

ANNUAL REPORT



HCAF
Home Care Association of Florida
RESOURCES, EDUCATION, ADVOCACY

Unavoidable Shifts

*Embracing the Inevitable
Winds of Change*

a word from the
EXECUTIVE DIRECTOR



Bobby Lolley, RN
Executive Director

We are very thankful to be able to provide you with the 2022-2023 Annual Report. It certainly has been an “interesting” year. Change is always expected to some degree but the amount of change to every provider type within the Florida home care continuum was beyond imagination this year! This report is our attempt to give you a sense of how your association navigated this topsy-turvy landscape. I always stress the close symbiotic connection that HCAF has with its members. In short, your support (membership and attending educational events) will always be the breath and blood of our existence. HCAF survives and flourishes only if you and your organization grow and prosper.

The concept of care in the home has always played a critical role in health, reaching back to care delivered in caves and cabins. Now in this present moment, care in the home is well on its way to becoming the largest and fastest-growing health sector worldwide. America and the state of Florida are at the very crest of this wave. Providers of care in the home will be the most important health care sector in the next century and many centuries to come! Providers in Florida stand in the forefront, with eyes bright, sleeves rolled up, and eager to provide essential support to individuals who require assistance. The list below makes it crystal clear why home care services are so important in Florida and the nation:

- **Aging Population:** Florida has one of the largest populations of older adults in the United States. With a significant number of seniors, home care services help meet their unique needs, allowing them to age in place and maintain their independence for as long as possible, saving the entire health care system billions!
- **Personalized Care:** Home care services provide personalized care tailored to an individual's specific needs. Caregivers can assist with activities of daily living such as bathing, dressing, grooming, meal preparation, medication management, and mobility support. This personalized approach ensures that seniors receive the support they require while maintaining their dignity and quality of life, regardless of the payor source!

- **Companionship and Emotional Support:** Many seniors in Florida may experience feelings of loneliness or social isolation, particularly if they live alone or have limited social interactions. Home care services can provide companionship and emotional support, offering meaningful interactions and reducing the risk of depression and other mental health issues. This sector is the largest in the state, with over 2,300 businesses in Florida, and counting.
- **Safety and Well-being:** Home care services help ensure the safety and well-being of individuals in their homes. Caregivers can help prevent accidents and injuries by assisting with mobility, fall prevention, and medication management. Regular check-ins and monitoring also provide peace of mind for family members, knowing that their loved ones are being looked after. I have always said that having a supportive caregiver in the home, two or three times a week, will keep a senior in their home well into their 90s and even 100s!
- **Cost-effectiveness:** In comparison to institutional care settings like nursing homes or assisted living facilities, home care services are often more cost-effective. By receiving care at home, individuals can avoid the high costs associated with residential care and utilize their resources more efficiently.
- **Relieving Family Caregivers:** Home care services can also alleviate the burden on family caregivers who may struggle to balance their responsibilities with providing care for their loved ones. Professional caregivers can offer respite to family members, allowing them to rest, recharge, and maintain their well-being. Everyone wins when the need is matched to the right type and amount of care.
- **Continuity of Care:** For individuals transitioning from a hospital or rehabilitation facility back to their homes, home care services ensure continuity of care. Skilled caregivers can assist with post-operative care, medication management, wound care, and rehabilitation exercises, helping individuals recover in the comfort of their familiar surroundings. Many are pushing the envelope and envision the day when the surgery itself will be done in the home!

HCAF as an organization faces many challenges just like our members. We both struggle with wide-scale consolidation. Many times, consolidation makes sense, cutting overhead and becoming more efficient. More and more providers are not only combining but they are crossing all the services lines. Medicare providers, adding private pay. Private pay providers are contracting with Medicaid and Medicare Advantage health plans. Not to mention the “explosive” growth of nurse registries, which is changing Florida’s home care landscape like an atomic bomb going off!

This blending and cross-pollination of sectors has significantly changed the playing field for your business and HCAF. The results for HCAF are far from being desirable. Sadly, all this buying and selling (consolidation) has slowed HCAF’s growth, and we are seeing slight declines in all membership categories. HCAF loses critical financial support when the two memberships become only one and the larger entity does not move up into a higher dues bracket. In addition, many times the buyer is not a member of HCAF and then chooses not to renew the HCAF membership for the agency that they have just purchased. And even more common, a certified agency is a member but adds a private pay agency but does not switch to a Combination membership.

A larger membership helps everyone by making the voice of the association more powerful and effective, and the cost of this essential representation could be so much smaller for everyone if *everyone* would simply join and do their part. So please, if you are reading this piece and you are not supporting HCAF, do something! Become a member, give to the Home Care Political Action Committee, simply do the right thing, and help yourself in the process!

The largest and most difficult problem we all face is still staffing. This issue has not lessened, it has not gotten better, and the current macroeconomic trend is making the situation even worse (i.e., gas prices and inflation). Clearly, it can get worse.

One part of the solution to this massive problem must be “more money”! There will have to be significant funding allocated to providers servicing Medicare and Medicaid populations and it must happen very quickly! Recently, a federal judge ruled against Florida in a case related to children with complex medical conditions being ‘warehoused’ in nursing homes, a violation of the the Americans with Disabilities Act (ADA). The judge ordered Florida to make changes to allow these children to receive care in their family homes or communities. The case, initiated by the U.S. Department of Justice, highlighted the state’s failure to provide adequate services, such as private duty nursing, which enables children to live outside of nursing homes.

The decision emphasized that most of these children could thrive in their own homes or community-based settings if provided with adequate services. The judge also criticized the state's oversight of managed-care organizations and ordered improvements in care coordination and the transition of children from nursing homes. The state must do the right thing when it comes to insuring that providers receive an adequate reimbursement so they can pay caregivers what they are due.

Even with increasing the reimbursement, so that the subsequent wages rise, there is still a greater challenge to get more health care workers into the pipeline (at all skill levels). With this economy still very hot there must be a permanent stable workforce for home care to tap into. If we do not have difficult conversations and act on the obvious next steps, then we will see more and more older individuals go without essential care and the next step will be "their" step, as they walk or are rolled into a skilled facility or an assisted living facility. This is one of HCAF's most critical advocacy goals, and we welcome your ideas.

The demand for private pay home care services is growing exponentially and it is the single area of home care that is truly free to adapt, innovate, and evolve quickly. Especially with more and more federal dollars flowing into private state plans, who in turn contract with non-Certified providers, including nurse registries. However, there is no sector of Florida's homecare community immune from the crushing need for caregivers.

I pointed out in the last report that the Baby Boomers will be the wealthiest generation to ever retire in America, with some estimates of that wealth totaling as high as \$15 trillion. Those individuals and their children will undoubtedly spend those trillions of dollars, spending them freely, to ensure that their loved one's age is in place as independently as possible and receive high-quality care. There are very few things in this world that are more certain than that.

As each year seems to be more challenging than the last, I express the same sentiment every year. I am so thankful for our members who are willing to adapt, time and time again. Always willing to step up and meet the needs of their clients! Organizations who are filled to the brim with committed professionals, people that simply refuse to fail in their mission.

I am also thankful for the outstanding Board of Directors who have led and guided me personally for the last 15 years. The Board members and volunteers are the unsung heroes in this equation, and we all owe them a huge debt of gratitude.

Finally, I have been blessed to have worked with this gifted team for so many years now. I cannot describe the respect, the admiration, and the love that I have for these amazing individuals. Certainly, few Executives have ever had it this good, for so long!

I will end where I began, with our members. I hope you never forget that this is your association and HCAF's sole mission, is to help you in these topsy-turvy times.

Meet the Team



Front row (left to right): Kyle Simon, Director of Government Affairs and Communications; Jennifer Campbell, Office Assistant; Adara Sloane, Program Assistant; Monica Smith, Deputy Director; Bobby Lolley, Executive Director

Back row: Julia Thompson, Associate Director of Membership Services; Renee Bush, Director of Private Duty Services; Patti Heid, Director of Clinical and Regulatory Affairs



LEADERSHIP

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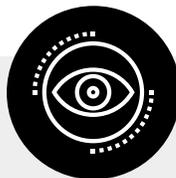
Dr. Vikash Negandhi

Trust USA Home Health
All About You Home Health
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OUR VISION

To be the foremost resource and advocate for Florida's home care industry and the patients it serves.



OUR MISSION

As the voice for home care, our mission is to advance the interests and meet the needs of our members, enabling them to provide the highest quality and most cost-effective services throughout Florida.



GUIDING PRINCIPLES & VALUES

Member-Focused
Excellence & Best Practices
Integrity & Ethics
Unified Industry

Expanding Online Library

Our online library of on-demand programs continues to grow, featuring recorded sessions and interactive courses. We proudly offer a diverse selection of 33 Continua Group courses, including critical topics such as Human Trafficking, HIV, HIPAA, Infection Control, Medical Ethics, and OSHA, available in both English and Spanish. Certificates of completion and automatic reporting of continuing education units (CEUs) to CE Broker ensure a seamless learning experience.

Dual Online Platforms

For your convenience, we provide two distinct platforms. HomeCareLearn.com offers on-demand courses with a 20% discount for HCAF members. Our tailored platform caters to your agency's unique needs, offering an extensive library of training materials accessible through a non-contractual, unlimited subscription service. Both platforms are designed to simplify learning and tracking for you and your staff.

Targeted Education for Diverse Professionals

HCAF's educational programs cater to a diverse array of home care professionals, including administrators, clinical supervisors, financial managers, nurses, therapists, home health aides, marketing specialists, and human resource personnel. We maintain approval to provide CEUs for Florida nurses, therapists (physical, occupational, and speech-language), and accountants, reflecting our commitment to meeting the diverse needs of our members.

Valuing Our Members

At HCAF, we value our members deeply and offer exclusive benefits, including discounts on all education programs. Over the past six years, we have provided monthly Private Duty Lunch Chats at no cost to our Private Duty and Combination (Private Duty & Certified) members. Recently, we extended a similar benefit to Medicare-Certified and Combination members through the monthly Home Health Revenue Cycle Series, with recorded versions available for those who may have missed them.

Embrace Education With HCAF

Moving forward, HCAF remains dedicated to offering high-quality, convenient, and dependable specialized training, keeping you up to date with the latest regulatory updates and guidelines in the Florida home care industry. Make HomeCareFLA.org and HomeCareLearn.com your go-to resources for education, and rest assured that we are always receptive to your feedback and suggestions on how we can better serve you. We are committed to empowering Florida home care professionals and advancing the industry as a whole.

FOR MORE INFORMATION, CONTACT:

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HCAF had a highly active and impactful year (July 2022 to June 2023), which resulted in substantial contributions to the home care industry's success, actively representing providers' interests, securing funding, advocating for policy changes, and promoting transparency and accessibility in the health care system. A timeline of the highlights is presented below.

July 2022

- On July 8, HCAF sent a letter to AHCA on behalf of Medicaid providers, seeking clarity about the distribution process and timeline for the Florida Home- and Community-Based Services (HCBS) Enhanced Funding Opportunity seeking clarification regarding the distribution process and timeline. We were provided with key details by the state in response to our questions. The funding was provided under Section 9817 of the American Rescue Plan Act (ARPA), which represents the most significant investment in HCBS since the inception of Medicaid waivers. In April 2021, HCAF called on the state to take advantage of the funding opportunity. Later that year, the state drew down over \$1.1 billion from the federal government to support Medicaid HCBS.

August 2022

- On August 2, HCAF's policy staff met with AHCA representatives to discuss the \$15 minimum wage mandate for Medicaid employees. The Florida Legislature allocated \$1 billion for this requirement during the 2022 session. HCAF advocated for Statewide Medicaid Managed Care (SMMC) health plans to expedite amending provider contracts to ensure timely implementation by the October 1, 2022, deadline.
- On August 9, HCAF participated in the state rulemaking process to create new regulations within Chapter 59A-8 of the Florida Administrative Code that governs the training and delegation of tasks by registered nurses (RNs) to home health agency staff. During the 2020 Florida Legislative Session, HCAF was instrumental in passing legislation (HB 607) that authorized an RN to delegate tasks to certified nursing assistants (CNAs) or home health aides.

September 2022

- In a letter to Governor Ron DeSantis dated September 15, HCAF requested an extension of the \$15 minimum wage requirement for Medicaid workers, scheduled for October 1, 2022.
- HCAF, along with two industry associations and Medicaid providers, joined as plaintiffs in a lawsuit against the state regarding the \$15 minimum wage requirement for Medicaid workers. HCAF's involvement was in response to reports from over 100 Medicaid providers unable to secure an increase in Medicaid reimbursement per the 2022-23 state budget. The lawsuit received media coverage from outlets like Florida Politics, The Florida Record, the *South Florida Sun-Sentinel*, and The News Service of Florida. In July 2023, all parties reached an agreement to end the lawsuit with the adoption of the 2023 state budget, which no longer mandates the \$15 per hour minimum wage.
- On September 14, HCAF and home care advocates supported federal legislation in Washington, D.C., meeting with Florida's congressional delegation and securing three cosponsors for the Preserving Access to Home Health Act. The bill aimed to freeze proposed home health payment cuts by the Centers for Medicare & Medicaid Services (CMS). Although the cuts were not prevented in December's \$1.7 trillion government funding bill, a transparency provision required CMS to share data used in developing the Medicare payment rule, benefiting providers' understanding of future payment changes. A public meeting on the final rule was held in March 2023.

November 2022

- On November 3, HCAF took part in the state rulemaking process to establish the Excellence in Home Health Program within Chapter 59A-8 of the Florida Administrative Code. This program aims to recognize and honor home health agencies delivering exceptional care and services to their patients/clients.
- On November 15, in a letter to congressional leaders, HCAF urged Congress to suspend the implementation of the Medicare home health payment rule issued by CMS. The rule reduced 2023 Medicare payments by \$635 million and triggered an estimated \$18 billion in payment reductions over the next decade.

January 2023

- On January 26, HCAF continued its involvement in the state rulemaking process for creating new regulations within Chapter 59A-8 of the Florida Administrative Code. These regulations pertain to the training and delegation of tasks by registered nurses (RNs) to home health agency staff.

February 2023

- On February 1, HCAF took part in the state rulemaking process to establish new regulations in Chapter 59A-35 of the Florida Administrative Code. These regulations pertain to the parameters for a survey designed to collect data on direct care workers during the license renewal process.
- After a widespread nurse licensing scheme in South Florida, HCAF pushed for transparency from the Board of Nursing, gaining insight into the state's process for revoking or denying licenses obtained through the scheme. This advocacy aimed to protect providers and the general public.

March 2023

- On March 22, HCAF hosted its annual Home Care Day at the Florida Capitol, engaging over two dozen advocates who connected with 64 legislators during the 60-day legislative session. The event aimed to educate lawmakers about key industry issues, including increasing Medicaid reimbursement rates and enacting legislation to ease burdensome regulations for providers. Additionally, HCAF's policy team participated in a separate advocacy day on March 16, partnering with a Medicaid providers' coalition to advocate for increased Private Duty Nursing reimbursement rates.
- On March 28, HCAF representatives and Florida home care professionals participated in the National Association for Home Care & Hospice (NAHC) March on Washington, joining over 100 advocates nationwide. The event aimed to promote legislation and policies supporting the industry and ensuring accessible services for seniors, individuals with chronic conditions, and disabilities.

May 2023

- On May 4, HCAF continued its involvement in the state rulemaking process to create new regulations within Chapter 59A-8 of the Florida Administrative Code to establish the Excellence in Home Health Program.
- On May 5, the Florida Legislative Session concluded after passing the \$117 billion state budget for the 2023-24 fiscal year. Throughout the session, HCAF's policy team actively monitored legislation and advocated for industry priorities, resulting in the following positive outcomes for its members:
 - Passed legislation exempting certain home health agencies from the Medicaid provider enrollment requirement policy change that took effect in January 2022;
 - Expanded and protected access to Medicaid private duty nursing services through the creation of the Home Health Aide for Medically Fragile Children Program (HB 391); and
 - Achieved a consensus-based increase in training requirements for home health workers related to Alzheimer's disease and related dementias.
- On May 12, HCAF sent a letter to AHCA formally requesting an extension of the deadline for Medicaid providers to spend Florida HCBS Enhanced Funding Opportunity funds.
- On May 18, HCAF participated in the State of Reform Conference in Tampa, representing the Florida home care provider community for the second consecutive year. Kyle Simon, HCAF's Director of Government Affairs and Communications, played a key role as part of the 24-member convening panel. During a panel discussion at the conference, Simon shared insights on the recent state legislative session and federal policies impacting the home care industry in Florida.

June 2023

- HCAF published the 2023 Florida Legislative Session Report in June, which summarizes what was passed and what failed during the session.
- On June 2, HCAF distributed a public policy alert to Governor Ron DeSantis and state lawmakers in an effort to stimulate policy action to invest in the home health workforce. *America's Health Rankings 2023 Senior Report* ranked Florida last in the nation in access to home health care workers.
- On June 15, HCAF introduced the Medicaid Proposed Rule Toolkit to assist providers in submitting comments to CMS on the Medicaid proposed rule, *Medicaid Program; Ensuring Access to Medicaid Services*. The toolkit highlighted positive policy developments but expressed concerns about the proposal's requirement for states to allocate at least 80% of Medicaid payments to compensate direct care workers. HCAF discussed the potential impact with Bloomberg in July 2023 if the proposal is finalized as-is. The toolkit included an overview, supporting information, and a customizable template for providers to submit their comments.
- On June 28, HCAF spoke on the record with Home Health Care News about the Medicare Review Choice Demonstration amid rumors of a nationwide program expansion.
- On June 29, AHCA granted a six-month extension for Medicaid providers to spend Florida HCBS Enhanced Funding Opportunity funds, extending the deadline from June 30 to December 31, 2023. HCAF's strong advocacy efforts, including a letter and meetings with Medicaid officials, led to this victory, providing Medicaid providers additional time to utilize the funds for staff recruitment and retention efforts.

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At the close of this fiscal year, we observed a slight decrease in our Certified and Private Duty memberships compared to last year. Currently, we have 361 Certified memberships, down from 375 last year, and 213 Private Duty memberships, down from 215 last year. However, the overall number of state licensed and/or certified home care agencies in Florida has slightly increased to 2,240 compared to 2,228 a year ago.

Interestingly, looking back to December 2018, just before the lifting of the moratorium on Medicare Certified providers by the Center for Medicare and Medicaid Services (CMS), the total number of home health agencies in Florida reached an all-time low of 1,911. Since then, the number has steadily risen year over year.

Florida currently has more Private Duty/licensed-only providers (1,134) than Medicare and/or Medicaid-certified providers (1,106). Our organization, HCAF, currently has an overall market penetration of 24%, which is 1% lower than last year. On a positive note, our Associate membership has grown from 150 to 155 members. These industry partners have been invaluable in supporting the Association and our members, and we express our gratitude for their commitment to helping providers deliver high-quality, cost-effective care.

With the increasing number of licensed and/or Certified home care providers in Florida, it raises the question of why they are not part of HCAF. Considering that approximately 63% of our membership dues are invested back into supporting the needs of our members, joining the only organization dedicated to advocating for the interests and fulfilling the needs of Florida home care providers seems like a logical choice. Perhaps some providers are unaware of our Association, or they may be overwhelmed with day-to-day operations, leaving them inadequate bandwidth to focus on professional membership. It could also be a matter of cost or other factors.

This is where you come in. We would greatly appreciate a few minutes of your time to provide feedback on how our association can grow. Simply scan the code at the bottom-right corner of this page to share your thoughts with us. Furthermore, we kindly request that you spread the word about HCAF and encourage fellow professionals, especially those new to the field, to get involved. Our table has plenty of room!

If I can ever be of assistance or if you know of someone who should become a member, please don't hesitate to contact me.

FOR MORE INFORMATION, CONTACT:

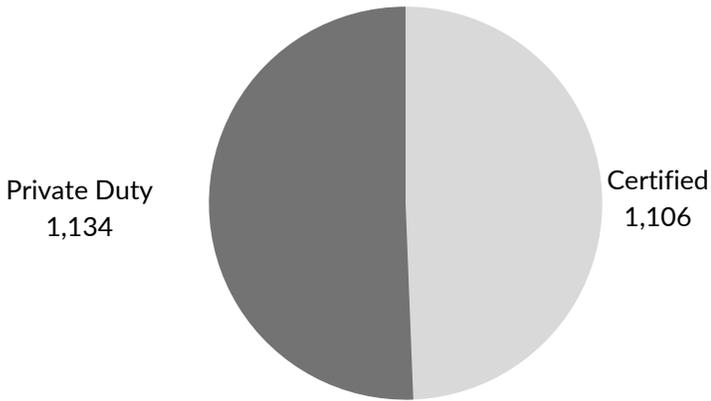
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SCAN ME



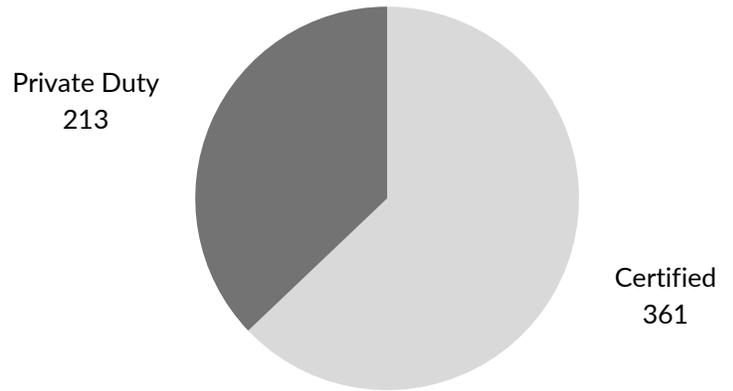
State-Licensed Home Health Agencies

JULY 2023

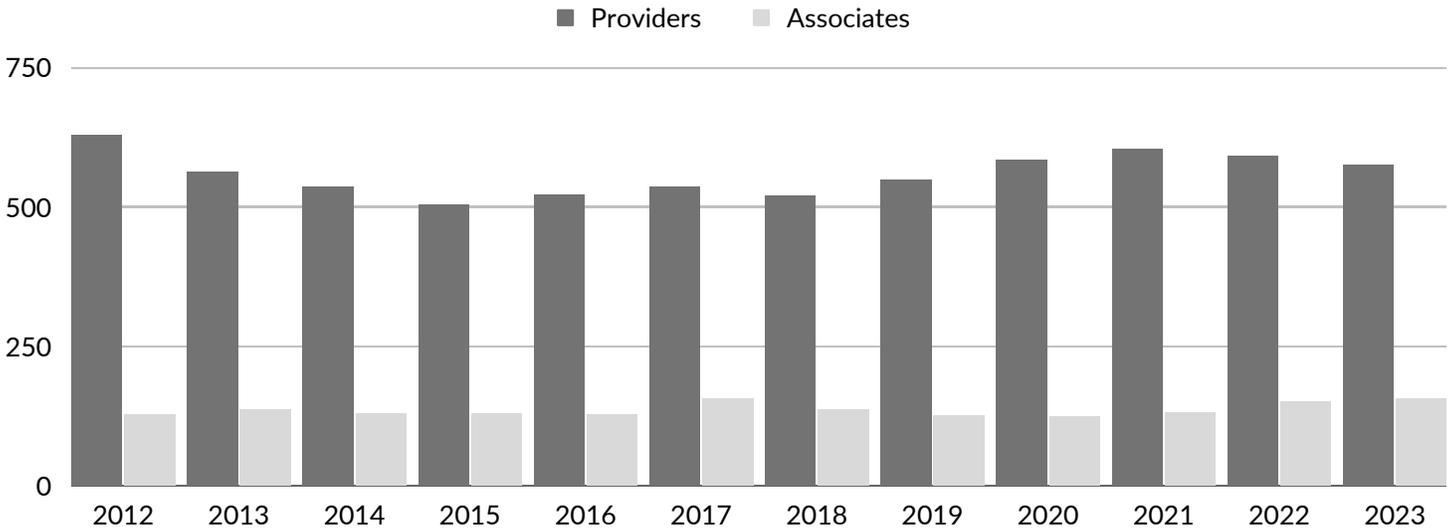


HCAF Membership

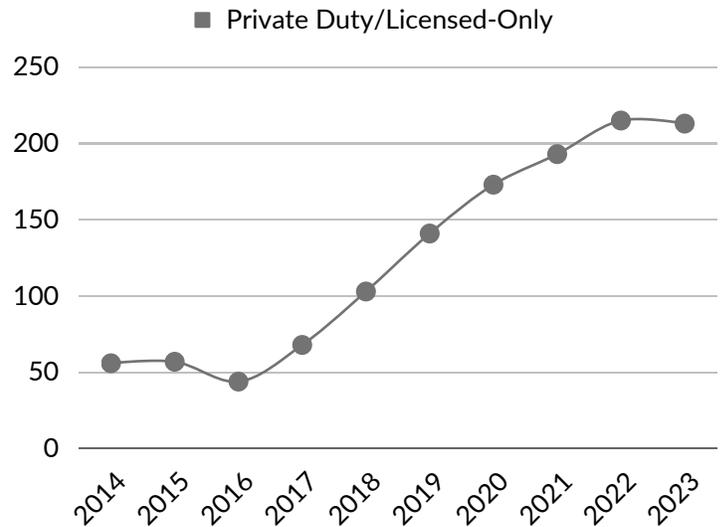
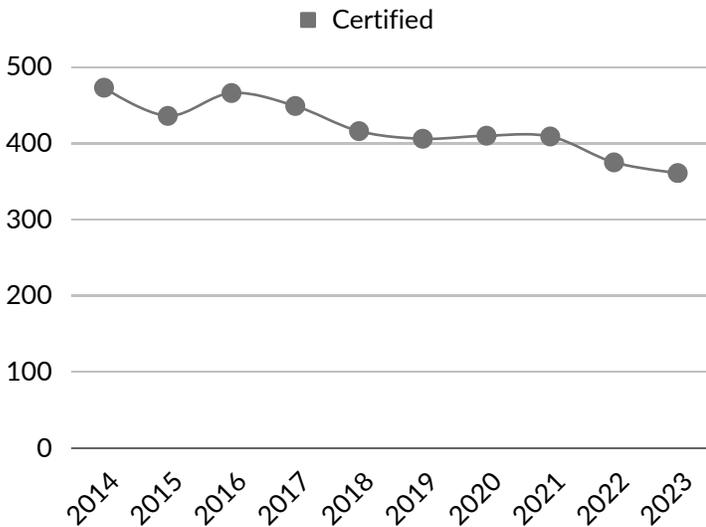
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HCAF Membership Historical Trends



HCAF Membership By Provider Type Historical Trends





We are delighted to celebrate another year of HCAF's Private Duty Membership program. As we mark the seventh year as a membership category, our focus on outreach and retention remains steadfast, positioning us for continued expansion in both membership and market share.

Education & Engagement Opportunities

HCAF leads the way in helping member agencies stay informed about industry trends and benchmarks. Our monthly Private Duty Lunch Chats (online) have been a valuable vehicle for supporting this effort. To enhance member and agency participation, we recently adjusted the schedule from the first Friday of each month to the second Wednesday. This change has led to increased attendance, as demonstrated by the higher turnout during Q3-2023 compared to 2022. Lunch Chat topics covered a variety of essential topics, such as optimizing caregiver documentation, improving survey readiness, and enhancing real-time communication.

Cost-Effective Training Through HomeCareLearn.com

We remain committed to providing cost-effective education options as the Private Duty sector evolves and new providers enter the market. In addition to our in-person and online programs, the HomeCareLearn.com on-demand training portal has been a valuable resource for our members. With the HomeCareLearn.com Agency Edition subscription, providers have access to even more training programs.

Engagement Opportunities

We have actively engaged with potential members through outreach activities, including drop-in visits, in various regions across Florida. These interactions have been met with enthusiasm by both active and prospective members. To strengthen connections further, we are planning District Advisory Group meetings throughout the regions for the upcoming fiscal year. The 5th Annual Private Care Symposium, held in Hollywood in October, was a resounding success with over 90 participants. Participants benefited from the program's insights into regulations, compliance, recruitment, and retention issues. We were also honored to have State Representative John Snyder offer valuable insight. Building on this success, we are currently preparing for 6th Annual Private Care Symposium, scheduled for October 4-5, 2023. We will also introduce the Home Care CEO Executive Strategy Retreat on December 15-16, 2023, as a new addition to our Private Duty offerings.

Advocacy & Continued Professional Development

In March, Private Duty providers participated in HCAF's Home Care Day at the Capitol in Tallahassee. This event provided a valuable opportunity for providers to meet with legislators and advocate for the crucial role home health plays in the continuum of care, emphasizing their need for support. HCAF remains committed to offering face-to-face continuing education and professional development, always prioritizing public health and safety. Furthermore, we are determined to expand our presence and establish HCAF as the definitive voice for home care in Florida.

FOR MORE INFORMATION, CONTACT:

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HCAF's fiscal year runs from July 1 to June 30. Financial statements are audited or reviewed annually by an independent professional accounting firm and presented to the Board of Directors. This process is typically completed around September of each year and the report is available upon request. The following are excerpts from the most recent audit, completed in September 2022. The report ending June 2023 will be finalized in the fall.

Report on the Financial Statements

We have audited the financial statements of the Home Care Association of Florida, Inc. (the Association) which comprise the statements of financial position as of June 30, 2022 and 2021, the related statements of activities and changes in net assets, functional expenses, and cash flows for the years then ended, and the related notes to the financial statements.

Management's Responsibility 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; this includes 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.

Auditor's Responsibility

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 auditing standards generally accepted in the United States (GAAS) will always detect a material misstatement when it exists. The risk of not detecting a material misstatement resulting from fraud is higher than for one resulting from error, as fraud may involve collusion, forgery, intentional omissions, misrepresentations, or the override of internal control. Misstatements are considered material if there is a substantial likelihood that, individually or in the aggregate, they would influence the judgment made by a reasonable user based on the financial statements.

Opinion

In our opinion, the accompanying financial statements present fairly, in all material respects, the financial position of the Association as of June 30, 2022, and 2021, and the changes in its net assets and its cash flows for the years then ended in accordance with accounting principles.

Tallahassee, Florida
September 27, 2022

Thomas Howell Ferguson P.A.

**Thomas Howell
Ferguson P.A.**

Statements of Financial Position

	June 30,	
	2022	2021
Assets		
Current assets:		
Cash and cash equivalents	\$911,788	\$1,016,662
Accounts receivable	60,881	2,625
Prepaid expenses	218,597	173,071
Investments	645,670	570,522
Total current assets	1,836,936	1,762,880
Property and equipment, net	7,558	8,346
Prepaid expenses, noncurrent	50,000	70,000
	\$1,894,494	\$1,841,226
Liabilities and net assets		
Current liabilities:		
Accounts payable	\$7,631	\$3,808
Accrued expenses	121,730	164,580
Unearned revenue	785,939	704,603
Revenue advances	-	134,592
Total liabilities	915,300	1,007,583
Net assets without donor restrictions	979,194	833,643
Total liabilities and net assets	\$1,894,494	\$1,841,226

Statements of Activities and Changes in Net Assets

	Years ended June 30,	
	2022	2021
Changes in unrestricted net assets:		
Revenues and other support:		
Member dues	\$906,362	\$856,213
Educational programs	168,016	130,065
Conferences and meeting	385,176	177,701
Royalties and other	39,323	79,779
Investment (loss) income, net	(59,853)	58,142
PPP loan forgiveness	134,592	-
Employee Retention Credit	54,016	-
Total revenues and other support	<u>1,627,632</u>	<u>1,301,900</u>
Expenses:		
Educational programs	242,400	144,618
Conferences and meetings	385,177	223,466
Legislative	142,861	134,006
General and administrative	711,643	732,696
	<u>1,482,081</u>	<u>1,234,786</u>
Change in net assets	145,551	67,114
Net assets at beginning of year	<u>833,643</u>	<u>766,529</u>
Net assets at end of year	<u>\$979,194</u>	<u>\$833,643</u>