes        X   no

Identification of major federal program:

AL No.

Federal Program(s)

16.575

U.S. Department of Justice -  
 Passed through the State of Florida,  
 The Florida Center for Children and Youth  
 Crime Victim Assistance

Dollar threshold used to distinguish between Type A and Type B Programs:

\$ 750,000

Auditee qualified as low-risk auditee?

\_\_\_\_\_ yes        X   no

**SECTION II - FINANCIAL STATEMENT FINDINGS**

None Reported.

**SECTION III - FEDERAL AWARDS FINDINGS AND QUESTIONED COSTS**

None Reported.

**SECTION IV - PRIOR YEAR AUDIT FINDINGS**

None Reported.