Financial Report December 31, 2022



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Independent Auditor's Report

To the Board of Directors of Legal Aid of NorthWest Texas

Report on the Audit of the Financial Statements

Opinion

We have audited the financial statements of Legal Aid of NorthWest Texas (LANWT) (a non-profit organization) which comprise the Statements of Financial Position as of December 31, 2022 and 2021, and the related Statements of Activities, Functional Expenses and Cash Flows for the years then ended, and the related Notes to the Financial Statements.

In our opinion, the accompanying financial statements present fairly, in all material respects, the financial position of Legal Aid of NorthWest Texas as of December 31, 2022 and 2021, and the changes in its net assets and its cash flows for the years then ended in accordance with accounting principles generally accepted in the United States of America.

Basis for Opinion

We conducted our audits in accordance with auditing standards generally accepted in the United States of America (GAAS) 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 Legal Aid of NorthWest Texas and to meet our other ethical responsibilities, in accordance with the relevant ethical requirements relating to our audits. We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our audit opinion.

Change in Accounting Principle

As discussed in Note 2 to the financial statements, LANWT adopted Accounting Standards Update (ASU) 2016-02, Leases, and related amendments ("Topic 842") effective January 1, 2022. Our opinion is not modified with respect to this matter.

Responsibilities of Management for the Financial Statements

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

In preparing the financial statements, management is required to evaluate whether there are conditions or events, considered in the aggregate, that raise substantial doubt about Legal Aid of NorthWest Texas' ability to continue as a going concern for one year after the date that the financial statements are issued.

The Board of Directors of Legal Aid of NorthWest Texas

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

In performing an audit in accordance with GAAS and Government Auditing Standards, we:

- Exercise professional judgment and maintain professional skepticism throughout the audit.
- Identify and assess the risks of material misstatement of the financial statements, whether due to fraud or error, and design and perform audit procedures responsive to those risks. Such procedures include examining, on a test basis, evidence regarding the amounts and disclosures in the financial statements.
- Obtain an understanding of internal control relevant to the audit in order to design audit
 procedures that are appropriate in the circumstances, but not for the purpose of expressing an
 opinion on the effectiveness of Legal Aid of NorthWest Texas' 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 Legal Aid of NorthWest Texas' ability to continue as a going concern for a reasonable period of time.

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

The Board of Directors of Legal Aid of NorthWest Texas

Supplementary Information

Our audit was conducted for the purpose of forming an opinion on the financial statements as a whole. The supplementary information, as listed in the table of contents, is presented for purposes of additional analysis and is not a required part of the financial statements. The accompanying Schedule of Expenditures of Federal Awards and Schedule of Expenditures of State Awards are presented for purposes of additional analysis as required by the audit 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) and the Texas Grant Management Standards, which include the State of Texas Single Audit Circular (TxGMS), and are not a required part of the financial statements. Such information is the responsibility of management and was derived from and relates directly to the underlying accounting and other records used to prepare the financial statements. The information has been subjected to the auditing procedures applied in the audit of the financial statements and certain additional procedures, including comparing and reconciling such information directly to the underlying accounting and other records used to prepare the financial statements or to the financial statements themselves, and other additional procedures in accordance with auditing standards generally accepted in the United States of America. In our opinion, the supplementary information, Schedule of Expenditures of Federal Awards, and Schedule of Expenditures of State Awards is fairly stated, in all material respects, in relation to the financial statements as a whole.

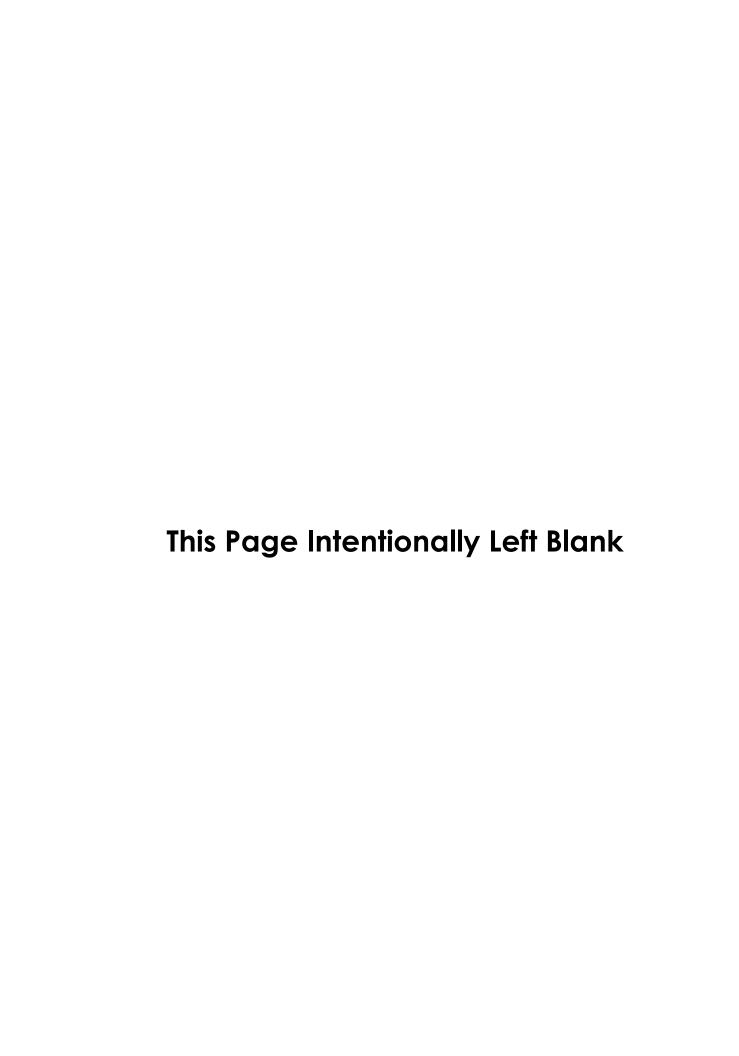
Other Reporting Required by Government Auditing Standards

In accordance with Government Auditing Standards, we have also issued our report dated April 28, 2023 on our consideration of Legal Aid of NorthWest Texas' 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 Legal Aid of NorthWest Texas' 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 Legal Aid of NorthWest Texas' internal control over financial reporting and compliance.

Weaver and Siduell, L.L.P.

WEAVER AND TIDWELL, L.L.P.

Fort Worth, Texas April 28, 2023





Legal Aid of NorthWest Texas Statements of Financial Position

December 31, 2022 and 2021

	2022			2021
ASSETS				
CURRENT ASSETS Cash and cash equivalents (see Note 4) Escrow funds - client deposits Due from grantors Accounts receivable Contributions receivable Prepaid expenses	\$	8,887,562 32,086 1,395,152 1,173 - 370,117	\$	12,049,661 8,971 1,051,753 19,271 120,000 340,826
Total current assets		10,686,090		13,590,482
NONCURRENT ASSETS Equipment, software and furniture Accumulated depreciation		535,472 (427,966)		792,404 (636,758)
Equipment, software and furniture, net		107,506		155,646
Buildings		6,273,238		6,273,238
Accumulated depreciation		(3,984,647)		(3,837,201)
Buildings, net		2,288,591		2,436,037
Land		474,875		474,875
Total property and equipment		2,870,972		3,066,558
Financing lease right-of-use assets		13,185		-
Operating lease right-of-use assets		2,001,824		
Total noncurrent assets		4,885,981		3,066,558
TOTAL ASSETS	\$	15,572,071	\$	16,657,040

		2022		2021
LIABILITIES AND NET ASSETS				
CURRENT LIABILITIES				
Accounts payable and accrued liabilities	\$	882,919	\$	960,792
Escrow funds - client deposits	•	32,086	·	8,971
Refundable advances (see Note 4)		7,669,242		10,594,103
Note payable - current portion		158,054		152,213
Financing lease liabilities - current portion		3,861		-
Operating lease liabilities - current portion		814,734		
Total current liabilities		9,560,896		11,716,079
LONG-TERM LIABILITIES				
Note payable - long-term portion		1,083,990		1,242,043
Financing lease liabilities - long-term portion		9,392		-
Operating lease liabilities - long-term portion		1,197,511		
Total long-term liabilities		2,290,893		1,242,043
NET ASSETS				
Without donor restrictions				
General		459,533		284,410
General - property		156,499		161,339
Total without donor restrictions		616,032		445,749
With donor restrictions				
Other grants and contributions		541,073		531,460
Contributions		-		120,000
Legal Services Corporation - property		2,323,835		2,312,464
Other grants and contributions - property		239,342		289,245
Total with donor restrictions		3,104,250		3,253,169
Total net assets		3,720,282		3,698,918
TOTAL LIABILITIES AND NET ASSETS	\$	15,572,071	\$	16,657,040

Statements of Activities
Years Ended December 31, 2022 and 2021

	With	nout Donor	With Donor Restrictions					With Donor Restrictions				
	Re	estrictions		LSC	LSC Non - LSC		Non - LSC		n - LSC Total			Total
REVENUES AND OTHER SUPPORT												
Grants and contracts	\$	-	\$	11,202,719	\$	19,107,181	\$	30,309,900	\$	30,309,900		
Attorney fees	•	-	,	5,151	,	-	,	5,151	,	5,151		
Donated funds		901,299		-		157,202		157,202		1,058,501		
Donated services		-		1,265,047		-		1,265,047		1,265,047		
Interest income		59,551		53,437		-		53,437		112,988		
Other income		651		-		-		-		651		
Net assets released from restrictions		31,939,656		(12,514,983)		(19,424,673)		(31,939,656)		-		
Total revenues and other support		32,901,157		11,371		(160,290)		(148,919)		32,752,238		
EXPENSES												
Program services		29,043,870		-		-		-		29,043,870		
Management and general		3,072,065		-		-		-		3,072,065		
Fundraising		614,939		-		-		-		614,939		
Total expenses		32,730,874								32,730,874		
Changes in net assets		170,283		11,371		(160,290)		(148,919)		21,364		
NET ASSETS, beginning of year		445,749		2,312,464		940,705		3,253,169		3,698,918		
NET ASSETS, end of year	\$	616,032	\$	2,323,835	\$	780,415	\$	3,104,250	\$	3,720,282		

Statements of Activities – Continued Years Ended December 31, 2022 and 2021

	With	Without Donor		Donor With Donor Restrictions						onor With Donor Restrictions			2021
	Re	estrictions		LSC	Non		on - LSC Total			Total			
REVENUES AND OTHER SUPPORT													
Grants and contracts	\$	-	\$	10,396,340	\$	17,109,043	\$	27,505,383	\$	27,505,383			
Attorney fees	·	-	•	4,701		-	·	4,701	·	4,701			
Donated funds		690,762		-		28,543		28,543		719,305			
Donated services		-		2,015,108		-		2,015,108		2,015,108			
Interest income		4,509		2,703		-		2,703		7,212			
Other income		4,215		-		-		-		4,215			
Net assets released from restrictions		29,678,215		(12,415,376)		(17,262,839)		(29,678,215)					
Total revenues and other support		30,377,701		3,476		(125,253)		(121,777)		30,255,924			
EXPENSES													
Program services		26,706,821		-		-		-		26,706,821			
Management and general		3,092,517		-		-		-		3,092,517			
Fundraising		511,724		-		-			-	511,724			
Total expenses		30,311,062								30,311,062			
Changes in net assets		66,639		3,476		(125,253)		(121,777)		(55,138)			
NET ASSETS, beginning of year		379,110		2,308,988		1,065,958		3,374,946		3,754,056			
NET ASSETS, end of year	\$	445,749	\$	2,312,464	\$	940,705	\$	3,253,169	\$	3,698,918			

Legal Aid of NorthWest TexasStatements of Functional Expenses Years Ended December 31, 2022 and 2021

	2022						
	Program Services	Management and General	Fundraising	Total			
PERSONNEL EXPENSES							
Attorney salaries and wages	\$ 11,561,011	\$ 393,897	\$ -	\$ 11,954,908			
Non-attorney salaries and wages	4,922,744	747,234	220,919	5,890,897			
Payroll taxes	1,232,069	87,683	17,110	1,336,862			
Fringe benefits	3,961,808	247,507	48,358	4,257,673			
LSC carryover - salaries & benefits	2,461,380	873,942	144,695	3,480,017			
Total personnel expenses	24,139,012	2,350,263	431,082	26,920,357			
OTHER EXPENSES							
Legal consultants - donated	1,265,047	-	-	1,265,047			
Contract services	239,350	307,708	40,085	587,143			
Travel and training	210,945	30,600	4,404	245,949			
Occupancy	1,457,754	38,894	6,407	1,503,055			
Building interest	30,357	30,357	-	60,714			
Purchases and materials	311,291	15,063	476	326,830			
Equipment rentals	59,500	4,326	710	64,536			
Equipment/software maintenance							
and repairs	49,670	59,161	28,818	137,649			
Office supplies	157,338	38,632	43,472	239,442			
Printing	14,787	474	31,349	46,610			
Postage	45,856	4,251	9,043	59,150			
Bank service charges	124	13,385	2,899	16,408			
Telephone	558,962	64,719	10,617	634,298			
Advertising	97,756	-	-	97,756			
Insurance	92,730	5,523	907	99,160			
Dues	60,500	9,849	4,245	74,594			
Recruiting/advocacy	2,480	40,439	425	43,344			
Litigation	101,273	-	-	101,273			
Miscellaneous	168	11,805		11,973			
Total other expenses	4,755,888	675,186	183,857	<u>5,614,931</u>			
Total expenses before depreciation	28,894,900	3,025,449	614,939	32,535,288			
Depreciation	148,970	46,616		195,586			
TOTAL EXPENSES	\$ 29,043,870	\$ 3,072,065	\$ 614,939	\$ 32,730,874			

Legal Aid of NorthWest TexasStatements of Functional Expenses – Continued Years Ended December 31, 2022 and 2021

	2021					
	Program	Management				
	Services	and General	<u>Fundraising</u>	Total		
PERSONNEL EXPENSES						
Attorney salaries and wages	\$ 10,165,983	\$ 657,813	\$ -	\$ 10,823,796		
Non-attorney salaries and wages	3,539,516	1,068,019	313,496	4,921,031		
Payroll taxes	997,056	124,280	22,863	1,144,199		
Fringe benefits	3,346,227	313,892	58,414	3,718,533		
LSC carryover - salaries & benefits	3,615,864			3,615,864		
Total personnel expenses	21,664,646	2,164,004	394,773	24,223,423		
OTHER EXPENSES						
Legal consultants - donated	2,015,108	-	-	2,015,108		
Contract services	376,255	379,747	51,743	807,745		
Travel and training	133,316	26,939	1,922	162,177		
Occupancy	1,157,903	50,523	8,303	1,216,729		
Building interest	33,775	33,775	-	67,550		
Purchases and materials	86,003	137,275	386	223,664		
Equipment rentals	79,793	4,565	746	85,104		
Equipment/software maintenance						
and repairs	38,097	30,214	21,985	90,296		
Office supplies	112,183	18,832	10,316	141,331		
Printing	7,413	166	2,598	10,177		
Postage	31,726	1,510	2,820	36,056		
Bank service charges	122	12,841	1,512	14,475		
Telephone	633,294	60,856	9,921	704,071		
Advertising	-	-	395	395		
Insurance	83,778	5,384	878	90,040		
Dues	53,249	10,267	3,350	66,866		
Recruiting/advocacy	-	43,823	76	43,899		
Litigation	49,480	-	-	49,480		
Miscellaneous	186	64,023		64,209		
Total other expenses	4,891,681	880,740	116,951	5,889,372		
Total expenses before depreciation	26,556,327	3,044,744	511,724	30,112,795		
Depreciation	150,494	47,773		198,267		
TOTAL EXPENSES	\$ 26,706,821	\$ 3,092,517	\$ 511,724	\$ 30,311,062		

Statements of Cash Flows Years Ended December 31, 2022 and 2021

		2022		2021		
CASH FLOWS FROM OPERATING ACTIVITIES						
Change in net assets	\$	21,364	\$	(55,138)		
Adjustments to reconcile change in net assets to	•		•	,		
cash used in operating activities						
Operating lease amortization		702,413		-		
Finance lease amortization		1,648		-		
Depreciation		195,586		198,267		
Changes in operating assets and liabilities, net						
Due from grant ors		(343,399)		566,736		
Accounts receivable - other		18,098		2,376		
Contributions receivable		120,000		114,576		
Prepaid expenses		(29,291)		(34,948)		
Accounts payable and accrued liabilities		(77,873)		217,369		
Refundable advances		(2,924,861)		(1,256,264)		
Operating lease liabilities		(691,992)		-		
Net cash used in operating activities		(3,008,307)		(247,026)		
CASH FLOWS FROM FINANCING ACTIVITIES						
Payments on financing leases		(1,580)		-		
Payments on note payable		(152,212)		(146,588)		
Net cash used in financing activities		(153,792)		(146,588)		
Change in cash and cash equivalents		(3,162,099)		(393,614)		
CASH AND CASH EQUIVALENTS, beginning of year		12,049,661		12,443,275		
CASH AND CASH EQUIVALENTS, end of year	\$	8,887,562	\$	12,049,661		
SUPPLEMENTAL INFORMATION Interest paid	\$	60,714	\$	67,550		
Financing lease assets obtained in exchange for lease liabilities, net	\$	14,833	\$	-		
Operating lease assets obtained in exchange for lease liabilities, net	\$	2,704,237	\$	_		

Notes to Financial Statements

Note 1. Summary of Significant Accounting Policies

Nature of Activities

Legal Aid of NorthWest Texas (LANWT) is a not for profit corporation organized for the purpose of providing legal assistance in non-criminal matters to persons financially unable to afford legal services. Services are provided at 31 offices, which encompass 114 counties. Its mission is to ensure equal justice for people living in poverty through the provision of high quality legal representation and to further the ends of justice and improve the lives of low income people through the rule of the law.

Basis of Accounting

The financial statements of LANWT have been prepared on the accrual basis of accounting in accordance with accounting principles generally accepted in the United States of America.

Financial Statement Presentation

LANWT is required to report information regarding its financial position according to two classes of net assets: net assets without donor restrictions and net assets with donor restrictions. Net assets and revenues, other support, expenses, gains and losses are classified based on the existence or absence of donor-imposed stipulations. Accordingly, LANWT's net assets and changes therein are classified and reported as follows:

Net assets without donor restrictions - Represent resources that are available for the support of operations.

<u>Net assets with donor restrictions</u> – Include grants, contributions and other program income expendable only for purposes specified or approved by the grantor or donor. Amount also includes amounts to be invested or held in perpetuity. As of December 31, 2022 and 2021, LANWT had no amounts in net assets with donor restrictions that are held in perpetuity.

Major Grants, Contracts and/or Allocation Support

The major funding sources for LANWT include Legal Services Corporation (LSC) and Texas Access to Justice Foundation (TAJF). These sources comprise more than 75% and 85% of the total grant funding received by LANWT for the years ended December 31, 2022 and 2021, respectively.

LSC, a not for profit corporation, administers the federal government's legal assistance program and provides continued support to LANWT through annual grants. During years ended December 31, 2022 and 2021, LANWT recognized contract funds from LSC support as expended. In accordance with the terms of its grants from LSC, LANWT may retain unused funds for use in future periods, provided all grant conditions have been met and the carryforward has been approved by LSC.

Additionally, TAJF provides funding for the Basic Civil Legal Services Program (BCLS), the Crime Victims Civil Legal Services Grant (CVCLS) and smaller related grants. BCLS was established by the Supreme Court of Texas in compliance with state legislation relating to additional court filing fees imposed to provide basic civil legal services to the indigent. The CVCLS grant was established to provide victim-related civil legal services to victims of crime.

Notes to Financial Statements

LSC, TAJF and other grantors may, at their discretion, request reimbursement for expenses or return of funds or both, as a result of non-compliance by LANWT with the terms of grants, contracts and allocations. In addition, if LANWT terminates its legal assistance activities, all unused funds are to be returned to the respective funding sources.

Cash and Cash Equivalents

Cash and cash equivalents include all monies in banks and highly liquid investments, which are those with an original maturity of three months or less. The carrying value of cash and cash equivalents approximates fair value because of the short maturities of those financial instruments.

Escrow funds consist of cash and cash equivalents held on behalf of clients, and are recorded as escrow funds – client deposits asset and liability on the statements of financial position.

Due from Grantors and Accounts Receivable

LANWT evaluates the allowance for doubtful accounts related to amounts due from grantors and others based on prior experience, review of individual grants, existing economic conditions as well as other pertinent factors. At December 31, 2022 and 2021, LANWT considered amounts due from grantors and others to be fully collectible. Accordingly, no allowance is recorded.

Contributions Receivable

Contributions are recognized when the unconditional contribution is made or when the related conditions are met. Contributions receivable due in more than one year are discounted to net present value. Discounts are recorded in revenue during the year in which the discount is calculated. Management evaluates the adequacy of the allowance for doubtful accounts based on a review of individual accounts and collection history. At December 31, 2022, LANWT had no outstanding contributions receivable. At December 31, 2021, LANWT considered contributions receivable to be fully collectible. Accordingly, no allowance is recorded.

Prepaid Expenses

Prepaid expenses consist of payments made in advance for expenses related to future periods.

Property and Equipment

Property acquired with LSC, BCLS and CVCLS funds is considered to be owned by LANWT. However, the funding sources have a reversionary interest in the property as well as the right to determine the use of any proceeds from the sale of assets purchased with their respective funds.

Expenditures of property and equipment that exceed \$5,000 and that have a useful life of one year or more are capitalized at cost. Donated assets are capitalized and recorded at their fair value at the time of donation. Depreciation of property and equipment is computed on a straight-line basis over the estimated useful lives of the assets.

The following useful lives have been assigned to the capitalized assets:

Buildings 30 years Equipment, software and furniture 5 years

Notes to Financial Statements

Expense Allocations

In some cases, expenses are incurred which support the work performed under more than one grant, contract or maintenance of effort requirement. Such expenses are allocated among various funding sources as specified by the funding agreements. Personnel expenses are allocated based on records of time and effort. Non-personnel expenses including occupancy (rent, utilities, janitorial and building maintenance), supplies, postage, telephone and insurance expenses are allocated based on the salaries and wages of employees charged to the program for the respective month.

Donated Services

Contributed services that create or enhance non-financial assets or require specialized skills that are provided by individuals possessing those skills and would typically need to be purchased are recorded as revenues in the Statement of Activities at the estimated fair value of the service. Attorneys and other professionals with specialized skills donate services to LANWT. The value of donated services is based upon an estimated average fee normally charged by the professionals rendering the services. The amounts recorded as donated services are based on actual time spent on assigned cases and legal clinics during the year. Donated services are recognized both as support and expense in the accompanying financial statements. Management estimates the fair value of donated professional or specialized services to be \$1,265,047 (8,431 hours) for 2022 and \$2,015,108 (13,434 hours) for 2021.

Donated Funds

During years ended December 31, 2022 and 2021, LANWT had donated funds of \$1,058,501 and \$719,305, respectively. Contributions received are recorded as donated funds revenue without donor restrictions or donated funds revenue with donor restrictions, depending on the existence and/or nature of any donor restrictions. Donor support is reported as an increase in net assets with donor restrictions or net assets without donor restrictions, depending on the nature and existence of the restriction.

When a restriction expires, that is, when a stipulated time restriction ends or purpose restriction is satisfied, 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.

Income Taxes

LANWT is exempt from federal income taxes under Section 501(c)(3) of the Internal Revenue Code. In addition, LANWT has been determined by the Internal Revenue Service not to be a private foundation within the meaning of Section 509(a)(2) of the Code.

Accounting principles generally accepted in the United States of America require LANWT to recognize in its financial statements the financial effects of a tax position if that position is more likely than not to be sustained upon examination, including resolution of any appeals or litigation processes, based upon the technical merits of the position. Tax positions taken by LANWT have been reviewed, and management is of the opinion that material positions taken by LANWT would more likely than not be sustained by examination. Accordingly, LANWT has not recorded an income tax liability for uncertain tax benefits.

Financial Instruments

The fair value of other financial instruments including due from grantors, contributions receivable and refundable advances approximate their carrying values because the collection or payment period is relatively short or because the terms are similar to market terms.

Notes to Financial Statements

Use of Estimates

The preparation of financial statements in conformity with accounting principles generally accepted in the United States of America requires management to make estimates and assumptions that affect the reported amounts of assets and liabilities and disclosure of contingent assets and liabilities at the date of the financial statements and the reported amounts of revenues and expenses during the reporting period. Significant estimates include, but are not limited to, value of donated services and depreciation and depreciable lives related to property and equipment. It is reasonably possible that these estimates may change in the near term.

Recently Adopted Accounting Pronouncements

<u>Leases</u>

In February 2016, the Financial Accounting Standards Board (FASB) issued guidance (Accounting Standards Codification [ASC] 842, Leases) to increase transparency and comparability among organizations by requiring the recognition of right-of-use (ROU) assets and lease liabilities on the balance sheet. Most prominent among the changes in the standard is the recognition of ROU assets and lease liabilities by lessees for those leases classified as operating leases. Under the standard, disclosures are required to meet the objective of enabling users of financial statements to assess the amount, timing, and uncertainty of cash flows arising from leases.

Starting on January 1, 2022 (the "transition date"), with the adoption of Accounting Standards Update ("ASU") 2016-02, Leases (Topic 842), once LANWT has determined an arrangement is a long-term lease (with a remaining lease term greater than 12 months), at inception (or transition date) it recognizes a right of use asset ("ROU asset") and lease liability based on the present value of the lease payments over the lease term. For all other leases, LANWT has elected the short-term exception not to recognize lease assets and liabilities.

Prior to 2022, rent expense on operating leases, including rent holidays and scheduled rent increases, was recorded based on payments made, which approximated the straight-line basis over the term of the lease, commencing on the date LANWT took possession of the leased property. Rent expense is recorded in occupancy expenses.

As a result of the adoption of the new lease accounting guidance on January 1, 2022, LANWT recognized (a) lease liabilities of approximately \$1,607,400, which represents the present value of the remaining lease payments, discounted using LANWT's risk-free rate, and (b) right-of-use assets of approximately \$1,607,400.

Additionally, the FASB issued ASU 2020-07, Presentation and Disclosures by Not-for-Profit Entities for Contributed Nonfinancial Assets to increase transparency of contributed nonfinancial assets for not for profit entities through enhancements to presentation and disclosure. The guidance is effective for fiscal years beginning after June 15, 2021, and interim periods within annual periods beginning after June 15, 2022. This standard should be applied on a retrospective basis. LANWT implemented this standard effective January 1, 2022.

Reclassifications

Certain reclassifications have been made to the 2021 financial statements to conform to the 2022 financial statement presentation. Such reclassifications had no effect on net assets or change in net assets.

Notes to Financial Statements

Subsequent Events

LANWT has evaluated subsequent events through April 28, 2023, the date these financial statements were available to be issued. During this period, there were no material subsequent events that required recognition or additional disclosure in these financial statements.

Note 2. Due from Grantors

Due from grantors consists of the excess of grant or contract expenses over amounts received from governmental and private agencies applicable to the period January 1 through December 31:

	2022			2021		
Victims of Crime Act (VOCA)	\$	602,157	\$	443,218		
LSC - Pro Bono Innovation		123,434		78,088		
LSC - Supplemental Disaster		86,910		-		
City of Dallas Eviction Assistance		47,199		23,383		
Office of Attorney General (OAG)		48,187		58,229		
TAJF Emergency Rental Assistance		383,205		351,547		
Tarrant County Emergency Rental Assistance		18,935		4,200		
Low Income Taxpayers Clinic		24,354		18,996		
Safe Haven of Tarrant County		7,889		6,500		
CVCLS		-		11,454		
Statewide Disaster Recovery		-		1,292		
Equal Justice Works Elder Justice Fellowship		-		15,108		
Crime Victim Assistance		-		20,987		
Texas Homeowner Assistance Fund		19,964		-		
Others		32,918		18,751		
	\$	1,395,152	\$	1,051,753		

Note 3. Property and Equipment

Property and equipment consists of the following as of December 31:

	 2022	2021	
Buildings Equipment, software and furniture	\$ 6,273,238 535,472	\$	6,273,238 792,404
Accumulated depreciation	6,808,710 (4,412,613)		7,065,642 (4,473,959)
Land	 2,396,097 474,875		2,591,683 474,875
Total	\$ 2,870,972	\$	3,066,558

Total depreciation expense was \$195,586 and \$198,267 for the years ended December 31, 2022 and 2021, respectively.

Notes to Financial Statements

Note 4. Refundable Advances

Refundable advances consist of the excess of grant or contract amounts received into cash and cash equivalents from governmental and private agencies that exceed expenses applicable to the period January 1 through December 31, as detailed below:

	2022		 2021	
LSC - Basic Field Grant CVCLS BCLS Equal Justice Works Fellowship Wells Fargo Capital One Legal Aid to Veterans II - Extended Services Legal Aid for Survivors of Sexual Assault Legal Aid - Employment Intersect Criminal/Civil Justice Legal Aid to Veterans Legal Aid to Veterans III Others	\$	3,762,333 31,546 3,018,809 10,962 50,807 32,643 107,700 475,831 - 47,925 118,318 12,368	\$ 3,480,017 - 6,006,975 8,463 222,624 29,466 128,720 528,624 110,149 14,664 - 64,401	
		7,669,242	 10,594,103	

Note 5. Note Payable

On December 20, 2007, LANWT entered into a \$3,000,000 promissory note with Splendora Cultural Education Facilities Finance Corporation for construction of the Fort Worth office. The note was then assigned to Frost National Bank. Effective December 19, 2015, the loan was refinanced for \$2,313,000 with an interest rate of 3.89% on a 15 year fixed rate mortgage. Payments of principal plus interest are due monthly through December 20, 2029, when the remaining unpaid principal shall become due and payable. Effective May 19, 2018, the interest rate changed to 4.52%.

The note is secured by a Deed of Trust on the building at 600 East Weatherford Street, Fort Worth, Texas, net revenues, and all accounts at Frost Bank.

	 2022	 2021
Balance of note as of December 31, Less current maturities	\$ 1,242,044 (158,054)	\$ 1,394,256 (152,213)
Long term maturities	\$ 1,083,990	\$ 1,242,043

Notes to Financial Statements

The debt service requirements at December 31, 2022 are as follows:

Year Ending	
December 31,	
2023	\$ 158,054
2024	164,007
2025	170,413
2026	176,953
2027	183,744
Thereafter	 388,873
Total	\$ 1,242,044

LANWT maintains fund accounting records that allow for independent verification of the use of private funds for the costs associated with the stone for the Fort Worth building. As of December 31, 2022 and 2021, \$142,796 and \$131,644 has been attributed to the stone and has been charged to private funds.

Note 6. Net Assets

Net assets with donor restrictions include those assets whose use by the organization has been donor-restricted for a specified purpose.

Net assets with donor restrictions are restricted for the following purposes or time restrictions as of December 31, 2022 and 2021:

	2022		 2021	
LSC - property	\$	2,323,835	\$ 2,312,464	
IOLTA fund - property		95,604	137,029	
Other donations - property		143,738	152,216	
Private donations		541,073	531,460	
Time and purpose			 120,000	
Total net assets with donor restrictions	\$	3,104,250	\$ 3,253,169	

Notes to Financial Statements

Releases from restriction were for the following grants and other purposes during the years ended December 31, 2022 and 2021:

	2022		2021	
LSC	\$	12,514,983	\$	12,415,376
Veterans		780,380		658,764
Community Redevelopment		-		551,595
Foreclosure Prevention		-		132,976
BCLS		9,154,547		7,699,081
CVCLS		467,185		488,884
Other grants		8,697,805		7,593,586
Private donations		324,756		137,953
Total release from restriction	\$	31,939,656	\$	29,678,215

Note 7. Description of Program and Supporting Services

The following program and supporting services are included in the accompanying Statement of Functional Expenses:

Program Services

The organization provides legal representation in the areas of consumer finance, education, employment, family law, health, housing, income maintenance and individual rights. Included in program services expenses are donated services of attorneys, paralegals and others.

Management and General

This category includes the functions necessary to maintain a viable legal services program: suitable working environment, coordination and articulation of LANWT's program strategy through the office of the Chief Executive Officer, proper administrative functioning of the Board of Directors, competent legal and other technical services for LANWT's program administration as well as the organization's management of financial and budgetary responsibilities.

Fundraising

This category includes the functions that provide program and organizational support through special events and other initiatives to bring in additional financial resources to the organization.

Note 8. Retirement Plan

In November 2011, LANWT combined two prior employer funded and employee funded plans and transferred the funds to a new custodian. The Plan is a defined contribution plan covering substantially all full-time employees of LANWT. Participants may contribute any percentage of their salary provided that they do not contribute more than the maximum permitted by law. LANWT may make a discretionary base contribution, and any such employer contribution will be allocated to eligible participants in the proportion that each participant's eligible compensation for the Plan year bears to the total eligible compensation of all such participants for the Plan year. During the years ended December 31, 2022 and 2021, LANWT contributed approximately \$915,000 and \$781,000, respectively.

Notes to Financial Statements

Note 9. Leases

LANWT leases many of its office facilities and office equipment under long-term, non-cancelable lease agreements. LANWT determines if an arrangement is a lease at inception. Operating leases are included in operating lease right-of-use (ROU) assets, current liabilities, and long-term liabilities on the statement of financial position. Finance leases are included in finance lease right-of-use (ROU) assets, current liabilities, and long-term liabilities on the statement of financial position. ROU assets represent the right to use an underlying asset for the lease term and lease liabilities represent the obligation to make lease payments arising from the lease. Operating lease ROU assets and liabilities, and financing leases ROU assets liabilities, are recognized at commencement date based on the present value of lease payments over the lease term. As most of the leases do not provide an implicit rate, LANWT uses the risk-free rate based on the information available at commencement date in determining the present value of lease payments. The ROU assets also include any lease pre-payments made and exclude lease incentives. The lease terms may include options to extend or terminate the lease when it is reasonably certain that the option will be exercised. Lease expense for lease payments is recognized on a straight-line basis over the lease term.

In evaluating contracts to determine if they qualify as a lease, LANWT considers factors such as if it has obtained substantially all of the rights to the underlying asset through exclusivity, if it can direct the use of the asset by making decisions about how and for what purpose the asset will be used and if the lessor has substantive substitution rights. This evaluation may require significant judgment.

None of LANWT's lease agreements contain contingent rental payments, material residual value guarantees or material restrictive covenants. The depreciable life of related leasehold improvements is based on the shorter of the useful life or the lease term. LANWT has no sublease agreements, and no lease agreements in which it is named as a lessor. LANWT performs interim reviews of its long-lived assets for impairment when evidence exists that the carrying value of an asset group, including a lease asset, may not be recoverable, and LANWT did not recognize an impairment expense associated with operating lease assets during 2022.

LANWT has elected the package of practical expedients permitted in ASC Topic 842. Accordingly, LANWT accounted for its existing operating leases as operating leases under the new guidance, without reassessing (a) whether the contract contains a lease under ASC Topic 842, (b) whether classification of the operating lease would be different in accordance with ASC Topic 842, or (c) whether the unamortized initial direct costs before transition would have met the definition of initial direct costs in ASC Topic 842 at lease commencement. The present value of LANWT's lease payments may include: (1) rental payments adjusted for inflation or market rates, and (2) lease terms with options to renew the lease when it is reasonably certain LANWT will exercise such an option. The exercise of lease renewal options is generally at LANWT's discretion. Payments based on a change in an index or market rate are not considered in the determination of lease payments for purposes of measuring the related lease liability. LANWT also elected not to restate comparative prior periods, and to utilize the transition date (January 1, 2022) as the date of initial application, as permitted by ASC Topic 842.

LANWT has elected to apply the short-term lease exemption whereby leases that are less than twelve months in duration are not included as ROU assets and lease liabilities. LANWT has also made an accounting policy election as a private entity by asset class to use a risk-free discount rate for its leases. The classes of underlying assets to which the elections are applied are office equipment and office space.

Notes to Financial Statements

LANWT has lease agreements with lease and non-lease components, which are generally accounted for separately. These variable lease payments, which are primarily comprised of common area maintenance, utilities, and real estate taxes that are passed on from the lessor, are recognized in operating expenses in the period in which the obligation for those payments was incurred.

LANWT'S leases contain various terms and expire at various dates through 2027. For leases containing renewal options, LANWT has evaluated whether it is reasonably certain to renew.

At December 31, 2022, eight of LANWT's facility leases include clauses that allow for reduction in payment or early termination of the lease in the event that LANWT's funding is eliminated or significantly reduced. LANWT has not been notified of any significant changes to or reductions in funding. LANWT does not anticipate utilization of these clauses and therefore, the schedule below does not reflect these reductions.

The components of lease expense, cash flow information, and other information for the year-ended December 31, 2022 were as follows:

Lease cost

Finance lease cost		
Amortization of right-of-use assets	\$	1,580
Interest on lease liabilities		68
Operating lease cost, included in occupancy expenses		918,529
Short-term lease cost, included in occupancy expenses		118,051
Total lease cost	\$	1,038,228
Cash paid for amounts included in the measurement of lease	liabi	ilities
Operating cash flows from finance leases	\$	1,648
Operating cash flows from operating leases	\$	702,413
Financing cash flows from finance leases	\$	(1,580)
Financing lease assets obtained in exchange for lease liabilities, net	\$	14,833
Operating lease assets obtained in exchange for lease liabilities, net	\$	2,704,237
Weighted-average remaining lease term - finance leases		3.33 years
Weighted-average remaining lease term - operating leases		2.87 years
Weighted-average discount rate - finance leases		2.50%
Weighted-average discount rate - operating leases		2.41%

Notes to Financial Statements

Future minimum lease payments under non-cancellable leases as of December 31, 2022 were as follows:

Year Ending December 31,	Operating Leases	Finance Leases	Total
2023 2024 2025 2026 2027	\$ 854,346 642,244 386,583 132,667 73,101	\$ 4,148 4,148 4,148 1,382	\$ 858,494 646,392 390,731 134,049 73,101
Total future minimum lease payments Less imputed interest	2,088,941 (76,696) \$ 2,012,245	13,826 (573) \$ 13,253	2,102,767 (77,269) \$ 2,025,498
	Operating Leases	Finance Leases	<u>Total</u>
Current portion of lease liabilities Lease liabilities - long-term portion	\$ 854,346 1,234,595	\$ 4,148 9,678	\$ 858,494 1,244,273
Total future minimum lease payments Less imputed interest	2,088,941 (76,696)	13,826 (573)	2,102,767 (77,269)
Total	\$ 2,012,245	\$ 13,253	\$ 2,025,498

Prior Disclosures under ASC 840

Total rental expense, exclusive of utilities, was \$1,008,424 for year ended December 31, 2021. Future minimum lease payments under non-cancelable operating leases as of December 31, 2021 were as follows:

Year Ending December 31,	Oper	ating Leases
2022 2023 2024 2025	\$	887,852 618,439 335,835 156,924
Total	\$	1,999,050

Notes to Financial Statements

Note 10. Contingencies and Commitments

Contingencies

LANWT is subject to various legal proceedings in the ordinary course of business. The resolution of these matters cannot be predicted with certainty, but management believes the final outcome of such matters will not have a material effect on LANWT's financial position, results of operations or cash flows.

LANWT participates in federal and state programs, which are governed by various rules and regulations of the grantor agency. Costs charged to the respective grant programs are subject to audit and adjustment by the grantor agency.

Therefore, to the extent that LANWT has not complied with the rules and regulations governing the grants, refunds of any money received may be required and the collectability of any related receivable at December 31, 2022 may be impaired. In the opinion of management, there are no contingent liabilities relating to compliance with the rules and regulations governing the respective grants; therefore, no provisions have been recorded in the accompanying financial statements for such contingencies.

Commitments

Health insurance is provided to employees of LANWT pursuant to a partially self-funded plan. LANWT is liable on an annual basis for up to \$40,000 per employee. Premium and administrative fees accounted for a total of approximately \$3.9 million and \$3.6 million in health and dental insurance expenses for the years ended December 31, 2022 and 2021, respectively.

Note 11. Concentrations

LANWT maintains accounts at various banks. Bank deposits are currently insured by the Federal Deposit Insurance Corporation (FDIC) for a maximum of \$250,000. Cash at these institutions exceeded federally insured limits. The amount in excess of the FDIC limit totaled \$8.8 million and \$11.9 million as of December 31, 2022 and 2021, respectively, and are invested by LANWT's financial institutions in money market accounts and repurchase agreements overnight to limit risk exposure. The Board of Directors has adopted the guidance issued by Legal Services Corporation regarding the excess funds on deposit. In accordance with LSC Accounting Guide for LSC Recipients, as revised, LANWT deposits funds in the excess of federally insured limits in money market accounts and repurchase agreements that invest in U.S. government securities.

Note 12. Concentration of Source of Supply of Labor

LANWT staff attorneys, paralegals, intake and support personnel (representing approximately 70% of the employees) are members of the Union of Legal Assistance Workers, National Organization of Legal Services Workers, UAW Local #2320, AFL-CIO. Administrative and managerial employees are not represented by a union. The revised collective bargaining agreement was re-negotiated in 2022.

Notes to Financial Statements

Note 13. Major Funding Sources

For the year ended December 31, 2022 and 2021, approximately 37% and 38% of LANWT's grant support was provided by LSC and 38% and 47% was provided by grants from TAJF, respectively.

The funding sources detailed below represent approximately 75% of LANWT's total grant support of \$30.3 million for 2022 and 85% of total grant support of \$27.5 million for 2021.

	2022	 2021
Total Direct LSC Funding	\$ 11,202,719	\$ 10,396,340
Total Direct TAJF Funding	11,623,054	12,983,604

Note 14. Related Party Transactions

During the normal course of LANWT's Private Attorney Involvement program activities, attorney Board members participate in, or otherwise contribute to, the provision of legal services to persons financially unable to afford legal services on a pro bono basis through the Dallas Volunteer Attorney Program and other similar programs. Members receive no compensation for their services, but may be entitled to reimbursement of out-of-pocket expenses related to the representation of eligible clients.

In the normal course of procuring services or funding, persons related to LANWT officers, employees or Board members may be involved with the firms used for purchasing of nominal services or provision of legal services to persons financially unable to afford legal services. Management believes the services are provided at rates comparable to those in arms-length transactions for services provided.

Note 15. Contributions Receivable

At December 31, 2022, LANWT had no contributions receivable. At December 31, 2021, contributions receivable was comprised of \$120,000 to be collected in one year. LANWT discounts pledges that are expected to be collected after one year.

Note 16. Liquidity

As a not for profit entity, LANWT receives significant funding in the form of grants each year from federal and state agencies, which are restricted to be used in a particular manner. LANWT must maintain sufficient resources to meet those responsibilities to its grantors. Thus, financial assets may not be available for general expenditure within one year. As part of managing the financial assets, LANWT ensures these become available when obligations come due.

Notes to Financial Statements

The following reflects LANWT's financial assets as of the balance sheet date, including amounts not available within one year of the balance sheet date. Amounts not available include donor-imposed restricted grants.

	2022	2021
Cash and cash equivalents (see Note 4) Contributions receivable - current Accounts Receivable-other Due from grantors	\$ 8,887,562 - 1,173 1,395,152	\$ 12,049,661 120,000 19,271 1,051,753
Total financial assets, year end	10,283,887	13,240,685
Less grantor and donor-imposed restrictions Time and purpose restrictions	 (3,104,250)	(3,253,169)
Total financial assets not available to be used within one year	 (3,104,250)	 (3,253,169)
Total financial assets available to meet general expenditures within one year	\$ 7,179,637	\$ 9,987,516

Total restricted funds of \$3,104,250 and \$3,253,169 at December 31, 2022 and 2021 include \$2,323,835 and \$2,312,464 restricted for use in accordance with the Legal Services Corporation grant. These funds can be utilized for any purposes that are allowable under the Legal Services Corporation grant, which encompasses most of the costs LANWT incurs.

Additionally, as of December 31, 2022 and 2021, cash and cash equivalents include \$7,669,242 and \$10,594,103 related to refundable advances from grantors.

Note 17. LSC Carryover

Per LSC requirements, LANWT is allowed to carry forward up to 10% of LSC support to the next fiscal year. LANWT can request a waiver to carry forward up to 25% of LSC support to the next fiscal year, and when there are extraordinary and compelling circumstances, requests can exceed 25%.

The excess subject to waiver for the year ended December 31, 2022 was \$3,762,333 (33%). As of December 31, 2022, LSC carryforward of \$3,762,333 is included in refundable advances on the Statement of Financial Position.

The excess subject to waiver for the year ended December 31, 2021 was \$3,480,017 (34%). As of December 31, 2021, LSC carryforward of \$3,480,017 is included in refundable advances on the Statement of Financial Position.

Notes to Financial Statements

Note 18. Contributions of Non-financial Assets

Professional Services

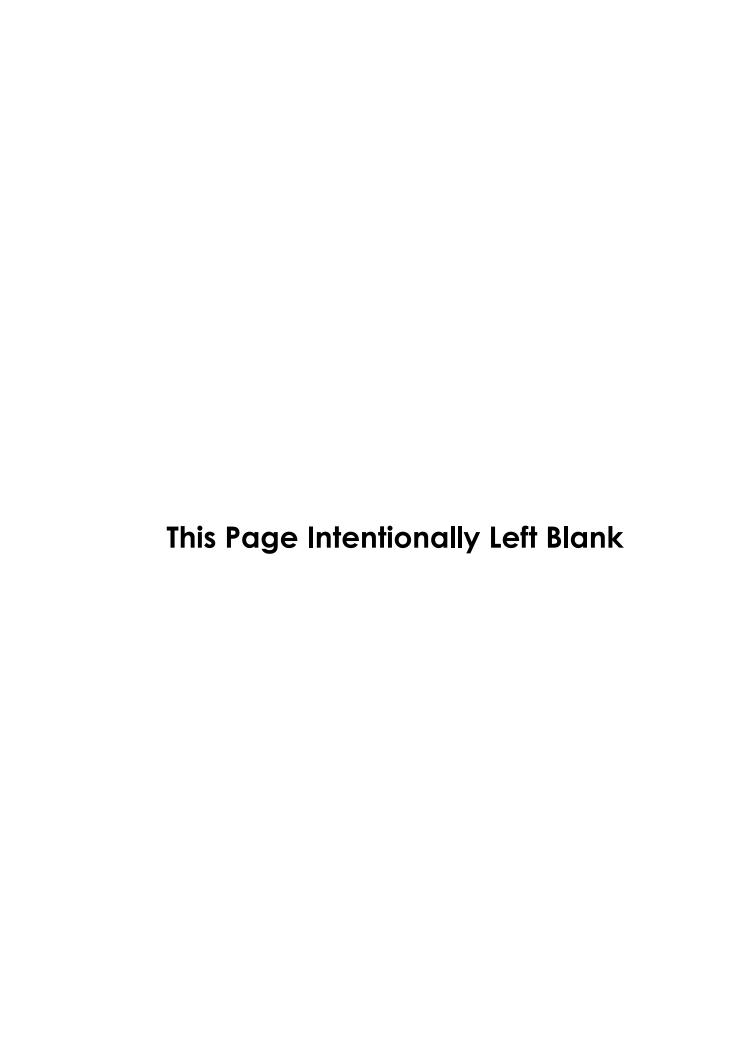
Contributed nonfinancial assets for the year ended December 31, 2022, consisted of the following:

	Utilization in	
Revenue	Programs/	
Recognized	Activities	Donor Restrictions
\$ 1,265.047	Client Services	No associated donor restrictions
	Recognized	Revenue Programs/ Recognized Activities

Contributed nonfinancial assets for the year ended December 31, 2021, consisted of the following:

	Revenue	Utilization in	
R	ecognized	Programs/	Donor Restrictions
<u> </u>	2,015,108	Client Services	No associated donor restrictions
Ψ	2,013,100	Clietti getvices	1631110113

Professional services were valued based on estimated fair value on the basis of values that would be received for providing similar services in Fort Worth, Texas.



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	LSC	LSC - Property	LSC-PAI	Fundraising	Pro Bono Innovation
SUPPORT AND REVENUE					
Grants and contracts	\$ 9,856,217	\$ 141,061	\$ 390,410	\$ 571,510	\$ 156,611
Contributions	-	-	-	-	-
Attorney fees	5,151	-	-	-	-
Donated funds	-	-	-	-	-
Donated services	1,265,047	-	-	-	-
Interest	53,437	-	-	-	-
Other income			-		
Total revenue grants and contracts	11,179,852	141,061	390,410	571,510	156,611
Attorney salaries and wages	4,420,455	-	79,153	-	67,645
Non-attorneys salaries and wages	2,916,293	-	181,661	336,673	29,938
Payroll taxes	558,310	-	19,558	24,900	7,469
Fringe benefits	1,715,986		62,631	69,509	24,251
Total personnel	9,611,044	-	343,003	431,082	129,303
Legal consultants - donated	1,265,047	-	-	-	-
Contract services	315,078	-	4,937	34,975	17,058
Travel and training	113,445	-	2,286	3,877	-
Occupancy	500,226	-	20,417	6,407	3,683
Building interest	56,266	-	-	-	-
Purchases and materials	132,396	-	753	476	153
Equipment rentals	26,232	-	920	710	247
Equipment/software maintenance and repairs	75,454	-	2,818	28,818	181
Office supplies	80,748	-	6,478	9,627	409
Printing	10,170	-	7	30,680	-
Postage	21,794	-	717	8,664	208
Bank service charges	12,864	-	-	-	-
Telephone	247,680	-	6,118	10,617	4,955
Advertising	-	-	-	-	-
Insurance	41,027	-	1,168	907	414
Dues	34,680	-	-	4,245	-
Recruiting/advocacy	41,343	-	-	425	-
Litigation	30,776	-	788	-	-
Miscellaneous	376	-	-	-	-
Administrative allocation	(1,436,794)		-		
Total other expenses	1,568,808		47,407	140,428	27,308
Total expenses before depreciation	11,179,852	-	390,410	571,510	156,611
Excess (deficiency) of support and					
revenue over expenses before					
depreciation	-	141,061	-	-	-
Depreciation		129,690			
Change in net assets	\$ -	\$ 11,371	\$ -	\$ -	\$

	Supplemental Disaster		Total Direct LSC Funding		Statewide Disaster Recovery	
SUPPORT AND REVENUE						
Grants and contracts	\$ 86,910	\$	11,202,719	\$	-	
Contributions	-		-		-	
Attorney fees	-		5,151		-	
Donated funds	_		_		-	
Donated services	_		1,265,047		-	
Interest	_		53,437		-	
Other income	 -					
Total revenue grants and contracts	86,910		12,526,354		-	
Attorney salaries and wages	6,659		4,573,912		-	
Non-attorneys salaries and wages	6,179		3,470,744		-	
Payroll taxes	1,189		611,426		-	
Fringe benefits	 3,211		1,875,588			
Total personnel	17,238		10,531,670		-	
Legal consultants - donated	-		1,265,047		-	
Contract services	-		372,048		-	
Travel and training	242		119,850			
Occupancy	1,033		531,766		-	
Building interest	-		56,266		-	
Purchases and materials	56,865		190,643		-	
Equipment rentals	48		28,157			
Equipment/software maintenance and repairs	1,175		108,446			
Office supplies	9,947		107,209			
Printing	-		40,857			
Postage	30		31,413			
Bank service charges			12,864			
Telephone	269		269,639			
Advertising			-			
Insurance	63		43,579		-	
Dues			38,925		-	
Recruiting/advocacy	-		41,768		-	
Litigation	-		31,564		-	
Miscellaneous	-		376		-	
Administrative allocation	 		(1,436,794)		-	
Total other expenses	 69,672		1,853,623			
Total expenses before depreciation	86,910		12,385,293		-	
Excess (deficiency) of support and						
revenue over expenses before						
depreciation	-		141,061		-	
Depreciation	 		129,690		41,425	
Change in net assets	\$ -	\$	11,371	\$	(41,425)	

	BCLS BCLS PAI		Total BCLS		CVCLS			
SUPPORT AND REVENUE	-		-					
Grants and contracts	\$	8,617,061	\$	537,486	\$	9,154,547	\$	467,185
Contributions		_		_	·	_	·	_
Attorney fees		_		-		-		_
Donated funds		_		-		-		_
Donated services		_		_		_		_
Interest		_		_		_		_
Other income		-		-		-		-
Total revenue grants and contracts		8,617,061		537,486		9,154,547		467,185
PERSONNEL								
Attorney salaries and wages		3,699,201		_		3,699,201		263,274
Non-attorneys salaries and wages		1,675,758		328,238		2,003,996		26,774
Payroll taxes		402,112		24,234		426,346		22,092
Fringe benefits		1,259,542		80,142		1,339,684		70,280
Total personnel		7,036,613		432,614		7,469,227		382,420
OTHER EXPENSES								
Legal consultants - donated		_		_		_		_
Contract services		78,284		6,888		85.172		796
Travel and training		22,519		6,231		28,750		1,923
Occupancy		386,963		23,049		410,012		20,701
Building interest		-		20,047		-10,012		20,701
Purchases and materials		15,822		977		16,799		713
Equipment rentals		16,133		1,226		17,359		1,031
Equipment/software maintenance and repairs		14,323		883		15,206		715
Office supplies		38,143		3,067		41,210		2,102
Printing		30,143		3,067		41,210		2,102
Postage		12,866		1,057		13,923		- 845
Bank service charges		12,000		1,037		13,723		043
		- 175,488		11 0/7		10/ 555		0.014
Telephone		173,400		11,067		186,555		9,814
Advertising		27,069				- 20 7/2		- 1 457
Insurance		27,069		1,694		28,763		1,457
Dues Repriiting (advesses)		-		-		-		-
Recruiting/advocacy		11.740		-		11.740		- 0.470
Litigation		11,748		-		11,748		2,472
Miscellaneous		701.000		-		-		-
Administrative allocation		781,090		48,733		829,823		42,196
Total other expenses		1,580,448		104,872		1,685,320		84,765
Total expenses before depreciation		8,617,061		537,486		9,154,547		467,185
Excess (deficiency) of support and								
revenue over expenses								
before depreciation		-		-		-		-
Depreciation		<u>-</u>						
Change in net assets	\$	_	\$	_	\$	_	\$	

		Legal Aid to Veterans	Legal Aid to Veterans II - Extended Services	Legal Aid to Veterans - Supplemental		
SUPPORT AND REVENUE						
Grants and contracts	\$	331,739	\$ 377,964	\$ 70,677		
Contributions	•	-	· -	-		
Attorney fees		-	-	-		
Donated funds		-	-	-		
Donated services		-	-	-		
Interest		-	-	-		
Other income		-	-			
Total revenue grants and contracts		331,739	377,964	70,677		
PERSONNEL						
Attorney salaries and wages		137,512	175,006	35,940		
Non-attorneys salaries and wages		66,538	57,053	5,299		
Payroll taxes		15,266	17,241	3,267		
Fringe benefits		50,508	58,294	10,521		
Total personnel		269,824	307,594	55,027		
OTHER EXPENSES						
Legal consultants - donated		-	-	-		
Contract services		493	521	5		
Travel and training		2,163	84	317		
Occupancy		17,546	22,230	2,457		
Building interest		-	-	-		
Purchases and materials		660	755	4,204		
Equipment rentals		789	947	128		
Equipment/software maintenance and repairs		578	594	143		
Office supplies		1,827	1,760	380		
Printing		-	-	-		
Postage		808	725	131		
Bank service charges		-	-			
Telephone		6,097	6,893	1,128		
Advertising		-	-	-		
Insurance		1,040	1,132	221		
Dues		-	-	-		
Recruiting/advocacy		-	-	-		
Litigation		-	416	111		
Miscellaneous		-	-	- (105		
Administrative allocation		30,114	34,313	6,425		
Total other expenses		61,915	70,370	15,650		
Total expenses before depreciation		331,739	377,964	70,677		
Excess (deficiency) of support and						
revenue over expenses						
before depreciation		-	-	-		
Depreciation				, -		
Change in net assets	\$	_	\$ -	\$ -		

	Legal Aid - Employment Intersect Criminal/Civil Justice	LASSA	Emergency Rental Assistance	Emergency Rental Assistance 2		
SUPPORT AND REVENUE				·		
Grants and contracts	\$ 110,149	\$ 1,110,793	\$ 2,982,025	\$ 770,534		
Contributions	-	-	-	-		
Attorney fees	-	-	-	-		
Donated funds	-	-	-	-		
Donated services	-	-	-	-		
Interest	-	-	-	-		
Other income				-		
Total revenue grants and contracts	110,149	1,110,793	2,982,025	770,534		
PERSONNEL						
Attorney salaries and wages	60,346	528,248	1,277,993	257,589		
Non-attorneys salaries and wages	11,918	144,441	660,561	241,779		
Payroll taxes	4,829	49,866	142,181	34,671		
Fringe benefits	15,061	167,266	439,663	142,415		
Total personnel	92,154	889,821	2,520,398	676,454		
OTHER EXPENSES						
Legal consultants - donated	-	-	-	-		
Contract services	110	1,522	-	-		
Travel and training	98	17,470	36,255	13,059		
Occupancy	4,230	68,590	136,773	38,177		
Building interest	-	-	-	-		
Purchases and materials	45	2,803	3,603	1,928		
Equipment rentals	202	3,872	5,855	2,015		
Equipment/software maintenance and repairs	202	1,765	4,714	1,159		
Office supplies	371	3,394	20,679	4,786		
Printing	-	737	2,116	· -		
Postage	222	1,758	4,481	594		
Bank service charges	-	· -	· <u>-</u>	_		
Telephone	2.300	8.674	58,738	12,567		
Advertising	-	-	89,956	-		
Insurance	402	3,651	10,009	2,470		
Dues	-	-	-	_,		
Recruiting/advocacy	_	_	_	_		
Litigation	_	5,891	42,604	3,867		
Miscellaneous	_	-	-	-		
Administrative allocation	9,813	100,845	45,844	13,458		
Total other expenses	17,995	220,972	461,627	94,080		
Total expenses before depreciation	110,149	1,110,793	2,982,025	770,534		
Excess (deficiency) of support and						
revenue over expenses before						
depreciation	-	-	-	-		
Depreciation						
Change in net assets	\$ -	\$ -	\$ -	\$ -		

	Tarrant Co Evictio		IRS	SafeHaven		City of Dallas Eviction		
SUPPORT AND REVENUE				•				
Grants and contracts	\$ 12	2,520 \$	100,000	\$ 26,559	\$	218,095		
Contributions		-	-	-		-		
Attorney fees		-	-	-		-		
Donated funds		-	-	-		-		
Donated services		-	-	-		-		
Interest		-	-	-		-		
Other income			-	-				
Total revenue grants and contracts	12	2,520	100,000	26,559		218,095		
PERSONNEL								
Attorney salaries and wages	7	7,337	74,514	20,239		90,419		
Non-attorneys salaries and wages		3,461	-	-		4,338		
Payroll taxes		5,519	5,465	1,512		6,569		
Fringe benefits	1	9,774	18,354	4,808		22,142		
Total personnel	10	6,091	98,333	26,559		123,468		
OTHER EXPENSES								
Legal consultants - donated		-	-	-		-		
Contract services		-	-	-		62,630		
Travel and training		300	1,667	-		6,419		
Occupancy		2,688	-	-		3,334		
Building interest		-	-	-		-		
Purchases and materials		-	-	-		1,239		
Equipment rentals		-	-	-		97		
Equipment/software maintenance and repairs		-	-	-		189		
Office supplies		404	-	-		569		
Printing		-	-	-		-		
Postage		273	-	-		128		
Bank service charges		-	-	-		-		
Telephone		-	-	-		2,466		
Advertising		1,300	-	-		-		
Insurance		-	_	-		376		
Dues		_	-	-		-		
Recruiting/advocacy		_	-	-		-		
Litigation		_	-	-		-		
Miscellaneous		_	-	_		_		
Administrative allocation	1	1,464	-			17,180		
Total other expenses	1	6,429	1,667			94,627		
Total expenses before depreciation	12	2,520	100,000	26,559		218,095		
Excess (deficiency) of support and								
revenue over expenses before								
depreciation		-	-	-		-		
Depreciation			-	. 	_	<u> </u>		
Change in net assets	\$	- \$	-	\$ -	\$	-		

	•	of Dallas ction 2		DA VOCA		VOCA		W Elder Fellowships
SUPPORT AND REVENUE								
Grants and contracts	\$	139,503	\$	8,799	\$	2,253,341	\$	35,977
Contributions	т.	-	т.	-	т.	-	т.	-
Attorney fees		_		_		-		_
Donated funds		_		_		_		_
Donated services		_		_		_		_
Interest		_		_		_		_
Other income						-		
Total revenue grants and contracts		139,503		8,799		2,253,341		35,977
PERSONNEL								
Attorney salaries and wages		85,635		7,746		1,151,970		31,085
Non-attorneys salaries and wages		-		-		241,994		-
Payroll taxes		6,385		448		99,020		593
Fringe benefits		21,644		605		335,339		1,933
Total personnel		113,664		8,799		1,828,323		33,611
OTHER EXPENSES								
Legal consultants - donated		_		=		_		
Contract services		_		_		_		_
Travel and training		3,630		_		5,955		_
Occupancy		6,206		=		72,361		_
Building interest		-		_		, 2,001		_
Purchases and materials		479		_		96.044		_
Equipment rentals		339		_		70,044		_
Equipment/software maintenance and repairs		231		_		1,072		_
Office supplies		899		_		11,147		_
Printing		-		_		-		2,229
Postage		27		_		929		-
Bank service charges		_		_		-		_
Telephone		1,279		_		42,804		_
Advertising		1,2//		_				_
Insurance		584		_		1,804		_
Dues		-		_		-		_
Recruiting/advocacy		_		_		_		_
Litigation		_		_		_		137
Miscellaneous		_		=		_		-
Administrative allocation		12,165		-		192,902		-
Total other expenses		25,839				425,018		2,366
Total expenses before depreciation		139,503		8,799		2,253,341		35,977
Excess (deficiency) of support and								
revenue over expenses								
before depreciation		-		-		-		-
Depreciation						-		
Change in net assets	\$		_\$		_\$		\$	

	Recovery Resource Council	TXHAF Foreclosure Prevention	IOLTA	OVAG
SUPPORT AND REVENUE				
Grants and contracts	\$ 7,586	\$ 19,964	\$ -	\$ 172,964
Contributions	-	-	-	-
Attorney fees	_	_	_	_
Donated funds	-	-	-	_
Donated services	-	-	-	_
Interest	-	-	-	-
Other income				
Total revenue grants and contracts	7,586	19,964	-	172,964
PERSONNEL				
Attorney salaries and wages	4,473	5,637	-	119,509
Non-attorneys salaries and wages	1,261	5,888	-	· -
Payroll taxes	420	1,273	-	9,047
Fringe benefits	1,432	3,012		28,705
Total personnel	7,586	15,810	-	157,261
OTHER EXPENSES				
Legal consultants - donated	-	-	-	-
Contract services	-	-	-	-
Travel and training	-	394	-	214
Occupancy	-	1,258	-	10,055
Building interest	-	-	-	-
Purchases and materials	-	28	-	-
Equipment rentals	-	42	-	380
Equipment/software maintenance and repairs	-	36	-	329
Office supplies	-	146	-	936
Printing	-	-	-	-
Postage	-	37	-	431
Bank service charges	-	-	-	-
Telephone	-	328	-	2,673
Advertising	-	-	-	-
Insurance	-	70	-	685
Dues	-	-	-	-
Recruiting/advocacy	-	-	-	-
Litigation	-	-	-	-
Miscellaneous Administrative allocation	-	1 015	-	-
Administrative dilocation		1,815		
Total other expenses		4,154	-	15,703
Total expenses before depreciation	7,586	19,964	-	172,964
Excess (deficiency) of support and				
revenue over expenses before				
depreciation	-	-	-	-
Depreciation			8,305	
Change in net assets	\$ -	\$ -	\$ (8,305)	\$ -

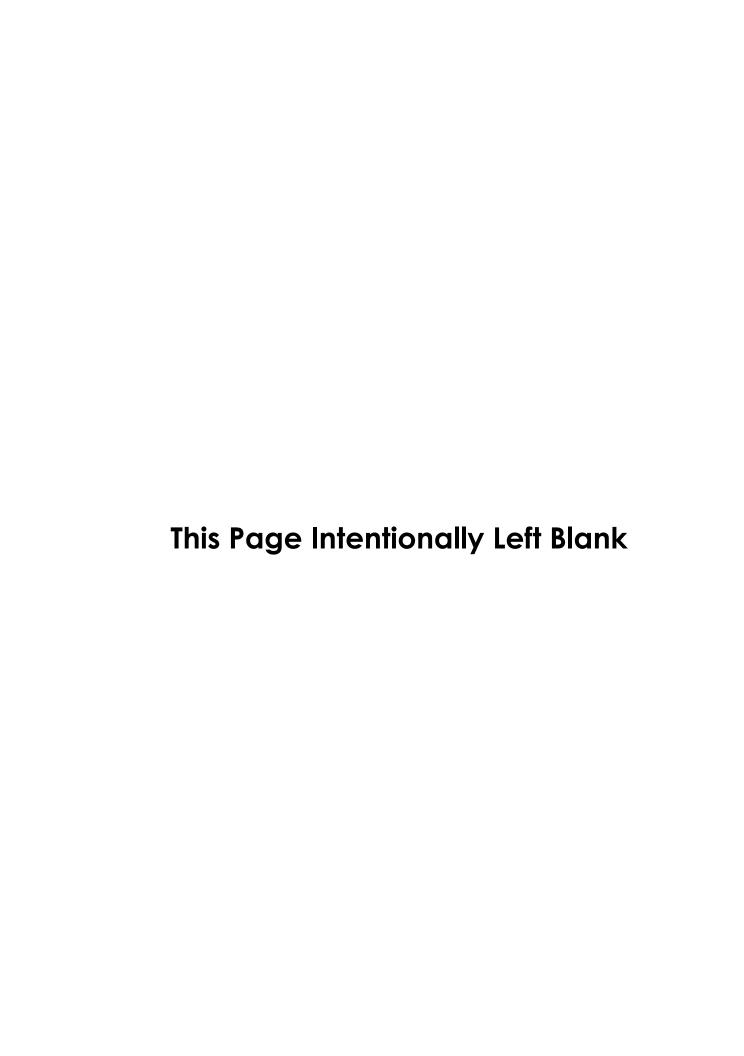
		kersley lowship	W Fello	Justice orks wship - evey	Equal Justice Works Fellowship - Uke		
SUPPORT AND REVENUE							
Grants and contracts	\$	69,588	\$	33,463	\$	17,538	
Contributions	Ψ	-	Ψ	-	Ψ	-	
Attorney fees		_		_		_	
Donated funds		_		_		_	
Donated services		_		_		_	
Interest		_		_		_	
Other income		_		_		_	
Office income							
Total revenue grants and contracts		69,588		33,463		17,538	
PERSONNEL							
Attorney salaries and wages		69,588		33,463		17,538	
Non-attorneys salaries and wages		-		-		-	
Payroll taxes		_		_		_	
Fringe benefits				-			
Total personnel		69,588		33,463		17,538	
OTHER EXPENSES							
Legal consultants - donated		_		_		_	
Contract services		_		_		_	
Travel and training		_		_		_	
Occupancy		_		_		_	
Building interest		_		_		_	
Purchases and materials		_		_		_	
Equipment rentals		_		_		_	
Equipment/software maintenance and repairs		_		_		_	
Office supplies		_		_		_	
Printing		_		_		_	
Postage		_		_		_	
Bank service charges		_		_		_	
Telephone		_		_		_	
Advertising							
Insurance				_		_	
Dues							
Recruiting/advocacy				_			
		_		=		_	
Litigation Miscellaneous				_			
Administrative allocation		-		-		-	
Total other expenses		-		-			
Total expenses before depreciation		69,588		33,463		17,538	
Excess (deficiency) of support and							
revenue over expenses before							
depreciation		-		-		-	
Depreciation		-		-		<u>-</u>	
Change in net assets	_\$	-	\$	-	\$	_	

		King Indation		Wells Fargo	Re	estricted Misc		gressive Dinner
SUPPORT AND REVENUE								
Grants and contracts	\$	26,860	\$	421,817	\$	56,994	\$	-
Contributions	•	-	,	-	•	-	'	-
Attorney fees		-		-		_		-
Donated funds		_		_		138,006		19,196
Donated services		_		_		-		-
Interest		_		_		_		_
Other income		_				_		
Total revenue grants and contracts		26,860		421,817		195,000		19,196
PERSONNEL								
Attorney salaries and wages		20,558		262,016		37,022		_
Non-attorneys salaries and wages		-				7,016		_
Payroll taxes		1,502		19,663		3,317		_
Fringe benefits		4,800		66,812		9,435		
Total personnel		26,860		348,491		56,790		-
OTHER EXPENSES								
Legal consultants - donated		-		_		-		-
Contract services		-		_		16,000		-
Travel and training		-		2,663		498		318
Occupancy		-		13,525		102,897		-
Building interest		-		-		4,448		-
Purchases and materials		-		948		5,409		-
Equipment rentals		-		897		-		-
Equipment/software maintenance and repairs		_		<i>77</i> 1		_		_
Office supplies		-		1,910		3,681		11,843
Printing Printing		-		-		-		-
Postage		-		874		-		-
Bank service charges		-		_		245		531
Telephone		-		5,485		-		-
Advertising		_		6,500		_		_
Insurance		_		1,547		_		_
Dues		_		-		_		_
Recruiting/advocacy		_		_		75		_
Litigation		_		_		2,266		_
Miscellaneous		_		_		118		_
Administrative allocation				38,206		<u> </u>		
Total other expenses				73,326		135,637		12,692
Total expenses before depreciation		26,860		421,817		192,427		12,692
Excess (deficiency) of support and revenue over expenses before depreciation		-		-		2,573		6,504
Depreciation						173		
Change in net assets	\$		\$	-	\$	2,400	\$	6,504

	Restric C	ted for LC	ı	Total Misc stricted	Total Restricted Non-LSC
SUPPORT AND REVENUE					
Grants and contracts	\$	-	\$	56,994	\$ 19,107,181
Contributions		-		-	-
Attorney fees		-		-	-
Donated funds		-		157,202	157,202
Donated services		-		-	-
Interest		-		-	-
Other income					
		-		214,196	19,264,383
PERSONNEL					
Attorney salaries and wages		81,313		118,335	8,625,171
Non-attorneys salaries and wages		3,692		10,708	3,486,009
Payroll taxes		6,515		9,832	883,007
Fringe benefits		23,928		33,363	 2,856,415
		115,448		172,238	15,850,602
OTHER EXPENSES					
Legal consultants - donated		-		-	-
Contract services		4,016		20,016	171,265
Travel and training		-		816	122,177
Occupancy		-		102,897	933,040
Building interest		-		4,448	4,448
Purchases and materials		-		5,409	135,657
Equipment rentals		-		-	33,953
Equipment repairs		-		-	27,704
Office supplies		-		15,524	108,044
Printing		-		-	5,082
Postage		-		-	25,986
Bank service charges		-		776	776
Telephone		-		-	347,801
Advertising		-		-	97,756
Insurance		-		-	54,211
Dues		-		-	-
Recruiting		-		75	75
Litigation		-		2,266	69,512
Miscellaneous		-		118	118
Administrative allocation					 1,386,563
Total other expenses		4,016		152,345	 3,524,168
Total expenses before depreciation		119,464		324,583	19,374,770
Excess (deficiency) of support and revenue					
over expenses before depreciation		(119,464)		(110,387)	(110,387)
Depreciation				173	 49,903
Change in net assets	\$	(119,464)	\$	(110,560)	\$ (160,290)

	DBA JT Campaign			omen's vocacy		nt County ia Night		estricted eneral	Total Unrestricted		
SUPPORT AND REVENUE											
Grants and contracts	\$	_	\$	_	\$	_	\$	_	\$	_	
Contributions	Ψ	_	Ψ	_	Ψ	_	Ψ	_	Ψ	_	
Attorney fees		_		_		_		_		_	
Donated funds	641	,219		166,265		17,762		76,053		901,299	
Donated services	0-11	,217		100,200		17,702		7 0,000		701,277	
Interest		_		_		_		59,551		59,551	
Other income		_						651		651	
Total revenue grants and contracts	641	,219		166,265		17,762		136,255		961,501	
PERSONNEL											
Attorney salaries and wages	253	3,117		-		-		10,185		263,302	
Non-attorneys salaries and wages	143	3,669		_		-		1,855		145,524	
Payroll taxes		,692		_		-		876		30,568	
Fringe benefits		,915				-		2,776		98,691	
Total personnel	522	2,393		-		-		15,692		538,085	
OTHER EXPENSES											
Legal consultants - donated		-		-		-		-		-	
Contract services		720		4,250		860		38,000		43,830	
Travel and training	3	3,687		210		-		25		3,922	
Occupancy	38	,249		-		-		-		38,249	
Building interest		-		-		-		-		-	
Purchases and materials		530		-		-		-		530	
Equipment rentals	2	,426		_		-		-		2,426	
Equipment/software maintenance and repairs		599		_		_		900		1,499	
Office supplies		2,185		18,841		3,163		-		24,189	
Printing		_		671		_		_		671	
Postage	1	.373		303		75		_		1.751	
Bank service charges		-		1,713		652		403		2,768	
Telephone	16	,858		-		-		-		16,858	
Advertising		-		_		_		_		-	
Insurance	1	,370		_		_		_		1,370	
Dues		590		_		_		35,079		35,669	
Recruiting/advocacy		-		_		_		1,501		1,501	
Litigation		8		_		_		189		197	
Miscellaneous		_		_		_		11,479		11,479	
Administrative allocation	50	,231		_				-		50,231	
Total other expenses	118	3,826		25,988		4,750		87,576		237,140	
Total expenses before depreciation	641	,219		25,988		4,750		103,268		775,225	
Excess (deficiency) of support and revenue											
over expenses before depreciation		-		140,277		13,012		32,987		186,276	
Depreciation								15,993		15,993	
Change in net assets	\$		\$	140,277	\$	13,012	\$	16,994	\$	170,283	

Contributions . 5.151 4.701 Donated funds 1.058.501 77.935 Donated services 1.265.047 2.015.108 Interest 112.798 7.212 Other income 6.51 4.215 Total revenue grants and contracts 32.752.238 30.255.224 PERSONNEL Aftomey salaries and wages 13.462.385 12.410.724 Non-attomeys salaries and wages 7.102.277 6.078.680 Poyroll taxes 1.555.001 1.363.818 Piringe benefits 4.830.694 4.370.201 Total personnel 26.920.357 24.223.423 OTHER EXPENSES Legal consultants - donated 1.245.047 2.015.108 Contract services 597.143 807.745 Trovel and training 24.95.949 16.217 Occupancy 1.503.055 1.216.729 Building inferest 60.714 67.550 Purchases and materials 32.830 229.442 Equipment rentals 46.450 10.177		2022 Totals	2021 Totals
Contributions - <	SUPPORT AND REVENUE		
Attorney fees	Grants and contracts	\$ 30,309,900	\$ 27,505,383
Donated funds 1.088,501 719.305 Donated services (Interest) 1.265,047 2.015,108 Other income 651 4.215 Other income 651 4.215 Total revenue grants and contracts 32,752,238 30,255,924 PERSONNEL Attorney solaries and wages 13,462,385 12,410,724 Non-attorneys solaries and wages 7,102,277 6,078,680 Poyroll taxes 1,525,001 1,363,818 Finge benefits 4,830,694 4,370,201 Total personnel 26,920,357 24,223,423 OTHER EXPENSES Legal consultants - donated 1,265,047 2,015,108 Contract services 587,143 807,445 Travel and training 245,949 162,177 Occupancy 1,503,055 1,216,729 Building interest 60,714 67,505 Purchases and materials 64,536 85,104 Equipment (software maintenance and repairs 137,649 90,296 Office supplies 59,150 <td>Contributions</td> <td>-</td> <td>-</td>	Contributions	-	-
Donated services Interest 1,245,047 2,015,108 7,212 Other income 651 4,215 Cotter income 651 4,215 Cotter income 651 4,215 Cotter income 651 4,215 A 1215 A 2,15 Cotter income 651 4,215 A 2,215 Cotter income 651 4,215 A 2,215 Cotter income Cotter income 2,225,223 30,255,924 A 2,215 Cotter income A 2,417 A 2,417<	Attorney fees	5,151	4,701
Donated services Interest 1,245,047 2,015,108 7,212 Other income 651 4,215 Cotter income 651 4,215 Cotter income 651 4,215 Cotter income 651 4,215 A 1215 A 2,15 Cotter income 651 4,215 A 2,215 Cotter income 651 4,215 A 2,215 Cotter income Cotter income 2,225,223 30,255,924 A 2,215 Cotter income A 2,417 A 2,417<	Donated funds	1,058,501	719,305
Interest Other income 112,988 (5.51) 7,212 (2.55) Total revenue grants and contracts 32,752,238 30,255,924 PERSONNEL Attorney salaries and wages 13,462,385 12,410,724 Non-attorneys salaries and wages 7,102,277 6,078,680 Payroll taxes 1,525,001 1,363,818 Fringe benefits 4,830,694 4,370,201 Total personnel 26,920,357 24,223,423 COTHER EXPENSES Legal consultants - donated 1,265,047 2,015,108 Contract services 587,143 807,745 Travel and training 9,145,305 1,216,729 Building interest 60,714 67,550 Purchases and materials 36,830 82,104 Equipment frontals 46,336 85,104 Equipment frontware maintenance and repairs 93,442 141,331 Printing 46,610 10,177 Postage 59,150 36,008 Bank service charges 16,408 14,475 Telephone 43	Donated services		2,015,108
Other income 651 4.215 Total revenue grants and contracts 32,752,238 30,255,924 PERSONNEL Attamey salaries and wages 13,462,385 12,410,724 Non-attamey salaries and wages 7,102,2277 6,078,680 Payroll taxes 1,255,001 1,363,818 Fringe benefits 4,830,694 4,370,201 Total personnel 26,920,357 24,223,423 COTHER EXPENSES Legal consultants - donated 1,265,047 2,015,100 Contract services 387,143 807,745 Travel and training 245,949 162,177 Occupancy 1,503,055 1,216,729 Bullding interest 60,714 67,556 Purchases and materials 326,830 223,644 Equipment rentals 64,536 85,104 Equipment rentals 64,536 85,104 Equipment rentals 64,536 85,104 Equipment rentals 64,610 101,177 Postage 59,150 36,056	Interest		7,212
PERSONNEL Aft orney salaries and wages 13,462,385 12,410,724 Non-aft orneys salaries and wages 7,102,277 6,078,880 Payroll taxes 1,533,818 1,363,818 Firinge benefits 4,830,694 4,570,201 Total personnel 26,920,357 24,223,423 OTHER EXPENSES Legal consultants - donated 1,265,047 2,015,108 Contract services 587,143 807,745 Travel and training 245,949 162,177 Occupancy 1,503,055 1,216,729 Building interest 60,714 67,550 Purchases and materials 326,830 223,442 Equipment rentals 44,536 85,104 Equipment/software maintenance and repairs 137,649 90,296 Office supplies 239,442 141,331 Printing 46,610 10,177 Postage 59,150 36,056 Bank service charges 16,408 14,475 Telephone 634,298 704,071	Other income		4,215
Attorney salaries and wages 13,462,385 12,410,724 Non-attorneys salaries and wages 7,102,277 6,078,689 Payroll taxes 1,525,001 1,363,818 Fringe benefits 4,830,694 4,370,201 Total personnel 26,920,357 24,223,423 OTHER EXPENSES Legal consultants - donated 1,265,047 2,015,108 Contract services 587,143 807,745 Travel and training 245,949 162,177 Occupancy 1,503,055 1,216,729 Building interest 60,714 67,550 Purchases and materials 326,830 223,644 Equipment rentals 64,536 85,104 Equipment fysftware maintenance and repairs 137,649 90,296 Office supplies 239,442 141,331 Printing 46,610 10,177 Postage 59,150 36,056 Bank service charges 16,408 14,475 Telephone 434,298 704,071 Advertising 97,756 395 Insurance 99,160 90,944 </td <td>Total revenue grants and contracts</td> <td>32,752,238</td> <td>30,255,924</td>	Total revenue grants and contracts	32,752,238	30,255,924
Non-attorneys salaries and wages 7, 102,277 6,078,688 Payroll taxes 1,252,001 1,363,888 Fringe benefits 4,830,694 4,370,201 Total personnel 26,920,357 24,223,423 OTHER EXPENSES Legal consultants - donated 1,265,047 2,015,108 Contract services 587,143 807,745 Travel and training 245,949 162,177 Occupancy 1,503,055 1,216,729 Building interest 60,714 67,550 Purchases and materials 326,830 223,644 Equipment fentals 64,536 85,104 Equipment fentals 64,536 85,104 Equipment fentals 46,610 10,177 Postage 39,442 141,331 Printing 46,610 10,177 Postage 59,150 36,056 Bank service charges 16,408 14,475 Telephone 534,298 704,071 Advertising 97,756 395	PERSONNEL		
Non-attorneys salaries and wages 7, 102,277 6,078,688 Payroll taxes 1,252,001 1,363,888 Fringe benefits 4,830,694 4,370,201 Total personnel 26,920,357 24,223,423 OTHER EXPENSES Legal consultants - donated 1,265,047 2,015,108 Contract services 587,143 807,745 Travel and training 245,949 162,177 Occupancy 1,503,055 1,216,729 Building interest 60,714 67,550 Purchases and materials 326,830 223,644 Equipment fentals 64,536 85,104 Equipment fentals 64,536 85,104 Equipment fentals 46,610 10,177 Postage 39,442 141,331 Printing 46,610 10,177 Postage 59,150 36,056 Bank service charges 16,408 14,475 Telephone 534,298 704,071 Advertising 97,756 395	Attorney salaries and wages	13,462,385	12,410,724
Payroll taxes 1,525,001 1,363,818 Fringe benefits 4,830,694 4,370,201 Total personnel 26,920,357 24,223,423 OTHER EXPENSES Legal consultants - donated 1,265,047 2,015,108 Contract services 587,143 807,745 Contract services 587,143 807,745 Travel and training 245,949 162,177 Occupancy 1,503,055 1,216,729 Building interest 60,714 67,550 Purchase and materials 328,6830 223,644 Equipment rentals 64,536 85,104 Equipment/software maintenance and repairs 137,649 90,296 Office supplies 239,442 141,331 Printing 46,610 10,177 Postage 59,150 36,056 Bank service charges 16,408 14,475 Telephone 634,298 704,071 Advertising 97,756 395 Insurance 99,160 90,044		7,102,277	6,078,680
Fringe benefits 4,830,694 4,370,201 Total personnel 26,920,357 24,223,423 OTHER EXPENSES Legal consultants - donated 1,265,047 2,015,108 Contract services 587,143 807,745 Travel and training 245,949 162,177 Occupancy 1,503,055 1,216,729 Building interest 60,714 67,550 Purchases and materials 326,830 233,644 Equipment rentals 64,536 85,104 Equipment flysoftware maintenance and repairs 137,649 90,296 Office supplies 239,442 141,331 Printing 46,610 10,177 Postage 59,150 36,056 Bank service charges 16,408 14,475 Telephone 634,298 704,071 Advertising 97,756 395 Insurance 99,160 90,040 Dues 74,594 46,866 Recruiting/advocacy 43,344 43,899 Litig			1,363,818
OTHER EXPENSES Legal consultants - donated 1,265,047 2,015,108 Contract services 587,143 807,745 Travel and training 245,949 162,177 Occupancy 1,503,055 1,216,729 Building interest 60,714 67,550 Purchases and materials 326,830 223,644 Equipment rentals 64,536 85,104 Equipment/software maintenance and repairs 137,649 90,296 Office supplies 137,649 90,296 Office supplies 239,442 141,331 Printing 46,610 10,177 Postage 59,150 36,056 Bank service charges 16,408 14,475 Telephone 634,298 704,071 Advertising 97,756 395 Insurance 99,160 90,040 Dues 74,594 66,866 Recruiting/advocacy 43,344 43,899 Litigation 101,273 49,480 Miscellaneous			4,370,201
Legal consultants - donated 1,265,047 2,015,108 Contract services 587,143 807,745 Travel and training 245,949 162,177 Occupancy 1,503,055 1,216,729 Building interest 60,714 67,550 Purchases and materials 326,830 223,664 Equipment rentals 64,536 85,104 Equipment/software maintenance and repairs 137,649 90,296 Office supplies 239,442 141,331 Printing 46,610 10,177 Postage 59,150 36,056 Bank service charges 16,408 14,475 Telephone 634,298 704,071 Advertising 97,756 395 Insurance 99,160 90,040 Dues 74,594 66,866 Recruiting/advocacy 43,344 43,899 Litigation 101,273 49,480 Miscellaneous 5,614,931 5,889,372 Total other expenses 5,614,931 5,889,372 <	Total personnel	26,920,357	24,223,423
Contract services 587,143 807,745 Travel and training 245,949 162,177 Occupancy 1,503,055 1,216,729 Building interest 60,714 67,550 Purchases and materials 326,830 223,664 Equipment rentals 64,536 85,104 Equipment/software maintenance and repairs 137,649 90,296 Office supplies 239,442 141,331 Printing 46,610 10,177 Postage 59,150 36,056 Bank service charges 16,408 14,475 Telephone 634,298 704,071 Advertising 97,756 395 Insurance 99,160 90,040 Dues 74,594 66,866 Recruiting/advocacy 43,344 43,899 Lifigation 101,273 49,480 Miscellaneous 11,973 64,209 Administrative allocation - - Total expenses before depreciation 32,535,288 30,112,795	OTHER EXPENSES		
Contract services 587,143 807,745 Travel and training 245,949 162,177 Occupancy 1,503,055 1,216,729 Building interest 60,714 67,550 Purchases and materials 326,830 223,664 Equipment rentals 64,536 85,104 Equipment/software maintenance and repairs 137,649 90,296 Office supplies 239,442 141,331 Printing 46,610 10,177 Postage 59,150 36,056 Bank service charges 16,408 14,475 Telephone 634,298 704,071 Advertising 97,756 395 Insurance 99,160 90,040 Dues 74,594 66,866 Recruiting/advocacy 43,344 43,899 Lifigation 101,273 49,480 Miscellaneous 11,973 64,209 Administrative allocation - - Total expenses before depreciation 32,535,288 30,112,795	Legal consultants - donated	1,265,047	2,015,108
Travel and training 245,949 162,177 Occupancy 1,503,055 1,216,729 Building interest 60,714 67,550 Purchases and materials 326,830 223,664 Equipment rentals 64,536 85,104 Equipment/software maintenance and repairs 137,649 90,296 Office supplies 239,442 141,331 Printing 46,610 10,177 Postage 59,150 36,056 Bank service charges 16,408 14,475 Telephone 634,298 704,071 Advertising 97,756 395 Insurance 99,160 90,040 Dues 74,594 66,866 Recruiting/advocacy 43,344 43,889 Litigation 101,273 49,480 Miscellaneous 11,973 64,209 Administrative allocation - - Total other expenses 5,614,931 5,889,372 Total expenses before depreciation 32,535,288 30,112,795 </td <td>Contract services</td> <td>587,143</td> <td>807,745</td>	Contract services	587,143	807,745
Occupancy 1,503,055 1,216,729 Building interest 60,714 67,550 Purchases and materials 326,830 223,644 Equipment rentals 64,536 85,104 Equipment/software maintenance and repairs 137,649 90,296 Office supplies 239,442 141,331 Printing 46,610 10,177 Postage 59,150 36,056 Bank service charges 16,408 14,475 Telephone 634,298 704,071 Advertising 97,756 395 Insurance 99,160 90,040 Dues 74,594 66,866 Recruiting/advocacy 43,344 43,899 Litigation 101,273 49,480 Miscellaneous 11,973 64,209 Administrative allocation - - Total other expenses 5,614,931 5,889,372 Excess (deficiency) of support and revenue revenue over expenses before depreciation 216,950 143,129	Travel and trainina	245.949	
Building interest 60,714 67,550 Purchases and materials 326,830 223,664 Equipment rentals 64,536 85,104 Equipment/software maintenance and repairs 137,649 90,296 Office supplies 239,442 141,331 Printing 46,610 10,177 Postage 59,150 36,056 Bank service charges 16,408 14,475 Telephone 634,298 704,071 Advertising 97,756 395 Insurance 99,160 90,040 Dues 74,594 66,866 Recruiting/advocacy 43,344 43,899 Litigation 101,273 49,480 Miscellaneous 11,973 64,209 Administrative allocation - - Total other expenses 5,614,931 5,889,372 Excess (deficiency) of support and revenue revenue over expenses before depreciation 216,950 143,129			
Purchases and materials 326,830 223,664 Equipment rentals 64,536 85,104 Equipment/software maintenance and repairs 137,649 90,296 Office supplies 239,442 141,331 Printing 46,610 10,177 Postage 59,150 36,056 Bank service charges 16,408 14,475 Telephone 634,298 704,071 Advertising 97,756 395 Insurance 99,160 90,040 Dues 74,594 66,866 Recruiting/advocacy 43,344 43,899 Litigation 101,273 49,480 Miscellaneous 11,973 64,209 Administrative allocation - - Total other expenses 5,614,931 5,889,372 Total expenses before depreciation 32,535,288 30,112,795 Excess (deficiency) of support and revenue revenue over expenses before depreciation 216,950 143,129			
Equipment rentals 64,536 85,104 Equipment/software maintenance and repairs 137,649 90,296 Office supplies 239,442 141,331 Printing 46,610 10,177 Postage 59,150 36,056 Bank service charges 16,408 14,475 Telephone 634,298 704,071 Advertising 97,756 395 Insurance 99,160 90,040 Dues 74,594 66,866 Recruiting/advocacy 43,344 43,889 Litigation 101,273 49,480 Miscellaneous 11,973 64,209 Administrative allocation - - Total other expenses 5,614,931 5,889,372 Total expenses before depreciation 32,535,288 30,112,795 Excess (deficiency) of support and revenue revenue over expenses before depreciation 216,950 143,129		· · · · · · · · · · · · · · · · · · ·	•
Equipment/software maintenance and repairs 137,649 90,296 Office supplies 239,442 141,331 Printing 46,610 10,177 Postage 59,150 36,056 Bank service charges 16,408 14,475 Telephone 634,298 704,071 Advertising 97,756 395 Insurance 99,160 90,040 Dues 74,594 66,866 Recruiting/advocacy 43,344 43,899 Litigation 101,273 49,480 Miscellaneous 11,973 64,209 Administrative allocation - - Total other expenses 5,614,931 5,889,372 Total expenses before depreciation 32,535,288 30,112,795 Excess (deficiency) of support and revenue revenue over expenses before depreciation 216,950 143,129		-	
Office supplies 239,442 141,331 Printing 46,610 10,177 Postage 59,150 36,056 Bank service charges 16,408 14,475 Telephone 634,298 704,071 Advertising 97,756 395 Insurance 99,160 90,040 Dues 74,594 66,866 Recruiting/advocacy 43,344 43,899 Litigation 101,273 49,480 Miscellaneous 11,973 64,209 Administrative allocation - - Total other expenses 5,614,931 5,889,372 Excess (deficiency) of support and revenue revenue over expenses before depreciation 216,950 143,129	• •	-	
Printing 46,610 10,177 Postage 59,150 36,056 Bank service charges 16,408 14,475 Telephone 634,298 704,071 Advertising 97,756 395 Insurance 99,160 90,040 Dues 74,594 66,866 Recruiting/advocacy 43,344 43,899 Litigation 101,273 49,480 Miscellaneous 11,973 64,209 Administrative allocation - - Total other expenses 5,614,931 5,889,372 Excess (deficiency) of support and revenue revenue over expenses before depreciation 216,950 143,129			
Postage 59,150 36,056 Bank service charges 16,408 14,475 Telephone 634,298 704,071 Advertising 97,756 395 Insurance 99,160 90,040 Dues 74,594 66,866 Recruiting/advocacy 43,344 43,889 Litigation 101,273 49,480 Miscellaneous 11,973 64,209 Administrative allocation - - Total other expenses 5,614,931 5,889,372 Excess (deficiency) of support and revenue revenue over expenses before depreciation 216,950 143,129			
Bank service charges 16,408 14,475 Telephone 634,298 704,071 Advertising 97,756 395 Insurance 99,160 90,040 Dues 74,594 66,866 Recruiting/advocacy 43,344 43,889 Litigation 101,273 49,480 Miscellaneous 11,973 64,209 Administrative allocation - - Total other expenses 5,614,931 5,889,372 Total expenses before depreciation 32,535,288 30,112,795 Excess (deficiency) of support and revenue revenue over expenses before depreciation 216,950 143,129			
Telephone 634,298 704,071 Advertising 97,756 395 Insurance 99,160 90,040 Dues 74,594 66,866 Recruiting/advocacy 43,344 43,899 Litigation 101,273 49,480 Miscellaneous 11,973 64,209 Administrative allocation - - Total other expenses 5,614,931 5,889,372 Total expenses before depreciation 32,535,288 30,112,795 Excess (deficiency) of support and revenue revenue over expenses before depreciation 216,950 143,129			
Advertising 97,756 395 Insurance 99,160 90,040 Dues 74,594 66,866 Recruiting/advocacy 43,344 43,899 Litigation 101,273 49,480 Miscellaneous 11,973 64,209 Administrative allocation - - Total other expenses 5,614,931 5,889,372 Total expenses before depreciation 32,535,288 30,112,795 Excess (deficiency) of support and revenue revenue over expenses before depreciation 216,950 143,129			
Insurance 99,160 90,040 Dues 74,594 66,866 Recruiting/advocacy 43,344 43,899 Litigation 101,273 49,480 Miscellaneous 11,973 64,209 Administrative allocation - - Total other expenses 5,614,931 5,889,372 Total expenses before depreciation 32,535,288 30,112,795 Excess (deficiency) of support and revenue revenue over expenses before depreciation 216,950 143,129			
Dues 74,594 66,866 Recruiting/advocacy 43,344 43,899 Litigation 101,273 49,480 Miscellaneous 11,973 64,209 Administrative allocation - - Total other expenses 5,614,931 5,889,372 Total expenses before depreciation 32,535,288 30,112,795 Excess (deficiency) of support and revenue revenue over expenses before depreciation 216,950 143,129		· · · · · · · · · · · · · · · · · · ·	
Recruiting/advocacy 43,344 43,899 Litigation 101,273 49,480 Miscellaneous 11,973 64,209 Administrative allocation - - Total other expenses 5,614,931 5,889,372 Total expenses before depreciation 32,535,288 30,112,795 Excess (deficiency) of support and revenue revenue over expenses before depreciation 216,950 143,129			•
Litigation 101,273 49,480 Miscellaneous 11,973 64,209 Administrative allocation - - Total other expenses 5,614,931 5,889,372 Total expenses before depreciation 32,535,288 30,112,795 Excess (deficiency) of support and revenue revenue over expenses before depreciation 216,950 143,129		· · · · · · · · · · · · · · · · · · ·	
Miscellaneous 11,973 64,209 Administrative allocation - - - Total other expenses 5,614,931 5,889,372 Total expenses before depreciation 32,535,288 30,112,795 Excess (deficiency) of support and revenue revenue over expenses before depreciation 216,950 143,129	· · · · · · · · · · · · · · · · · · ·		· · · · · · · · · · · · · · · · · · ·
Administrative allocation			
Total other expenses 5,614,931 5,889,372 Total expenses before depreciation 32,535,288 30,112,795 Excess (deficiency) of support and revenue revenue over expenses before depreciation 216,950 143,129			
Total expenses before depreciation 32,535,288 30,112,795 Excess (deficiency) of support and revenue revenue over expenses before depreciation 216,950 143,129	Administrative allocation		-
Excess (deficiency) of support and revenue revenue over expenses before depreciation 216,950 143,129	Total other expenses	5,614,931	5,889,372
revenue over expenses before depreciation 216,950 143,129	Total expenses before depreciation	32,535,288	30,112,795
	Excess (deficiency) of support and revenue		
Depreciation 195,586 198,267	revenue over expenses before depreciation	216,950	143,129
	Depreciation	195,586	198,267
Change in net assets \$ 21,364 \$ (55,138)	Change in net assets	\$ 21,364	\$ (55,138)



Statements of Changes in Net Assets Years Ended December 31, 2022 and 2021

									2022																							
				Wit	h Do	nor Restrictio	ns		Total	١	Without Dono	r Res	trictions		Total																	
		LSC		LSC		LSC		LSC		LSC		LSC		LSC		LSC		LSC		lime and Purpose	Miscellaneous			Property	lith Donor estrictions		General	F	roperty	Without Donor Restrictions		Total
Excess (deficiency) of support and revenue over expenses	\$	141,061	_\$_		\$	(110,387)	\$	(179,593)	\$ (148,919)	\$	170,283	\$		\$	170,283	\$ 21,364																
Other releases of restrictions Receipt of contributions Retirement of long-term debt		- (141,061)		(120,000)		120,000		- 141,061	- -		- 4,840		- (4,840)		- -	<u>-</u>																
Total releases of restrictions		(141,061)		(120,000)		120,000		141,061	-		4,840		(4,840)		-	-																
Increase (decrease) in net assets		-		(120,000)		9,613		(38,532)	(148,919)		175,123		(4,840)		170,283	21,364																
Net assets, beginning of year				120,000		531,460		2,601,709	 3,253,169		284,410		161,339		445,749	3,698,918																
Net assets, end of year	\$		\$		\$	541,073	\$	2,563,177	\$ 3,104,250	\$	459,533	\$	156,499	\$	616,032	\$ 3,720,282																

									2021																					
				Wit	h Dor	nor Restrictio	ns		Total	1	Without Dono	r Res	trictions		Total															
		LSC		LSC		LSC		LSC		LSC		LSC		LSC		LSC		Time and Purpose		ellaneous		Property	ith Donor	General		Property		Without Donor Restrictions		Total
Excess (deficiency) of support and revenue over expenses	\$	135,847	\$	5,424	\$	(80,772)	\$	(182,276)	\$ (121,777)	\$	82,631	\$	(15,992)	\$	66,639	\$ (55,138)														
Other releases of restrictions Receipt of contributions Retirement of long-term debt		- (135,847)		(120,000)		120,000		- 135,847	 - -		- (10,740)		- 10,740		- -	<u>-</u>														
Total releases of restrictions		(135,847)		(120,000)		120,000		135,847	-		(10,740)		10,740		-	-														
Increase (decrease) in net assets		-		(114,576)		39,228		(46,429)	(121,777)		71,891		(5,252)		66,639	(55,138)														
Net assets, beginning of year				234,576		492,232		2,648,138	3,374,946		212,519		166,591		379,110	3,754,056														
Net assets, end of year	\$		\$	120,000	\$	531,460	\$	2,601,709	\$ 3,253,169	\$	284,410	\$	161,339	\$	445,749	\$ 3,698,918														

Private Attorney Involvement Schedule of Expenses Year Ended December 31, 2022

PERSONNEL EXPENSES Salaries and wages		
Attorneys	\$	331,733
•	φ	683,504
Non-attorneys		
Payroll taxes		75,893
Fringe benefits		248,230
Total personnel expenses		1,339,360
OTHER EXPENSES		
Contract services		29,604
Travel and training		12,201
Occupancy		85,394
Purchases and materials		2,413
Equipment rentals		4,822
Equipment/software maintenance and repairs		4,480
Office supplies		12,140
Printing		7
Postage and freight		3,351
Telephone		39,000
Insurance		4,647
Litigation		797
Miscellaneous		590
Administrative Allocation		98,965
Total other expenses		298,411
TOTAL EXPENSES	\$	1,637,771

Note: Private Attorney Involvement expenses included in LSC-PAI, BCLS-PAI, LSC Prop Bono Innovation, and DBA Jt Campaign represent approximately 15% of the Legal Services Corporation basic field grant of \$11,241,514.

Basic Civil Legal Services (BCLS and BCLS PAI) Schedule of Revenues and Expenses Year Ended December 31, 2022

	 Actual	Budget	er (Under) Budget
GRANT	\$ 9,154,547	\$ 8,740,000	\$ 414,547
EXPENSES Personnel			
Attorney salaries and wages	3,699,201	3,530,000	169,201
Non-attorney salaries and wages	2,003,996	2,077,000	(73,004)
	5,703,197	5,607,000	96,197
Payroll taxes and fringe benefits	1,766,030	1,670,350	95,680
Total personnel expenses	7,469,227	7,277,350	191,877
Total non-personnel	 1,685,320	1,462,650	 222,670
Total expenses	 9,154,547	 8,740,000	 414,547
CHANGES IN GRANT REVENUE AND EXPENSES	\$ 	\$ 	\$

Crime Victims Civil Legal Services (CVCLS) Schedule of Revenues and Expenses Year Ended December 31, 2022

	 Actual	 Budget	er (Under) Budget
GRANT	\$ 467,185	\$ 510,185	\$ (43,000)
EXPENSES Personnel			
Attorney salaries and wages Non-attorney salaries and wages	 263,274 26,774	 283,000 35,000	 (19,726) (8,226)
	290,048	318,000	(27,952)
Payroll taxes and fringe benefits	 92,372	 95,185	 (2,813)
Total personnel expenses	382,420	413,185	(30,765)
Total non-personnel	 84,765	 97,000	 (12,235)
Total expenses	467,185	 510,185	(43,000)
CHANGES IN GRANT REVENUE AND EXPENSES	\$ 	\$ -	\$

Legal Aid of NorthWest Texas

Legal Aid to Veterans Schedule of Revenues and Expenses Year Ended December 31, 2022

	 Actual	 Budget	r (Under) udget
GRANT	\$ 331,739	\$ 291,200	\$ 40,539
EXPENSES Personnel			
Attorney salaries and wages Non-attorney salaries and wages	 137,512 66,538	 118,000 66,600	 19,512 (62)
	204,050	184,600	19,450
Payroll taxes and fringe benefits	 65,774	 55,000	 10,774
Total personnel expenses	269,824	239,600	30,224
Total non-personnel	 61,915	 51,600	 10,315
Total expenses	 331,739	 291,200	 40,539
CHANGES IN GRANT REVENUE AND EXPENSES	\$ 	\$ 	\$

Legal Aid of NorthWest Texas Legal Aid to Veterans II – Extended Services Schedule of Revenues and Expenses Year Ended December 31, 2022

	 Actual	 Budget	r (Under) udget
GRANT	\$ 377,964	\$ 350,000	\$ 27,964
EXPENSES Personnel			
Attorney salaries and wages Non-attorney salaries and wages	175,006 57,053	149,000 63,750	26,006 (6,697)
Non anomey salahes and wages	 232,059	212,750	 19,309
Payroll taxes and fringe benefits	75,535	 63,600	11,935
Total personnel expenses	307,594	276,350	31,244
Total non-personnel	 70,370	 73,650	 (3,280)
Total expenses	 377,964	 350,000	27,964
CHANGES IN GRANT REVENUE AND EXPENSES	\$ 	\$ _	\$ _

Legal Aid to Veterans - Supplemental Schedule of Revenues and Expenses Year Ended December 31, 2022

	 Actual	 Budget	er (Under) Budget
GRANT	\$ 70,677	\$ 105,500	\$ (34,823)
EXPENSES Personnel			
Attorney salaries and wages Non-attorney salaries and wages	 35,940 5,299	 30,000 32,000	 5,940 (26,701)
	41,239	62,000	(20,761)
Payroll taxes and fringe benefits	 13,788	18,630	 (4,842)
Total personnel expenses	55,027	80,630	(25,603)
Total non-personnel	 15,650	24,870	 (9,220)
Total expenses	70,677	105,500	 (34,823)
CHANGES IN GRANT REVENUE AND EXPENSES	\$ _	\$ -	\$

Legal Aid to Survivors of Sexual Assault (LASSA) Schedule of Revenues and Expenses Year Ended December 31, 2022

	Actual	 Budget	er (Under) Budget
GRANT	\$ 1,110,793	\$ 1,236,450	\$ (125,657)
EXPENSES Personnel			
Attorney salaries and wages	528,248	595,000	(66,752)
Non-attorney salaries and wages	 144,441	 153,500	 (9,059)
	672,689	748,500	(75,811)
Payroll taxes and fringe benefits	 217,132	 230,000	 (12,868)
Total personnel expenses	889,821	978,500	(88,679)
Total non-personnel	 220,972	257,950	(36,978)
Total expenses	 1,110,793	 1,236,450	(125,657)
CHANGES IN GRANT REVENUE AND EXPENSES	\$ 	\$ 	\$ -

Legal Aid – Employment Intersect Criminal/ Civil Justice Schedule of Revenues and Expenses Year Ended December 31, 2022

	 Actual	 Budget	r (Under) udget
GRANT	\$ 110,149	\$ 110,150	\$ (1)
EXPENSES Personnel			
Attorney salaries and wages Non-attorney salaries and wages	 60,346 11,918	 60,000 11,500	 346 418
	72,264	71,500	764
Payroll taxes and fringe benefits	19,890	 21,000	 (1,110)
Total personnel expenses	92,154	92,500	(346)
Total non-personnel	 17,995	 17,650	345
Total expenses	110,149	 110,150	(1)
CHANGES IN GRANT REVENUE AND EXPENSES	\$ -	\$ -	\$

Emergency Rental Assistance Schedule of Revenues and Expenses Year Ended December 31, 2022

	 Actual	 Budget	er (Under) Judget
GRANT	\$ 2,982,025	\$ 2,782,025	\$ 200,000
EXPENSES Personnel			
Attorney salaries and wages Non-attorney salaries and wages	1,277,993 660,561	1,272,000 579,500	5,993 81,061
	1,938,554	1,851,500	87,054
Payroll taxes and fringe benefits	581,844	554,800	27,044
Total personnel expenses	2,520,398	2,406,300	114,098
Total non-personnel	 461,627	375,725	85,902
Total expenses	 2,982,025	2,782,025	200,000
CHANGES IN GRANT REVENUE AND EXPENSES	\$ 	\$ _	\$ -

Emergency Rental Assistance 2 Schedule of Revenues and Expenses Year Ended December 31, 2022

	 Actual	Budget	er (Under) Budget
GRANT	\$ 770,534	\$ 930,000	\$ (159,466)
EXPENSES Personnel			
Attorney salaries and wages	257,589	376,000	(118,411)
Non-attorney salaries and wages	 241,779	 260,700	 (18,921)
	499,368	636,700	(137,332)
Payroll taxes and fringe benefits	177,086	 191,000	 (13,914)
Total personnel expenses	676,454	827,700	(151,246)
Total non-personnel	 94,080	 102,300	 (8,220)
Total expenses	770,534	930,000	 (159,466)
CHANGES IN GRANT REVENUE AND EXPENSES	\$ 	\$ -	\$ -



Schedule of Expenditures of Federal Awards Year Ended December 31, 2022

Legal Services Corporation Legal Services Corporation 09.744050 744050 \$ 10,959,197 Basic Field Grant 09.744050 GT-PB21S-00002 156,611 LSC Supplemental Disaster 09.744050 GT-21DSA-00012 86,910 TOTAL LEGAL SERVICES CORPORATION 11,202,718 U.S. DEPARTMENT OF HOUSING AND URBAN DEVELOPMENT
Basic Field Grant 09.744050 744050 \$ 10,959,197 Pro Bono Innovation Fund 09.744050 GT-PB21S-00002 156,611 LSC Supplemental Disaster 09.744050 GT-21DSA-00012 86,910 TOTAL LEGAL SERVICES CORPORATION 11,202,718
LSC Supplemental Disaster 09.744050 GT-21DSA-00012 86,910 TOTAL LEGAL SERVICES CORPORATION 11,202,718
TOTAL LEGAL SERVICES CORPORATION 11,202,718
U.S. DEPARTMENT OF HOUSING AND URBAN DEVELOPMENT
Passed through the City of Dallas
Community Development Block Grant (Eviction Assistance Initiative) (1) 14.218 MGT-2021-00015316 218,095
TOTAL U.S. DEPARTMENT OF HOUSING AND URBAN DEVELOPMENT 218,095
U.S. DEPARTMENT OF TREASURY
Internal Revenue Service
Low Income Taxpayers Clinic 21.008 22-LITC0586-01-00 100,000
Passed through Tarrant County COVID-19: Emergency Rental Assistance Program 21.023 ERAE0080 122,520
COVID-17. Emergency keniral Assistance Frogram 21.025 EkAE0000 122,320
Passed through Texas Access to Justice Foundation
COVID-19: Emergency Rental Assistance Program 21.023 10087775 2,982,025 COVID-19: Emergency Rental Assistance Program 21.023 10089559 770,534
<u> </u>
Total Federal Assistance Listing Number 21.023 3,875,079
Passed through the City of Dallas
COVID-19:Coronavirus State and Local Fiscal Recovery Funds 21.027 OEI-2022-00018285 139,503
Passed through Texas Governor's Criminal Justice Division COVID-19:Coronavirus State and Local Fiscal Recovery Funds 21.027 1696416 602,157
· · · · · · · · · · · · · · · · · · ·
Total Federal Assistance Listing Number 21.027 741,660
TOTAL U.S. DEPARTMENT OF TREASURY 4,716,739
U.S. DEPARTMENT OF JUSTICE
Passed through Texas Governor's Criminal Justice Division
Crime Victims Assistance - Rural Safe at Home Project 16.575 1696415 1,651,184
Passed through Dallas County District Attorney
Crime Victims Assistance - Family Violence Extension Project 16.575 N/A 8,799
Total Federal Assistance Listing Number 16.575
Passed through SafeHaven of Tarrant County
Legal Assistance for Victims 16.524 2017-WL-AX-0009 26,559
Passed through Equal Justice Works Crime Victims Assistance/Discretionary Grants 16.582 2020-OVC-EJP-007 35,977
Crime Victims Assistance/Discretionary Grants 16.582 2020-OVC-EJP-007 35,977 TOTAL U.S. DEPARTMENT OF JUSTICE 1,722,519
U.S. DEPARTMENT OF VETERANS AFFAIRS Passed through Recovery Resource Council
Supportive Services for Veteran Families 64.033 N/A 7,586
TOTAL U.S. DEPARTMENT OF VETERANS AFFAIRS 7,586
U.S. DEPARTMENT OF HEALTH AND HUMAN SERVICES
Passed through Texas Department of Housing and Community Affairs
Texas Homeowner Assistance Fund for Legal Services 93.568 22220003005 19,964
TOTAL U.S. DEPARTMENT OF HEALTH AND HUMAN SERVICES 19,964
TOTAL EXPENDITURES OF FEDERAL AWARDS \$ 17,887,621

 $[\]label{eq:complex} \ensuremath{\mbox{(1)}} \ensuremath{\mbox{Reported}} \ensuremath{\mbox{as CDGB-Entitlement Grants Cluster, as required by Compliance Supplement dated April 2022.}$

Legal Aid of NorthWest TexasSchedule of Expenditures of State Awards Year Ended December 31, 2022

STATE GRANTOR/ PASSED THROUGH GRANTOR/ PROGRAM TITLE	Contract Number	State Expenditures
SUPREME COURT OF TEXAS		
Texas Access to Justice Foundation		
Crime Vict1ms Civil Legal Services	100839543 & 10086589	\$ 467,185
Basic Civil Legal Services	10083423	9,154,547
Legal Aid for Survivors of Sexual Assault	10083422	1,110,793
Legal Aid to Veterans	10083436	331,739
Legal Aid to Veterans II - Extended Services	10083837	377,964
Legal Aid to Veterans - Supplemental	10088896	70,677
Legal Aid - Employment Intersect Criminal/Civil Justice	10083925	110,149
TOTAL SUPREME COURT OF TEXAS		11,623,054
OFFICE OF THE ATTORNEY GENERAL		
Other Victims Assistance Grant	2216612 & C-00383	172,964
TOTAL OFFICE OF THE ATTORNEY GENERAL		172,964
TOTAL EXPENDITURES OF STATE AWARDS		\$ 11,796,018

Notes to the Schedule of Expenditures of Federal and State Awards

Note 1. Basis of Presentation

The Schedule of Expenditures of Federal Awards and Schedule of Expenditures of State Awards (the Schedules) include the federal and state grant activity of Legal Aid of NorthWest Texas (LANWT) under programs of the federal and state government for the year ended December 31, 2022. The information in the Schedule of Expenditures of Federal Awards 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). The information in the Schedule of Expenditures of State Awards is presented in accordance with the requirements of the Texas Grant Management Standards (TxGMS). Because the Schedules present only a selected portion of the operations of Legal Aid of NorthWest Texas, they are not intended to and do not present the financial position, changes in net assets, or cash flows of LANWT.

The Schedules are presented using the accrual basis of accounting. The expenditures are reported based on LANWT's year-end. Expenditure reports to funding agencies are prepared based on award periods. See Note 1 of the Notes to the Financial Statements for LANWT's significant accounting policies.

Note 2. Indirect Cost Rate

Uniform Guidance allows non-federal entities, such as LANWT, to elect to charge a de minimis rate of ten percent of modified direct costs as its indirect cost rate that may be used indefinitely. LANWT chose not to utilize the de minimis rate.

Note 3. Changes in Grant Management Standards

In December 2021, the Texas Comptroller published the Texas Grant Management Standards (TxGMS) which replaces Uniform Grant Management Standards (UGMS). TxGMS applied to state grants or contracts that begin on or after January 1, 2022.



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 Legal Aid of NorthWest Texas

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 Legal Aid of NorthWest Texas (LANWT), 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 28, 2023.

Report on Internal Control over Financial Reporting

In planning and performing our audit of the financial statements, we considered LANWT's internal control over financial reporting (internal control) as a basis for designing 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 LANWT's internal control. Accordingly, we do not express an opinion on the effectiveness of LANWT'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 have not been identified.

Report on Compliance and Other Matters

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

The Board of Directors of Legal Aid of NorthWest Texas

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.

WEAVER AND TIDWELL, L.L.P.

Weaver and Siduell, L. I.P.

Fort Worth, Texas April 28, 2023



Independent Auditor's Report on Compliance for Each Major Federal and State Program and Report on Internal Control Over Compliance in Accordance with the Uniform Guidance and Texas Grant Management Standards

To the Board of Directors of Legal Aid of NorthWest Texas

Report on Compliance for Each Major Federal and State Program

Opinion on Each Major Federal and State Program

We have audited Legal Aid of NorthWest Texas' (LANWT) compliance with the types of compliance requirements identified as subject to audit in the OMB Compliance Supplement and the Texas Grant Management Standards that could have a direct and material effect on each of LANWT's major federal and state programs for the year ended December 31, 2022. LANWT's major federal and state programs are identified in the summary of auditor's results section of the accompanying Schedule of Findings and Questioned Costs.

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

Basis for Opinion on Each Major Federal and State Program

We conducted our audit of compliance in accordance with auditing standards generally accepted in the United States of America (GAAS); the standards applicable to financial audits contained in Government Auditing Standards issued by the Comptroller General of the United States (Government Auditing Standards); 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), and the Texas Grant Management Standards (TxGMS). Our responsibilities under those standards, the Uniform Guidance and TxGMS are further described in the Auditor's Responsibilities for the Audit of Compliance section of our report.

We are required to be independent of LANWT 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 and state program. Our audit does not provide a legal determination of LANWT'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 LANWT's federal and state programs.

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 LANWT'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 GAAS, Government Auditing Standards, the Uniform Guidance and TxGMS 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 LANWT's compliance with the requirements of each major federal and state program as a whole.

In performing an audit in accordance with GAAS, Government Auditing Standards, the Uniform Guidance and TxGMS, 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 LANWT'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 LANWT'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 and TxGMS, but not for the purpose of expressing an opinion on the effectiveness of LANWT'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.

Other Matters

The results of our auditing procedures disclosed instances of noncompliance which are required to be reported in accordance with the Uniform Guidance and which are described in the accompanying schedule of findings and questioned costs as item 2022-001. Our opinion on each major federal program is not modified with respect to these matters. Government Auditing Standards requires the auditor to perform limited procedures on LANWT's response to the noncompliance findings identified in our audit described in the accompanying schedule of findings and questioned costs. LANWT's response was not subjected to the other auditing procedures applied in the audit of compliance and, accordingly, we express no opinion on the response.

The Board of Directors of Legal Aid of NorthWest Texas

Report on Internal Control over Compliance

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 and therefore, material weaknesses or significant deficiencies may exist that were not identified. We did not identify any deficiencies in internal control over compliance that we consider to be material weaknesses. However, as discussed below, we did identify a certain deficiency in internal control over compliance that we consider to be a significant deficiency.

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 and state 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 and state program will not be prevented, or detected and corrected, on a timely basis. A significant deficiency in internal control over compliance is a deficiency, or a combination of deficiencies, in internal control over compliance with a type of compliance requirement of a federal and state 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. We consider the deficiency in internal control over compliance described in the accompanying schedule of findings and questioned costs as item 2022-001 to be a significant deficiency.

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. Government Auditing Standards requires the auditor to perform limited procedures on LANWT's response to the internal control over compliance findings identified in our audit described in the accompanying schedule of findings and questioned costs. LANWT's response was not subjected to the other auditing procedures applied in the audit of compliance and accordingly, we express no opinion on the response.

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 and TxGMS. Accordingly, this report is not suitable for any other purpose.

Weaver and Siduell, L.L.P.

WEAVER AND TIDWELL, L.L.P.

Fort Worth, Texas April 28, 2023

Schedule of Findings and Questioned Costs Year Ended December 31, 2022

Section I – Summary of Auditor's Results

Find	ancial Statements			
Тур	e of auditor's report issued:		Unmodified	
Inte	ernal control over financial reporti	ng:		
•	Material weakness(es) identified	lŝ	YesX	. No
•	Significant deficiency(ies) identi not considered to be material w		Yes	X None Reported
•	Noncompliance material to find statements noted?	Yes <u>X</u>	No	
Fec	leral Awards			
Inte	ernal control over major programs	s:		
•	Material weakness(es) identified	YesX	No	
•	Significant deficiency(ies) identi considered to be material weak	_X_Yes	None Reported	
Type of auditor's report issued on compliance for major programs:			Unmodified	керопец
in	vaudit findings disclosed that are accordance with section 20 dance?	•	XYes	No
lde	ntification of major programs:			
	Federal Assistance Listing Number	er:		
	09.744050	Legal Services Corporatio Building, COVID-19 Respons		
	21.023	COVID-19: Emergency Rent	al Assistance Progra	am
	16.575	Crime Victims Assistance – R	ural Safe at Home I	Project
	lar threshold used to distinguish b e A and type B programs?	etween	\$750,000	
Aud	ditee qualified as low-risk auditee	ś		No

Legal Aid of Northwest TexasSchedule of Findings and Questioned Costs - Continued Year Ended December 31, 2022

State Awards

Inte	ernal control over major programs:			
•	Material weakness(es) identified?	Yes	Χ	_No
•	Significant deficiency(ies) identified that are not considered to be material weakness(es)?	Yes	X	None Reported
Type of auditor's report issued on compliance for major programs:		Unmodified		Коропос
Any audit findings disclosed that are required to be reported in accordance with TxGMS?		Yes	Х	No
lde	ntification of major programs:			
	Basic Civil Legal Services			
	Legal Aid to Veterans			
Dollar threshold used to distinguish between type A and type B programs?		\$750,000		

Schedule of Findings and Questioned Costs - Continued Year Ended December 31, 2022

Section II - Financial Statement Findings

None noted.

Section III – Federal and State Award Findings and Questioned Costs

Finding 2022-001

Major Federal Program: 09.744050 - Legal Services Corporation - Basic Field Grant

<u>Compliance Requirements</u>: Allowable Activities

<u>Criteria</u>: The Compliance Supplement for Audits of LSC Recipients and LSC Regulations 45 CFR§ 1620.6 require that all staff who handle cases or matters, or make decisions about which cases to accept, are required to sign an agreement indicating that the staff has read and understands the priorities established by the governing body of the entity; has read and understands the definition of an emergency situation and the procedures for dealing with an emergency that falls outside of the entity's established priorities; and will not undertake any case or matter for the recipient that is not a priority or an emergency. Audit procedures revealed that these signed agreements were not adequately reviewed and retained for all employees for the year ended December 31, 2022.

Condition: (X) Compliance Finding (X) Significant Deficiency () Material Weakness

Context: Of 40 staff selected for testing, signed agreements were unable to be located for 4 individuals.

<u>Effect and Questioned Costs</u>: Ineligible cases or matters could be undertaken outside of the entity's established priorities, and may result in materially misstating cases or matters served both for grant compliance and financial reporting. Questioned costs were indeterminable.

<u>Recommendation</u>: We recommend that files for all employees who handle cases or matters be thoroughly reviewed, to ensure timely completeness and signing of agreements in order to be in compliance with grant requirements. We also recommend review procedures be put in place to ensure the agreements are signed appropriately and timely.

Response: See Corrective Action Plan

Status of Prior Year Findings Year Ended December 31, 2022

Section IV – Summary Schedule of Prior Audit Findings

None noted.



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Section V - Corrective Action Plan

Finding 2022-001

Major Federal Program: 09.744050 - Legal Services Corporation - Basic Field Grant

Compliance Requirements: Allowable Activities

<u>Response</u>: The LANWT Board of Directors reviews and adopts case and matter priorities as guidance to LANWT staff for the delivery of legal services and advocacy to eligible applicants seeking assistance. LANWT's current protocol regarding case and matter priorities, adopted in 2022, provides that the Case & Matter Priority Policy (Policy) is given to employees several different times during their onboarding with the firm and then again each year thereafter.

Employees first receive a copy of the Policy from LANWT Human Resources (HR) during New Employee Orientation (NEO). The employee signs an acknowledgement confirming they have received the Policy and they will review it. HR retains the signed acknowledgement from each employee in the employee's personnel file.

Employees train on the Policy during the Branch NEO with their manager. The managers use the Branch NEO Checklist (Checklist) during their training to identify important policies and procedures. The branch NEO training consists of reviewing the Policy with the employee, ensuring they know the location of the Policy for future reference, what defines a priority case and matter, what an emergency is and the procedure for handling an emergency. Upon completing the training, employees sign the Branch NEO Checklist acknowledging they have received and reviewed the Policy. HR places the signed Checklist in each employee's personnel file.

During Onboard Training with employees, facilitated by the Directors of Litigation, the Policy is provided, reviewed and any questions answered. Any updated Case & Matter Priority Policy is published to employees for review and use. To ensure ongoing compliance with the regulation, LANWT supervising and managing attorneys attend case staffing and supervise the acceptance of cases pursuant to the Policy. Managers submit written confirmation to LANWT's Chief Executive Officer (CEO) that their staff have complied with the Policy on a quarterly basis.

LANWT will:

- 1. Review and revise the acknowledgement documentation for its Case & Matter Priority Policy within 30 days;
- 2. Provide guidance to managers and relevant administrative staff on completion and retention of the documentation during NEO process and during any other relevant times determined by LANWT; and



3. Provide the revised acknowledgement documentation to all intake staff, advocates and those staff having authority to make case selection decisions and have them sign within 60 days.

<u>Date of Completion</u>: July 7, 2023

Person Responsible to Ensure Completion: Maria Thomas-Jones, CEO