Form 5500

Department of the Treasury
Internal Revenue Service

Department of Labor
Employee Benefits Security Administration

Pension Benefit Guaranty Corporation

Annual Return/Report of Employee Benefit Plan

This form is required to be filed for employee benefit plans under sections 104 and 4065 of the Employee Retirement Income Security Act of 1974 (ERISA) and sections 6057(b) and 6058(a) of the Internal Revenue Code (the Code).

▶ **Complete all entries in accordance with the instructions to the Form 5500.**

OMB Nos. 1210-0110
1210-0089

2025

This Form is Open to Public Inspection

Part I Annual Report Identification Information

For calendar plan year 2025 or fiscal plan year beginning 01/01/2025 and ending 12/31/2025

A This return/report is for:
- [ ] a multiemployer plan
- [ ] a multiple-employer plan (Filers checking this box must provide participating employer information in accordance with the form instructions.)
- [X] a single-employer plan
- [ ] a DFE (specify) _____

B This return/report is:
- [ ] the first return/report
- [ ] the final return/report
- [X] an amended return/report
- [ ] a short plan year return/report (less than 12 months)

C If the plan is a collectively-bargained plan, check here. . . . . ▶ [ ]

D Check box if filing under:
- [X] Form 5558
- [ ] automatic extension
- [ ] the DFVC program
- [ ] special extension (enter description)

E If this is a retroactively adopted plan permitted by SECURE Act section 201, check here. . . . . ▶ [ ]

Part II Basic Plan Information—enter all requested information

1a Name of plan
FAMILIES AND COMMUNITIES RISIN 401(K) PROFIT SHARING PLAN & TRUST

1b Three-digit plan number (PN) ▶ 001

1c Effective date of plan 01/01/1997

2a Plan sponsor's name (employer, if for a single-employer plan)
Mailing address (include room, apt., suite no. and street, or P.O. Box)
City or town, state or province, country, and ZIP or foreign postal code (if foreign, see instructions)
FAMILIES AND COMMUNITIES RISIN

4220 APEX HWY STE 330
DURHAM, NC 27713-5295

2b Employer Identification Number (EIN) 58-2046321

2c Plan Sponsor's telephone number 919-490-5577

2d Business code (see instructions) 541990

Caution: A penalty for the late or incomplete filing of this return/report will be assessed unless reasonable cause is established.

Under penalties of perjury and other penalties set forth in the instructions, I declare that I have examined this return/report, including accompanying schedules, statements and attachments, as well as the electronic version of this return/report, and to the best of my knowledge and belief, it is true, correct, and complete.

SIGN HERE	Filed with authorized/valid electronic signature.	10/16/2026	REGGIE CLARK
	Signature of plan administrator	Date	Enter name of individual signing as plan administrator
SIGN HERE			
	Signature of employer/plan sponsor	Date	Enter name of individual signing as employer or plan sponsor
SIGN HERE			
	Signature of DFE	Date	Enter name of individual signing as DFE

3a	Plan administrator's name and address [X] Same as Plan Sponsor	**3b**	Administrator's EIN
		3c	Administrator's telephone number
4	If the name and/or EIN of the plan sponsor or the plan name has changed since the last return/report filed for this plan, enter the plan sponsor's name, EIN, the plan name and the plan number from the last return/report:	**4b**	EIN
a	Sponsor's name FAMILIES AND COMMUNITIES RISING INC	**4d**	PN
c	Plan Name		

5	Total number of participants at the beginning of the plan year	**5**	202
6	Number of participants as of the end of the plan year unless otherwise stated (welfare plans complete only lines **6a(1), 6a(2), 6b, 6c,** and **6d**).		
a(1)	Total number of active participants at the beginning of the plan year	**6a(1)**	159
a(2)	Total number of active participants at the end of the plan year	**6a(2)**	146
b	Retired or separated participants receiving benefits	**6b**	0
c	Other retired or separated participants entitled to future benefits	**6c**	27
d	Subtotal. Add lines **6a(2)**, **6b**, and **6c**.	**6d**	173
e	Deceased participants whose beneficiaries are receiving or are entitled to receive benefits.	**6e**	0
f	Total. Add lines **6d** and **6e**.	**6f**	173
g(1)	Number of participants with account balances as of the beginning of the plan year (only defined contribution plans complete this item)	**6g(1)**	174
g(2)	Number of participants with account balances as of the end of the plan year (only defined contribution plans complete this item)	**6g(2)**	146
h	Number of participants who terminated employment during the plan year with accrued benefits that were less than 100% vested.	**6h**	0
7	Enter the total number of employers obligated to contribute to the plan (only multiemployer plans complete this item)	**7**	

8a If the plan provides pension benefits, enter the applicable pension feature codes from the List of Plan Characteristic Codes in the instructions:

2E 2F 2G 2J 2K 2T 3D

b If the plan provides welfare benefits, enter the applicable welfare feature codes from the List of Plan Characteristic Codes in the instructions:

9a Plan funding arrangement (check all that apply)		**9b** Plan benefit arrangement (check all that apply)	
(1)	[X] Insurance	**(1)**	[X] Insurance
(2)	[ ] Code section 412(e)(3) insurance contracts	**(2)**	[ ] Code section 412(e)(3) insurance contracts
(3)	[X] Trust	**(3)**	[X] Trust
(4)	[ ] General assets of the sponsor	**(4)**	[ ] General assets of the sponsor

10 Check all applicable boxes in 10a and 10b to indicate which schedules are attached, and, where indicated, enter the number attached. (See instructions)

a Pension Schedules

- **(1)** [X] **R** (Retirement Plan Information)
- **(2)** [ ] **MB** (Multiemployer Defined Benefit Plan and Certain Money Purchase Plan Actuarial Information) - signed by the plan actuary
- **(3)** [ ] **SB** (Single-Employer Defined Benefit Plan Actuarial Information) - signed by the plan actuary
- **(4)** [ ] **DCG** (Individual Plan Information) – Number Attached _____
- **(5)** [ ] **MEP** (Multiple-Employer Retirement Plan Information)

b General Schedules

- **(1)** [X] **H** (Financial Information)
- **(2)** [ ] **I** (Financial Information – Small Plan)
- **(3)** [X] **A** (Insurance Information) – Number Attached 1
- **(4)** [X] **C** (Service Provider Information)
- **(5)** [X] **D** (DFE/Participating Plan Information)
- **(6)** [ ] **G** (Financial Transaction Schedules)

Part III Form M-1 Compliance Information (to be completed by welfare benefit plans)

11a If the plan provides welfare benefits, was the plan subject to the Form M-1 filing requirements during the plan year? (See instructions and 29 CFR 2520.101-2.) ..... ☐ Yes ☒ No

If "Yes" is checked, complete lines 11b and 11c.

11b Is the plan currently in compliance with the Form M-1 filing requirements? (See instructions and 29 CFR 2520.101-2.) ..... ☐ Yes ☒ No

11c Enter the Receipt Confirmation Code for the 2025 Form M-1 annual report. If the plan was not required to file the 2025 Form M-1 annual report, enter the Receipt Confirmation Code for the most recent Form M-1 that was required to be filed under the Form M-1 filing requirements. (Failure to enter a valid Receipt Confirmation Code will subject the Form 5500 filing to rejection as incomplete.)

Receipt Confirmation Code_____

SCHEDULE A (Form 5500)

Department of the Treasury
Internal Revenue Service

Department of Labor
Employee Benefits Security Administration

Pension Benefit Guaranty Corporation

Insurance Information

This schedule is required to be filed under section 104 of the Employee Retirement Income Security Act of 1974 (ERISA).

▶ **File as an attachment to Form 5500.**

▶ Insurance companies are required to provide the information pursuant to ERISA section 103(a)(2).

OMB No. 1210-0110

2025

This Form is Open to Public Inspection

For calendar plan year 2025 or fiscal plan year beginning 01/01/2025 and ending 12/31/2025

A Name of plan
FAMILIES AND COMMUNITIES RISIN 401(K) PROFIT SHARING PLAN & TRUST

B Three-digit plan number (PN) ▶ 001

C Plan sponsor's name as shown on line 2a of Form 5500
FAMILIES AND COMMUNITIES RISIN

D Employer Identification Number (EIN)
58-2046321

Part I **Information Concerning Insurance Contract Coverage, Fees, and Commissions** Provide information for each contract on a separate Schedule A. Individual contracts grouped as a unit in Parts II and III can be reported on a single Schedule A.

1 Coverage Information:

(a) Name of insurance carrier
TIAA CREF

(b) EIN	(c) NAIC code	(d) Contract or identification number	(e) Approximate number of persons covered at end of policy or contract year	Policy or contract year	
				(f) From	(g) To
13-1624203	69345	388781	81	01/01/2025	12/31/2025

2 Insurance fee and commission information. Enter the total fees and total commissions paid. List in line 3 the agents, brokers, and other persons in descending order of the amount paid.

(a) Total amount of commissions paid	(b) Total amount of fees paid

3 Persons receiving commissions and fees. (Complete as many entries as needed to report all persons).

(a) Name and address of the agent, broker, or other person to whom commissions or fees were paid

(b) Amount of sales and base commissions paid	Fees and other commissions paid		(e) Organization code
	(c) Amount	(d) Purpose	
0	0		

(a) Name and address of the agent, broker, or other person to whom commissions or fees were paid

(b) Amount of sales and base commissions paid	Fees and other commissions paid		(e) Organization code
	(c) Amount	(d) Purpose	

(a) Name and address of the agent, broker, or other person to whom commissions or fees were paid

(b) Amount of sales and base commissions paid	Fees and other commissions paid		**(e)** Organization code
	(c) Amount	**(d)** Purpose	

(a) Name and address of the agent, broker, or other person to whom commissions or fees were paid

(b) Amount of sales and base commissions paid	Fees and other commissions paid		**(e)** Organization code
	(c) Amount	**(d)** Purpose	

(a) Name and address of the agent, broker, or other person to whom commissions or fees were paid

(b) Amount of sales and base commissions paid	Fees and other commissions paid		**(e)** Organization code
	(c) Amount	**(d)** Purpose	

(a) Name and address of the agent, broker, or other person to whom commissions or fees were paid

(b) Amount of sales and base commissions paid	Fees and other commissions paid		**(e)** Organization code
	(c) Amount	**(d)** Purpose	

(a) Name and address of the agent, broker, or other person to whom commissions or fees were paid

(b) Amount of sales and base commissions paid	Fees and other commissions paid		**(e)** Organization code
	(c) Amount	**(d)** Purpose	

Part II Investment and Annuity Contract Information

Where individual contracts are provided, the entire group of such individual contracts with each carrier may be treated as a unit for purposes of this report.

4	Current value of plan's interest under this contract in the general account at year end	4	265995
5	Current value of plan's interest under this contract in separate accounts at year end	5	2433770

6 Contracts With Allocated Funds:

a State the basis of premium rates ▶

b	Premiums paid to carrier	6b	
c	Premiums due but unpaid at the end of the year	6c	
d	If the carrier, service, or other organization incurred any specific costs in connection with the acquisition or retention of the contract or policy, enter amount. Specify nature of costs ▶	6d	

e Type of contract: (1) ☐ individual policies (2) ☐ group deferred annuity (3) ☐ other (specify) ▶

f If contract purchased, in whole or in part, to distribute benefits from a terminating plan, check here ▶ ☐

7 Contracts With Unallocated Funds (Do not include portions of these contracts maintained in separate accounts)

a Type of contract: (1) ☐ deposit administration (2) ☐ immediate participation guarantee (3) ☒ guaranteed investment (4) ☐ other ▶

b	Balance at the end of the previous year			7b	263019
c	Additions: (1) Contributions deposited during the year	7c(1)			
	(2) Dividends and credits	7c(2)			
	(3) Interest credited during the year	7c(3)	10959		
	(4) Transferred from separate account	7c(4)			
	(5) Other (specify below) ▶	7c(5)			
	(6) Total additions			7c(6)	10959
d	Total of balance and additions (add lines **7b** and **7c(6)**)			7d	273978
e	Deductions:				
	(1) Disbursed from fund to pay benefits or purchase annuities during year	7e(1)	1174		
	(2) Administration charge made by carrier	7e(2)			
	(3) Transferred to separate account	7e(3)	6809		
	(4) Other (specify below) ▶	7e(4)	0		
	(5) Total deductions			7e(5)	7983
f	Balance at the end of the current year (subtract line **7e(5)** from line **7d**)			7f	265995

Part III Welfare Benefit Contract Information

If more than one contract covers the same group of employees of the same employer(s) or members of the same employee organizations(s), the information may be combined for reporting purposes if such contracts are experience-rated as a unit. Where contracts cover individual employees, the entire group of such individual contracts with each carrier may be treated as a unit for purposes of this report.

8 Benefit and contract type (check all applicable boxes)

- **a** ☐ Health (other than dental or vision)
- **b** ☐ Dental
- **c** ☐ Vision
- **d** ☐ Life insurance
- **e** ☐ Temporary disability (accident and sickness)
- **f** ☐ Long-term disability
- **g** ☐ Supplemental unemployment
- **h** ☐ Prescription drug
- **i** ☐ Stop loss (large deductible)
- **j** ☐ HMO contract
- **k** ☐ PPO contract
- **l** ☐ Indemnity contract
- **m** ☐ Other (specify) ▶

9 Experience-rated contracts:				
a Premiums: (1) Amount received	**9a(1)**			
(2) Increase (decrease) in amount due but unpaid	**9a(2)**			
(3) Increase (decrease) in unearned premium reserve	**9a(3)**			
(4) Earned (**(1)** + **(2)** - **(3)**)			**9a(4)**	0
b Benefit charges (1) Claims paid	**9b(1)**			
(2) Increase (decrease) in claim reserves	**9b(2)**			
(3) Incurred claims (add **(1)** and **(2)**)			**9b(3)**	
(4) Claims charged			**9b(4)**	0
c Remainder of premium: (1) Retention charges (on an accrual basis) --				
(A) Commissions	**9c(1)(A)**			
(B) Administrative service or other fees	**9c(1)(B)**			
(C) Other specific acquisition costs	**9c(1)(C)**			
(D) Other expenses	**9c(1)(D)**			
(E) Taxes	**9c(1)(E)**			
(F) Charges for risks or other contingencies	**9c(1)(F)**			
(G) Other retention charges	**9c(1)(G)**			
(H) Total retention			**9c(1)(H)**	0
(2) Dividends or retroactive rate refunds. (These amounts were ☐ paid in cash, or ☐ credited.)			**9c(2)**	
d Status of policyholder reserves at end of year: (1) Amount held to provide benefits after retirement			**9d(1)**	
(2) Claim reserves			**9d(2)**	
(3) Other reserves			**9d(3)**	
e Dividends or retroactive rate refunds due. (Do not include amount entered in line **9c(2)**.)			**9e**	
10 Nonexperience-rated contracts:				
a Total premiums or subscription charges paid to carrier			**10a**	
b If the carrier, service, or other organization incurred any specific costs in connection with the acquisition or retention of the contract or policy, other than reported in Part I, line 2 above, report amount.			**10b**	

Specify nature of costs.

Part IV Provision of Information

11 Did the insurance company fail to provide any information necessary to complete Schedule A? ☐ Yes ☒ No

12 If the answer to line 11 is "Yes," specify the information not provided. ▶

SCHEDULE C (Form 5500)	Service Provider Information	OMB No. 1210-0110
Department of the Treasury Internal Revenue Service Department of Labor Employee Benefits Security Administration Pension Benefit Guaranty Corporation	This schedule is required to be filed under section 104 of the Employee Retirement Income Security Act of 1974 (ERISA). ▶ **File as an attachment to Form 5500.**	**2025** **This Form is Open to Public Inspection.**

For calendar plan year 2025 or fiscal plan year beginning 01/01/2025 and ending 12/31/2025

A Name of plan
FAMILIES AND COMMUNITIES RISIN 401(K) PROFIT SHARING PLAN & TRUST

B Three-digit plan number (PN) ▶ 001

C Plan sponsor's name as shown on line 2a of Form 5500
FAMILIES AND COMMUNITIES RISIN

D Employer Identification Number (EIN)
58-2046321

Part I Service Provider Information (see instructions)

You must complete this Part, in accordance with the instructions, to report the information required for **each person** who received, directly or indirectly, $5,000 or more in total compensation (i.e., money or anything else of monetary value) in connection with services rendered to the plan or the person's position with the plan during the plan year. If a person received **only** eligible indirect compensation for which the plan received the required disclosures, you are required to answer line 1 but are not required to include that person when completing the remainder of this Part.

1 Information on Persons Receiving Only Eligible Indirect Compensation

a Check "Yes" or "No" to indicate whether you are excluding a person from the remainder of this Part because they received only eligible indirect compensation for which the plan received the required disclosures (see instructions for definitions and conditions).. . . . . [X] Yes [ ] No

b If you answered line 1a "Yes," enter the name and EIN or address of each person providing the required disclosures for the service providers who received only eligible indirect compensation. Complete as many entries as needed (see instructions).

(b) Enter name and EIN or address of person who provided you disclosures on eligible indirect compensation

TIAA

13-1624203

(b) Enter name and EIN or address of person who provided you disclosures on eligible indirect compensation

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2. Information on Other Service Providers Receiving Direct or Indirect Compensation. Except for those persons for whom you answered "Yes" to line 1a above, complete as many entries as needed to list each person receiving, directly or indirectly, $5,000 or more in total compensation (i.e., money or anything else of value) in connection with services rendered to the plan or their position with the plan during the plan year. (See instructions).

(a) Enter name and EIN or address (see instructions)

PAYCHEX, INC.

911 PANORAMA TRAIL S
ROCHESTER, NY 14625

16-1124166

(b) Service Code(s)	(c) Relationship to employer, employee organization, or person known to be a party-in-interest	(d) Enter direct compensation paid by the plan. If none, enter -0-.	(e) Did service provider receive indirect compensation? (sources other than plan or plan sponsor)	(f) Did indirect compensation include eligible indirect compensation, for which the plan received the required disclosures?	(g) Enter total indirect compensation received by service provider excluding eligible indirect compensation for which you answered "Yes" to element (f). If none, enter -0-.	(h) Did the service provider give you a formula instead of an amount or estimated amount?
15	RECORDKEEPER	18715	Yes [ ] No [X]	Yes [ ] No [X]		Yes [ ] No [X]

(a) Enter name and EIN or address (see instructions)

(b) Service Code(s)	(c) Relationship to employer, employee organization, or person known to be a party-in-interest	(d) Enter direct compensation paid by the plan. If none, enter -0-.	(e) Did service provider receive indirect compensation? (sources other than plan or plan sponsor)	(f) Did indirect compensation include eligible indirect compensation, for which the plan received the required disclosures?	(g) Enter total indirect compensation received by service provider excluding eligible indirect compensation for which you answered "Yes" to element (f). If none, enter -0-.	(h) Did the service provider give you a formula instead of an amount or estimated amount?
			Yes [ ] No [ ]	Yes [ ] No [ ]		Yes [ ] No [ ]

(a) Enter name and EIN or address (see instructions)

(b) Service Code(s)	(c) Relationship to employer, employee organization, or person known to be a party-in-interest	(d) Enter direct compensation paid by the plan. If none, enter -0-.	(e) Did service provider receive indirect compensation? (sources other than plan or plan sponsor)	(f) Did indirect compensation include eligible indirect compensation, for which the plan received the required disclosures?	(g) Enter total indirect compensation received by service provider excluding eligible indirect compensation for which you answered "Yes" to element (f). If none, enter -0-.	(h) Did the service provider give you a formula instead of an amount or estimated amount?
			Yes [ ] No [ ]	Yes [ ] No [ ]		Yes [ ] No [ ]

Part I Service Provider Information (continued)

3. If you reported on line 2 receipt of indirect compensation, other than eligible indirect compensation, by a service provider, and the service provider is a fiduciary or provides contract administrator, consulting, custodial, investment advisory, investment management, broker, or recordkeeping services, answer the following questions for (a) each source from whom the service provider received $1,000 or more in indirect compensation and (b) each source for whom the service provider gave you a formula used to determine the indirect compensation instead of an amount or estimated amount of the indirect compensation. Complete as many entries as needed to report the required information for each source.

(a) Enter service provider name as it appears on line 2	**(b)** Service Codes (see instructions)	**(c)** Enter amount of indirect compensation
(d) Enter name and EIN (address) of source of indirect compensation	**(e)** Describe the indirect compensation, including any formula used to determine the service provider's eligibility for or the amount of the indirect compensation.	

(a) Enter service provider name as it appears on line 2	**(b)** Service Codes (see instructions)	**(c)** Enter amount of indirect compensation
(d) Enter name and EIN (address) of source of indirect compensation	**(e)** Describe the indirect compensation, including any formula used to determine the service provider's eligibility for or the amount of the indirect compensation.	

(a) Enter service provider name as it appears on line 2	**(b)** Service Codes (see instructions)	**(c)** Enter amount of indirect compensation
(d) Enter name and EIN (address) of source of indirect compensation	**(e)** Describe the indirect compensation, including any formula used to determine the service provider's eligibility for or the amount of the indirect compensation.	

Part II Service Providers Who Fail or Refuse to Provide Information

4 Provide, to the extent possible, the following information for each service provider who failed or refused to provide the information necessary to complete this Schedule.

(a) Enter name and EIN or address of service provider (see instructions)	**(b)** Nature of Service Code(s)	**(c)** Describe the information that the service provider failed or refused to provide

(a) Enter name and EIN or address of service provider (see instructions)	**(b)** Nature of Service Code(s)	**(c)** Describe the information that the service provider failed or refused to provide

(a) Enter name and EIN or address of service provider (see instructions)	**(b)** Nature of Service Code(s)	**(c)** Describe the information that the service provider failed or refused to provide

(a) Enter name and EIN or address of service provider (see instructions)	**(b)** Nature of Service Code(s)	**(c)** Describe the information that the service provider failed or refused to provide

(a) Enter name and EIN or address of service provider (see instructions)	**(b)** Nature of Service Code(s)	**(c)** Describe the information that the service provider failed or refused to provide

(a) Enter name and EIN or address of service provider (see instructions)	**(b)** Nature of Service Code(s)	**(c)** Describe the information that the service provider failed or refused to provide

Part III Termination Information on Accountants and Enrolled Actuaries (see instructions)

(complete as many entries as needed)

a Name:

b EIN:

c Position:

d Address:

e Telephone:

Explanation:

a Name:

b EIN:

c Position:

d Address:

e Telephone:

Explanation:

a Name:

b EIN:

c Position:

d Address:

e Telephone:

Explanation:

a Name:

b EIN:

c Position:

d Address:

e Telephone:

Explanation:

a Name:

b EIN:

c Position:

d Address:

e Telephone:

Explanation:

SCHEDULE D (Form 5500)

Department of the Treasury
Internal Revenue Service

Department of Labor
Employee Benefits Security Administration

DFE/Participating Plan Information

This schedule is required to be filed under section 104 of the Employee Retirement Income Security Act of 1974 (ERISA).

▶ **File as an attachment to Form 5500.**

OMB No. 1210-0110

2025

This Form is Open to Public Inspection.

For calendar plan year 2025 or fiscal plan year beginning 01/01/2025 and ending 12/31/2025

A Name of plan
FAMILIES AND COMMUNITIES RISIN 401(K) PROFIT SHARING PLAN & TRUST

B Three-digit plan number (PN) ▶ 001

C Plan or DFE sponsor's name as shown on line 2a of Form 5500
FAMILIES AND COMMUNITIES RISIN

D Employer Identification Number (EIN)
58-2046321

Part I Information on interests in MTIAs, CCTs, PSAs, and 103-12 IEs (to be completed by plans and DFEs)

(Complete as many entries as needed to report all interests in DFEs)

a Name of MTIA, CCT, PSA, or 103-12 IE: THE STANDARD STABLE ASSET II

b Name of sponsor of entity listed in (a): STANDARD INSURANCE COMPANY

c EIN-PN	**d** Entity code	**e** Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions)
93-0242990-690	C	43980

a Name of MTIA, CCT, PSA, or 103-12 IE: TIAA REAL ESTATE

b Name of sponsor of entity listed in (a): TIAA CREF

c EIN-PN	**d** Entity code	**e** Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions)
13-1624203-004	P	52425

a Name of MTIA, CCT, PSA, or 103-12 IE:

b Name of sponsor of entity listed in (a):

c EIN-PN	**d** Entity code	**e** Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions)

a Name of MTIA, CCT, PSA, or 103-12 IE:

b Name of sponsor of entity listed in (a):

c EIN-PN	**d** Entity code	**e** Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions)

a Name of MTIA, CCT, PSA, or 103-12 IE:

b Name of sponsor of entity listed in (a):

c EIN-PN	**d** Entity code	**e** Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions)

a Name of MTIA, CCT, PSA, or 103-12 IE:

b Name of sponsor of entity listed in (a):

c EIN-PN	**d** Entity code	**e** Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions)

a Name of MTIA, CCT, PSA, or 103-12 IE:

b Name of sponsor of entity listed in (a):

c EIN-PN	**d** Entity code	**e** Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions)

a Name of MTIA, CCT, PSA, or 103-12 IE:

b Name of sponsor of entity listed in (a):

c EIN-PN	**d** Entity code	**e** Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions)

a Name of MTIA, CCT, PSA, or 103-12 IE:

b Name of sponsor of entity listed in (a):

c EIN-PN	**d** Entity code	**e** Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions)

a Name of MTIA, CCT, PSA, or 103-12 IE:

b Name of sponsor of entity listed in (a):

c EIN-PN	**d** Entity code	**e** Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions)

a Name of MTIA, CCT, PSA, or 103-12 IE:

b Name of sponsor of entity listed in (a):

c EIN-PN	**d** Entity code	**e** Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions)

a Name of MTIA, CCT, PSA, or 103-12 IE:

b Name of sponsor of entity listed in (a):

c EIN-PN	**d** Entity code	**e** Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions)

a Name of MTIA, CCT, PSA, or 103-12 IE:

b Name of sponsor of entity listed in (a):

c EIN-PN	**d** Entity code	**e** Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions)

a Name of MTIA, CCT, PSA, or 103-12 IE:

b Name of sponsor of entity listed in (a):

c EIN-PN	**d** Entity code	**e** Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions)

a Name of MTIA, CCT, PSA, or 103-12 IE:

b Name of sponsor of entity listed in (a):

c EIN-PN	**d** Entity code	**e** Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions)

a Name of MTIA, CCT, PSA, or 103-12 IE:

b Name of sponsor of entity listed in (a):

c EIN-PN	**d** Entity code	**e** Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions)

a Name of MTIA, CCT, PSA, or 103-12 IE:

b Name of sponsor of entity listed in (a):

c EIN-PN	**d** Entity code	**e** Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions)

a Name of MTIA, CCT, PSA, or 103-12 IE:

b Name of sponsor of entity listed in (a):

c EIN-PN	**d** Entity code	**e** Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions)

Part II **Information on Participating Plans (to be completed by DFEs, other than DCGs)**
(Complete as many entries as needed to report all participating plans. DCGs must report each participating plan using Schedule DCG.)

a Plan name

b Name of plan sponsor | **c** EIN-PN

a Plan name

b Name of plan sponsor | **c** EIN-PN

a Plan name

b Name of plan sponsor | **c** EIN-PN

a Plan name

b Name of plan sponsor | **c** EIN-PN

a Plan name

b Name of plan sponsor | **c** EIN-PN

a Plan name

b Name of plan sponsor | **c** EIN-PN

a Plan name

b Name of plan sponsor | **c** EIN-PN

a Plan name

b Name of plan sponsor | **c** EIN-PN

a Plan name

b Name of plan sponsor | **c** EIN-PN

a Plan name

b Name of plan sponsor | **c** EIN-PN

a Plan name

b Name of plan sponsor | **c** EIN-PN

a Plan name

b Name of plan sponsor | **c** EIN-PN

a Plan name

b Name of plan sponsor | **c** EIN-PN

SCHEDULE H (Form 5500)

Department of the Treasury
Internal Revenue Service

Department of Labor
Employee Benefits Security Administration

Pension Benefit Guaranty Corporation

Financial Information

This schedule is required to be filed under section 104 of the Employee Retirement Income Security Act of 1974 (ERISA), and section 6058(a) of the Internal Revenue Code (the Code).

▶ **File as an attachment to Form 5500.**

OMB No. 1210-0110

2025

This Form is Open to Public Inspection

For calendar plan year 2025 or fiscal plan year beginning 01/01/2025 and ending 12/31/2025

A Name of plan
FAMILIES AND COMMUNITIES RISIN 401(K) PROFIT SHARING PLAN & TRUST

B Three-digit plan number (PN) ▶ 001

C Plan sponsor's name as shown on line 2a of Form 5500
FAMILIES AND COMMUNITIES RISIN

D Employer Identification Number (EIN)
58-2046321

Part I Asset and Liability Statement

1 Current value of plan assets and liabilities at the beginning and end of the plan year. Combine the value of plan assets held in more than one trust. Report the value of the plan's interest in a commingled fund containing the assets of more than one plan on a line-by-line basis unless the value is reportable on lines 1c(9) through 1c(14). Do not enter the value of that portion of an insurance contract which guarantees, during this plan year, to pay a specific dollar benefit at a future date. **Round off amounts to the nearest dollar.** MTIAs, CCTs, PSAs, and 103-12 IEs do not complete lines 1b(1), 1b(2), 1c(8), 1g, 1h, and 1i. CCTs, PSAs, and 103-12 IEs also do not complete lines 1d and 1e. See instructions.

Assets		(a) Beginning of Year	(b) End of Year
a Total noninterest-bearing cash	1a		
b Receivables (less allowance for doubtful accounts):			
(1) Employer contributions	1b(1)	14291	10604
(2) Participant contributions	1b(2)	17863	16431
(3) Other	1b(3)	0	0
c General investments:			
(1) Interest-bearing cash (include money market accounts & certificates of deposit)	1c(1)	0	0
(2) U.S. Government securities	1c(2)		
(3) Corporate debt instruments (other than employer securities):			
(A) Preferred	1c(3)(A)		
(B) All other	1c(3)(B)		
(4) Corporate stocks (other than employer securities):			
(A) Preferred	1c(4)(A)		
(B) Common	1c(4)(B)		
(5) Partnership/joint venture interests	1c(5)		
(6) Real estate (other than employer real property)	1c(6)		
(7) Loans (other than to participants)	1c(7)		
(8) Participant loans	1c(8)	239973	310907
(9) Value of interest in common/collective trusts	1c(9)	24400	43980
(10) Value of interest in pooled separate accounts	1c(10)	65101	52425
(11) Value of interest in master trust investment accounts	1c(11)	0	0
(12) Value of interest in 103-12 investment entities	1c(12)	0	0
(13) Value of interest in registered investment companies (e.g., mutual funds)	1c(13)	7288861	8778608
(14) Value of funds held in insurance company general account (unallocated contracts)	1c(14)	263019	265995
(15) Other	1c(15)		0

		(a) Beginning of Year	(b) End of Year
1d Employer-related investments:			
(1) Employer securities	1d(1)		
(2) Employer real property	1d(2)		
1e Buildings and other property used in plan operation	1e		
1f Total assets (add all amounts in lines 1a through 1e)	1f	7913508	9478950
Liabilities			
1g Benefit claims payable	1g		
1h Operating payables	1h		
1i Acquisition indebtedness	1i		
1j Other liabilities	1j		
1k Total liabilities (add all amounts in lines 1g through1j)	1k	0	0
Net Assets			
1l Net assets (subtract line 1k from line 1f)	1l	7913508	9478950

Part II Income and Expense Statement

2 Plan income, expenses, and changes in net assets for the year. Include all income and expenses of the plan, including any trust(s) or separately maintained fund(s) and any payments/receipts to/from insurance carriers. Round off amounts to the nearest dollar. MTIAs, CCTs, PSAs, and 103-12 IEs do not complete lines 2a, 2b(1)(E), 2e, 2f, and 2g.

Income		(a) Amount	(b) Total
a Contributions:			
(1) Received or receivable in cash from: **(A)** Employers	2a(1)(A)	303899	
(B) Participants	2a(1)(B)	476860	
(C) Others (including rollovers)	2a(1)(C)	324246	
(2) Noncash contributions	2a(2)		
(3) Total contributions. Add lines **2a(1)(A), (B), (C),** and line **2a(2)**	2a(3)		1105005
b Earnings on investments:			
(1) Interest:			
(A) Interest-bearing cash (including money market accounts and certificates of deposit)	2b(1)(A)	0	
(B) U.S. Government securities	2b(1)(B)		
(C) Corporate debt instruments	2b(1)(C)		
(D) Loans (other than to participants)	2b(1)(D)	0	
(E) Participant loans	2b(1)(E)	20155	
(F) Other	2b(1)(F)	10959	
(G) Total interest. Add lines **2b(1)(A)** through **(F)**	2b(1)(G)		31114
(2) Dividends: **(A)** Preferred stock	2b(2)(A)		
(B) Common stock	2b(2)(B)		
(C) Registered investment company shares (e.g. mutual funds)	2b(2)(C)	265161	
(D) Total dividends. Add lines **2b(2)(A)**, **(B)**, and **(C)**	2b(2)(D)		265161
(3) Rents	2b(3)		
(4) Net gain (loss) on sale of assets: **(A)** Aggregate proceeds	2b(4)(A)		
(B) Aggregate carrying amount (see instructions)	2b(4)(B)		
(C) Subtract line **2b(4)(B)** from line **2b(4)(A)** and enter result	2b(4)(C)		0
(5) Unrealized appreciation (depreciation) of assets: **(A)** Real estate	2b(5)(A)		
(B) Other	2b(5)(B)		
(C) Total unrealized appreciation of assets. Add lines **2b(5)(A)** and **(B)**	2b(5)(C)		0

		(a) Amount	(b) Total
(6) Net investment gain (loss) from common/collective trusts	2b(6)		0
(7) Net investment gain (loss) from pooled separate accounts	2b(7)		2020
(8) Net investment gain (loss) from master trust investment accounts	2b(8)		0
(9) Net investment gain (loss) from 103-12 investment entities	2b(9)		0
(10) Net investment gain (loss) from registered investment companies (e.g., mutual funds)	2b(10)		650483
c Other income	2c		
d Total income. Add all **income** amounts in column (b) and enter total	2d		2053783
Expenses			
e Benefit payment and payments to provide benefits:			
(1) Directly to participants or beneficiaries, including direct rollovers	2e(1)	466727	
(2) To insurance carriers for the provision of benefits	2e(2)		
(3) Other	2e(3)		
(4) Total benefit payments. Add lines **2e(1)** through **(3)**	2e(4)		466727
f Corrective distributions (see instructions)	2f		0
g Certain deemed distributions of participant loans (see instructions)	2g		2093
h Interest expense	2h		
i Administrative expenses:			
(1) Salaries and allowances	2i(1)		
(2) Contract administrator fees	2i(2)	18642	
(3) Recordkeeping fees	2i(3)	0	
(4) IQPA audit fees	2i(4)		
(5) Investment advisory and investment management fees	2i(5)	19	
(6) Bank or trust company trustee/custodial fees	2i(6)	860	
(7) Actuarial fees	2i(7)		
(8) Legal fees	2i(8)		
(9) Valuation/appraisal fees	2i(9)		
(10) Other trustee fees and expenses	2i(10)		
(11) Other expenses	2i(11)	0	
(12) Total administrative expenses. Add lines **2i(1)** through **(11)**	2i(12)		19521
j Total expenses. Add all **expense** amounts in column (b) and enter total	2j		488341
Net Income and Reconciliation			
k Net income (loss). Subtract line **2j** from line **2d**	2k		1565442
l Transfers of assets:			
(1) To this plan	2l(1)		
(2) From this plan	2l(2)		

Part III Accountant's Opinion

3 Complete lines 3a through 3c if the opinion of an independent qualified public accountant is attached to this Form 5500. Complete line 3d if an opinion is not attached.

a The attached opinion of an independent qualified public accountant for this plan is (see instructions):

(1) [X] Unmodified **(2)** [ ] Qualified **(3)** [ ] Disclaimer **(4)** [ ] Adverse

b Check the appropriate box(es) to indicate whether the IQPA performed an ERISA section 103(a)(3)(C) audit. Check both boxes (1) and (2) if the audit was performed pursuant to both 29 CFR 2520.103-8 and 29 CFR 2520.103-12(d). Check box (3) if pursuant to neither.

(1) [X] DOL Regulation 2520.103-8 **(2)** [ ] DOL Regulation 2520.103-12(d) **(3)** [ ] neither DOL Regulation 2520.103-8 nor DOL Regulation 2520.103-12(d).

c Enter the name and EIN of the accountant (or accounting firm) below:

(1) Name: STANCIL PC **(2)** EIN: 56-1131459

d The opinion of an independent qualified public accountant is **not attached** as part of Schedule H because:

(1) [ ] This form is filed for a CCT, PSA, DCG or MTIA. **(2)** [ ] It will be attached to the next Form 5500 pursuant to 29 CFR 2520.104-50.

Part IV Compliance Questions

4 CCTs and PSAs do not complete Part IV. MTIAs, 103-12 IEs, and GIAs do not complete lines 4a, 4e, 4f, 4g, 4h, 4k, 4m, 4n, or 5. 103-12 IEs also do not complete lines 4j and 4l. MTIAs also do not complete line 4l. DCGs do not complete lines 4e, 4f, 4k, 4l, and 5, and DCGs generally complete the rest of Part IV collectively for all plans in the DCG, except as otherwise provided (see instructions).

During the plan year:

		Yes	No	Amount
a Was there a failure to transmit to the plan any participant contributions within the time period described in 29 CFR 2510.3-102? Continue to answer "Yes" for any prior year failures until fully corrected. (See instructions and DOL's Voluntary Fiduciary Correction Program.)	**4a**		X	
b Were any loans by the plan or fixed income obligations due the plan in default as of the close of the plan year or classified during the year as uncollectible? Disregard participant loans secured by participant's account balance. (Attach Schedule G (Form 5500) Part I if "Yes" is checked.)	**4b**		X	
c Were any leases to which the plan was a party in default or classified during the year as uncollectible? (Attach Schedule G (Form 5500) Part II if "Yes" is checked.)	**4c**		X	
d Were there any nonexempt transactions with any party-in-interest? (Do not include transactions reported on line 4a. Attach Schedule G (Form 5500) Part III if "Yes" is checked.)	**4d**		X	
e Was this plan covered by a fidelity bond?	**4e**	X		500000
f Did the plan have a loss, whether or not reimbursed by the plan's fidelity bond, that was caused by fraud or dishonesty?	**4f**		X	
g Did the plan hold any assets whose current value was neither readily determinable on an established market nor set by an independent third party appraiser?	**4g**		X	
h Did the plan receive any noncash contributions whose value was neither readily determinable on an established market nor set by an independent third party appraiser?	**4h**		X	
i Did the plan have assets held for investment? (Attach schedule(s) of assets if "Yes" is checked, and see instructions for format requirements.)	**4i**	X		
j Were any plan transactions or series of transactions in excess of 5% of the current value of plan assets? (Attach schedule of transactions if "Yes" is checked and see instructions for format requirements.)	**4j**		X	
k Were all the plan assets either distributed to participants or beneficiaries, transferred to another plan, or brought under the control of the PBGC?	**4k**		X	
l Has the plan failed to provide any benefit when due under the plan?	**4l**		X	
m If this is an individual account plan, was there a blackout period? (See instructions and 29 CFR 2520.101-3.)	**4m**		X	
n If 4m was answered "Yes," check the "Yes" box if you either provided the required notice or one of the exceptions to providing the notice applied under 29 CFR 2520.101-3.	**4n**		X	

5a Has a resolution to terminate the plan been adopted during the plan year or any prior plan year? [ ] Yes [X] No

If "Yes," enter the amount of any plan assets that reverted to the employer this year _____.

5b If, during this plan year, any assets or liabilities were transferred from this plan to another plan(s), identify the plan(s) to which assets or liabilities were transferred. (See instructions.)

5b(1) Name of plan(s)	**5b(2)** EIN(s)	**5b(3)** PN(s)

5c Was the plan a defined benefit plan covered under the PBGC insurance program at any time during this plan year? (See ERISA section 4021 and instructions.) ..... ☐ Yes ☐ No ☐ Not determined

If "Yes" is checked, enter the My PAA confirmation number from the PBGC premium filing for this plan year _____.

SCHEDULE R (Form 5500)

Department of the Treasury
Internal Revenue Service

Department of Labor
Employee Benefits Security Administration

Pension Benefit Guaranty Corporation

Retirement Plan Information

This schedule is required to be filed under sections 104 and 4065 of the Employee Retirement Income Security Act of 1974 (ERISA) and section 6058(a) of the Internal Revenue Code (the Code).

▶ **File as an attachment to Form 5500.**

OMB No. 1210-0110

2025

This Form is Open to Public Inspection.

For calendar plan year 2025 or fiscal plan year beginning 01/01/2025 and ending 12/31/2025

A Name of plan
FAMILIES AND COMMUNITIES RISIN 401(K) PROFIT SHARING PLAN & TRUST

B Three-digit plan number (PN) ▶ 001

C Plan sponsor's name as shown on line 2a of Form 5500
FAMILIES AND COMMUNITIES RISIN

D Employer Identification Number (EIN)
58-2046321

Part I Distributions

All references to distributions relate only to payments of benefits during the plan year.

1 Total value of distributions paid in property other than in cash or the forms of property specified in the instructions ..... | **1** |

2 Enter the EIN(s) of payor(s) who paid benefits on behalf of the plan to participants or beneficiaries during the year (if more than two, enter EINs of the two payors who paid the greatest dollar amounts of benefits):

EIN(s): 27-3169253 16-1470238

Profit-sharing plans, ESOPs, and stock bonus plans, skip line 3.

3 Number of participants (living or deceased) whose benefits were distributed in a single sum, during the plan year ..... | **3** |

Part II Funding Information (If the plan is not subject to the minimum funding requirements of section 412 of the Internal Revenue Code or ERISA section 302, skip this Part.)

4 Is the plan administrator making an election under Code section 412(d)(2) or ERISA section 302(d)(2)? ..... ☐ **Yes** ☒ **No** ☐ **N/A**

If the plan is a defined benefit plan, go to line 8.

5 If a waiver of the minimum funding standard for a prior year is being amortized in this plan year, see instructions and enter the date of the ruling letter granting the waiver. **Date:** Month _____ Day _____ Year _____

If you completed line 5, complete lines 3, 9, and 10 of Schedule MB and do not complete the remainder of this schedule.

6	**a** Enter the minimum required contribution for this plan year (include any prior year accumulated funding deficiency not waived)	**6a**	
	b Enter the amount contributed by the employer to the plan for this plan year	**6b**	
	c Subtract the amount in line 6b from the amount in line 6a. Enter the result (enter a minus sign to the left of a negative amount)	**6c**	

If you completed line 6c, skip lines 8 and 9.

7 Will the minimum funding amount reported on line 6c be met by the funding deadline? ..... ☐ **Yes** ☐ **No** ☐ **N/A**

8 If a change in actuarial cost method was made for this plan year pursuant to a revenue procedure or other authority providing automatic approval for the change or a class ruling letter, does the plan sponsor or plan administrator agree with the change? ..... ☐ **Yes** ☐ **No** ☐ **N/A**

Part III Amendments

9 If this is a defined benefit pension plan, were any amendments adopted during this plan year that increased or decreased the value of benefits? If yes, check the appropriate box. If no, check the "No" box. ..... ☐ **Increase** ☐ **Decrease** ☐ **Both** ☐ **No**

Part IV ESOPs (see instructions). If this is not a plan described under section 409(a) or 4975(e)(7) of the Internal Revenue Code, skip this Part.

10 Were unallocated employer securities or proceeds from the sale of unallocated securities used to repay any exempt loan? ..... ☐ **Yes** ☐ **No**

11 **a** Does the ESOP hold any preferred stock? ..... ☐ **Yes** ☒ **No**

b If the ESOP has an outstanding exempt loan with the employer as lender, is such loan part of a "back-to-back" loan? (See instructions for definition of "back-to-back" loan.) ..... ☐ **Yes** ☒ **No**

12 Does the ESOP hold any stock that is not readily tradable on an established securities market? ..... ☐ **Yes** ☒ **No**

Part V Additional Information for Multiemployer Defined Benefit Pension Plans

13 Enter the following information for each employer that (1) contributed more than 5% of total contributions to the plan during the plan year or (2) was one of the top-ten highest contributors (measured in dollars). See instructions. *Complete as many entries as needed to report all applicable employers.*

a Name of contributing employer

b EIN **c** Dollar amount contributed by employer

d Date collective bargaining agreement expires *(If employer contributes under more than one collective bargaining agreement, check box* ☐ *and see instructions regarding required attachment. Otherwise, enter the applicable date.)* Month _____ Day _____ Year _____

e Contribution rate information *(If more than one rate applies, check this box* ☐ *and see instructions regarding required attachment. Otherwise, complete lines 13e(1) and 13e(2).)*
(1) Contribution rate (in dollars and cents) _____
(2) Base unit measure: ☐ Hourly ☐ Weekly ☐ Unit of production ☐ Other (specify):

---

a Name of contributing employer

b EIN **c** Dollar amount contributed by employer

d Date collective bargaining agreement expires *(If employer contributes under more than one collective bargaining agreement, check box* ☐ *and see instructions regarding required attachment. Otherwise, enter the applicable date.)* Month _____ Day _____ Year _____

e Contribution rate information *(If more than one rate applies, check this box* ☐ *and see instructions regarding required attachment. Otherwise, complete lines 13e(1) and 13e(2).)*
(1) Contribution rate (in dollars and cents) _____
(2) Base unit measure: ☐ Hourly ☐ Weekly ☐ Unit of production ☐ Other (specify): _____

---

a Name of contributing employer

b EIN **c** Dollar amount contributed by employer

d Date collective bargaining agreement expires *(If employer contributes under more than one collective bargaining agreement, check box* ☐ *and see instructions regarding required attachment. Otherwise, enter the applicable date.)* Month _____ Day _____ Year _____

e Contribution rate information *(If more than one rate applies, check this box* ☐ *and see instructions regarding required attachment. Otherwise, complete lines 13e(1) and 13e(2).)*
(1) Contribution rate (in dollars and cents) _____
(2) Base unit measure: ☐ Hourly ☐ Weekly ☐ Unit of production ☐ Other (specify): _____

---

a Name of contributing employer

b EIN **c** Dollar amount contributed by employer

d Date collective bargaining agreement expires *(If employer contributes under more than one collective bargaining agreement, check box* ☐ *and see instructions regarding required attachment. Otherwise, enter the applicable date.)* Month _____ Day _____ Year _____

e Contribution rate information *(If more than one rate applies, check this box* ☐ *and see instructions regarding required attachment. Otherwise, complete lines 13e(1) and 13e(2).)*
(1) Contribution rate (in dollars and cents) _____
(2) Base unit measure: ☐ Hourly ☐ Weekly ☐ Unit of production ☐ Other (specify): _____

---

a Name of contributing employer

b EIN **c** Dollar amount contributed by employer

d Date collective bargaining agreement expires *(If employer contributes under more than one collective bargaining agreement, check box* ☐ *and see instructions regarding required attachment. Otherwise, enter the applicable date.)* Month _____ Day _____ Year _____

e Contribution rate information *(If more than one rate applies, check this box* ☐ *and see instructions regarding required attachment. Otherwise, complete lines 13e(1) and 13e(2).)*
(1) Contribution rate (in dollars and cents) _____
(2) Base unit measure: ☐ Hourly ☐ Weekly ☐ Unit of production ☐ Other (specify): _____

---

a Name of contributing employer

b EIN **c** Dollar amount contributed by employer

d Date collective bargaining agreement expires *(If employer contributes under more than one collective bargaining agreement, check box* ☐ *and see instructions regarding required attachment. Otherwise, enter the applicable date.)* Month _____ Day _____ Year _____

e Contribution rate information *(If more than one rate applies, check this box* ☐ *and see instructions regarding required attachment. Otherwise, complete lines 13e(1) and 13e(2).)*
(1) Contribution rate (in dollars and cents) _____
(2) Base unit measure: ☐ Hourly ☐ Weekly ☐ Unit of production ☐ Other (specify): _____

14 Enter the number of deferred vested and retired participants (inactive participants), as of the beginning of the plan year, whose contributing employer is no longer making contributions to the plan for:

a The current plan year. Check the box to indicate the counting method used to determine the number of inactive participants: ☐ last contributing employer ☐ alternative ☐ reasonable approximation (see instructions for required attachment)	**14a**	
b The plan year immediately preceding the current plan year. ☐ Check the box if the number reported is a change from what was previously reported (see instructions for required attachment)	**14b**	
c The second preceding plan year. ☐ Check the box if the number reported is a change from what was previously reported (see instructions for required attachment)	**14c**	

15 Enter the ratio of the number of participants under the plan on whose behalf no employer had an obligation to make an employer contribution during the current plan year to:

a The corresponding number for the plan year immediately preceding the current plan year	**15a**	
b The corresponding number for the second preceding plan year	**15b**	

16 Information with respect to any employers who withdrew from the plan during the preceding plan year:

a Enter the number of employers who withdrew during the preceding plan year	**16a**	
b If line 16a is greater than 0, enter the aggregate amount of withdrawal liability assessed or estimated to be assessed against such withdrawn employers	**16b**	

17 If assets and liabilities from another plan have been transferred to or merged with this plan during the plan year, check box and see instructions regarding supplemental information to be included as an attachment ☐

Part VI Additional Information for Single-Employer and Multiemployer Defined Benefit Pension Plans

18 If any liabilities to participants or their beneficiaries under the plan as of the end of the plan year consist (in whole or in part) of liabilities to such participants and beneficiaries under two or more pension plans as of immediately before such plan year, check box and see instructions regarding supplemental information to be included as an attachment ☐

19 If the total number of participants is 1,000 or more, complete lines (a) and (b):

a Enter the percentage of plan assets held as:
Public Equity: _____% Private Equity: _____% Investment-Grade Debt and Interest Rate Hedging Assets: _____%
High-Yield Debt: _____% Real Assets: _____% Cash or Cash Equivalents: _____% Other: _____%

b Provide the average duration of the Investment-Grade Debt and Interest Rate Hedging Assets:
☐ 0-5 years ☐ 5-10 years ☐ 10-15 years ☐ 15 years or more

20 **PBGC missed contribution reporting requirements.** If this is a multiemployer plan or a single-employer plan that is not covered by PBGC, skip line 20.

a Is the amount of unpaid minimum required contributions for all years from Schedule SB (Form 5500) line 40 greater than zero? ☐ Yes ☐ No

b If line 20a is "Yes," has PBGC been notified as required by ERISA sections 4043(c)(5) and/or 303(k)(4)? Check the applicable box:

☐ Yes.

☐ No. Reporting was waived under 29 CFR 4043.25(c)(2) because contributions equal to or exceeding the unpaid minimum required contribution were made by the 30th day after the due date.

☐ No. The 30-day period referenced in 29 CFR 4043.25(c)(2) has not yet ended, and the sponsor intends to make a contribution equal to or exceeding the unpaid minimum required contribution by the 30th day after the due date.

☐ No. Other. Provide explanation._____

Part VII IRS Compliance Questions

21a Does the plan satisfy the coverage and nondiscrimination tests of Code sections 410(b) and 401(a)(4) by combining this plan with any other plans under the permissive aggregation rules? ☐ Yes ☒ No

21b If this is a Code section 401(k) plan, check all boxes that apply to indicate how the plan is intended to satisfy the nondiscrimination requirements for employee deferrals and employer matching contributions (as applicable) under Code sections 401(k)(3) and 401(m)(2).

☐ Design-based safe harbor method

☐ "Prior year" ADP test

☒ "Current year" ADP test

☐ N/A

22 If the plan sponsor is an adopter of a pre-approved plan that received a favorable IRS Opinion Letter, enter the date of the Opinion Letter 08 / 31 / 2020 (MM/DD/YYYY) and the Opinion Letter serial number Q704150A .

FAMILIES & COMMUNITIES RISING, INC.

401(k) PLAN

FINANCIAL STATEMENTS

FOR THE YEARS ENDED DECEMBER 31, 2025 AND 2024

STANCIL
CPAs · Advisors

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DECEMBER 31, 2025 and 2024

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* Other schedules required by Section 2520.103-10 of the Department of Labor Rules and Regulations for Reporting and Disclosure under ERISA have been omitted because they are not applicable.

INDEPENDENT AUDITOR'S REPORT

To the Administrative Committee
Families and Communities Rising, Inc. 401(k) Plan
Durham, North Carolina

Scope and Nature of the ERISA Section 103(a)(3)(C) Audit

We have performed audits of the accompanying financial statements of Families and Communities Rising, Inc. 401(k) Plan, an employee benefit plan subject to the Employee Retirement Income Security Act of 1974 (ERISA), as permitted by ERISA Section 103(a)(3)(C) [ERISA Section 103(a)(3)(C) audit]. The financial statements comprise the statements of net assets available for benefits as of December 31, 2025 and 2024, and the related statements of changes in net assets available for benefits for the years then ended, and the related notes to the financial statements.

Management, having determined it is permissible in the circumstances, has elected to have the audits of Families and Communities Rising, Inc. 401(k) Plan's financial statements performed in accordance with ERISA Section 103(a)(3)(C) pursuant to 29 CFR 2520.103-8 of the Department of Labor's Rules and Regulations for Reporting and Disclosure under ERISA. As permitted by ERISA Section 103(a)(3)(C), our audits need not extend to any statements or information related to assets held for investment of the plan (investment information) by a bank or similar institution or insurance carrier that is regulated, supervised, and subject to periodic examination by a state or federal agency, provided that the statements or information regarding assets so held are prepared and certified to by the bank or similar institution or insurance carrier in accordance with 29 CFR 2520.103-5 of the Department of Labor's Rules and Regulations for Reporting and Disclosure under ERISA (qualified institution).

Management has obtained certifications from Mid Atlantic Trust Company (d/b/a American Trust Custody) as of December 31, 2025 and 2024, and for the years then ended stating that the certified investment information, as described in Note 3 to the financial statements, is complete and accurate. Management has obtained certifications from Teachers Insurance and Annuity Association – College Retirement Equities Fund (TIAA-CREF), as of December 31, 2025 and 2024, and for the years then ended, stating that the certified investment information, as described in Note 3 to the financial statements, is complete and accurate.

Opinion

In our opinion, based on our audits and on the procedures performed as described in the Auditor's Responsibilities for the Audit of the Financial Statements section—

- the amounts and disclosures in the accompanying financial statements referred to above, other than those agreed to or derived from the certified investment information, are presented fairly, in all material respects, in accordance with accounting principles generally accepted in the United States of America.

INDEPENDENT AUDITOR'S REPORT

CONTINUED

- the information in the accompanying financial statements referred to above related to assets held by and certified to by a qualified institution agrees to, or is derived from, in all material respects, the information prepared and certified by an institution that management determined meets the requirements of ERISA Section 103(a)(3)(C).

Basis for Opinion

We conducted our audits in accordance with auditing standards generally accepted in the United States of America. Our responsibilities under those standards are further described in the Auditor's Responsibilities for the Audit of the Financial Statements section of our report. We are required to be independent of Families and Communities Rising, Inc. 401(k) Plan 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 ERISA Section 103(a)(3)(C) audit opinion.

Responsibilities of Management for the Financial Statements

Management is responsible for the preparation and fair presentation of these financial statements in accordance with accounting principles generally accepted in the United States of America, and for the design, implementation, and maintenance of internal control relevant to the preparation and fair presentation of financial statements that are free from material misstatement, whether due to fraud or error. Management's election of the ERISA Section 103(a)(3)(C) audit does not affect management's responsibility for the financial statements.

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 Families and Communities Rising, Inc. 401(k) Plan's ability to continue as a going concern for one year after the date the financial statements are available to be issued.

Management is also responsible for maintaining a current plan instrument, including all plan amendments; administering the plan; and determining that the plan's transactions that are presented and disclosed in the financial statements are in conformity with the plan's provisions, including maintaining sufficient records with respect to each of the participants, to determine the benefits due or which may become due to such participants.

Auditor's Responsibilities for the Audit of the Financial Statements

Except as described in the Scope and Nature of the ERISA Section 103(a)(3)(C) Audit section of our report, our objectives are to obtain reasonable assurance about whether the financial statements as a whole are free from material misstatement, whether due to fraud or error, and to issue an auditor's report that includes our opinion. Reasonable assurance is a high level of assurance but is not absolute assurance and therefore is not a guarantee that an audit conducted in accordance with generally accepted auditing standards 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.

INDEPENDENT AUDITOR'S REPORT

CONTINUED

Misstatements are considered material if there is a substantial likelihood that, individually or in the aggregate, they would influence the judgment made by a reasonable user based on the financial statements.

In performing an audit in accordance with generally accepted auditing standards, 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 Families and Communities Rising, Inc. 401(k) Plan's internal control. Accordingly, no such opinion is expressed.
- Evaluate the appropriateness of accounting policies used and the reasonableness of significant accounting estimates made by management, as well as evaluate the overall presentation of the financial statements.
- Conclude whether, in our judgment, there are conditions or events, considered in the aggregate, that raise substantial doubt about Families and Communities Rising, Inc. 401(k) Plan's ability to continue as a going concern for a reasonable period of time.

Our audits did not extend to the certified investment information, except for obtaining and reading the certifications, comparing the certified investment information with the related information presented and disclosed in the 2025 and 2024 financial statements, and reading the disclosures relating to the certified investment information to assess whether they are in accordance with the presentation and disclosure requirements of accounting principles generally accepted in the United States of America.

Accordingly, the objective of an ERISA Section 103(a)(3)(C) audit is not to express an opinion about whether the financial statements as a whole are presented fairly, in all material respects, in accordance with accounting principles generally accepted in the United States of America.

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.

Supplemental Schedule Required by ERISA

The supplemental Schedule of Assets (Held at End of Year), is presented for purposes of additional analysis and is not a required part of the financial statements but is supplementary information required by the Department of Labor's Rules and Regulations for Reporting and Disclosure under ERISA. 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 included in the supplemental schedule, other than that agreed to or derived from the certified investment information, has been subjected to auditing procedures applied in the audit of the financial statements

INDEPENDENT AUDITOR'S REPORT

CONTINUED

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 generally accepted auditing standards. For information included in the supplemental schedule that agreed to or is derived from the certified investment information, we compared such information to the related certified investment information.

In forming our opinion on the supplemental schedule, we evaluated whether the supplemental schedule, other than the information agreed to or derived from the certified investment information, including their form and content, is presented in conformity with the Department of Labor's Rules and Regulations for Reporting and Disclosure under ERISA.

In our opinion—

- the form and content of the supplemental schedule, other than the information in the supplemental schedule that agreed to or is derived from the certified investment information, is presented, in all material respects, in conformity with the Department of Labor's Rules and Regulations for Reporting and Disclosure under ERISA.
- the information in the supplemental schedule related to assets held by and certified to by a qualified institution agrees to or is derived from, in all material respects, the information prepared and certified by an institution that management determined meets the requirements of ERISA Section 103(a)(3)(C).

Stancil PC

Stancil PC
Raleigh, NC
October 8, 2026

FAMILIES & COMMUNITIES RISING, INC. 401(K) PLAN

STATEMENTS OF NET ASSETS AVAILABLE FOR BENEFITS

DECEMBER 31, 2025 AND 2024

	2025	2024
ASSETS		
Investments, at Fair Value (Notes 3, 4, and 5)	$ 9,141,008	$ 7,641,381
Receivables:		
Employee Contributions	16,431	17,863
Employer Contributions	10,604	14,291
Notes Receivable from Participants	310,907	239,973
Total Receivables	337,942	272,127
Total Assets	$ 9,478,950	$ 7,913,508
LIABILITIES AND NET ASSETS		
Liabilities	$ -	$ -
Total Liabilities	-	-
Net Assets Available for Benefits	$ 9,478,950	$ 7,913,508

FAMILIES & COMMUNITIES RISING, INC. 401(K) PLAN

STATEMENTS OF CHANGES IN NET ASSETS AVAILABLE FOR BENEFITS

FOR THE YEARS ENDED DECEMBER 31, 2025 AND 2024

	2025	2024
Additions:		
Additions to Net Assets Attributed to:		
Investment Income (Loss)		
Net Appreciation (Depreciation) in Fair Value of Investments	$ 652,503	$ 683,226
Interest	10,959	12,105
Dividends	265,161	177,912
Net Investment Income (Loss)	928,623	873,243
Interest Income on Notes Receivable from Participants	20,155	13,283
Contributions:		
Participant - Pre Tax	450,181	448,318
Participant - Roth	26,679	12,662
Employer	303,899	309,230
Rollover	324,246	-
Total Contributions	1,105,005	770,210
Total Additions	2,053,783	1,656,736
Deductions:		
Deductions from Net Assets Attributed to:		
Benefits Paid to Participants	468,820	1,160,929
Administrative Expenses	19,521	12,334
Total Deductions	488,341	1,173,263
Change in Net Assets Available for Benefits	1,565,442	483,473
Net Assets Available for Benefits at Beginning of Period	7,913,508	7,430,035
Net Assets Available for Benefits at End of Period	$ 9,478,950	$ 7,913,508

See Independent Auditor's Report and Accompanying Notes to Financial Statements

FAMILIES & COMMUNITIES RISING, INC. 401(k) PLAN

NOTES TO FINANCIAL STATEMENTS

DECEMBER 31, 2025 AND 2024

1. DESCRIPTION OF PLAN:

The following description of the Families & Communities Rising, Inc. 401(k) Plan (the "Plan") provides only general information. Participants should refer to the Plan agreement for a more complete description of the Plan's provisions.

General

The Plan is a defined contribution plan covering substantially all employees of Families & Communities Rising, Inc. (the "Organization") who meet the age and service requirements of the Plan. The Plan is subject to the provisions of the Employee Retirement Income Security Act of 1974 (ERISA). Effective, January 1, 2021, the Plan was amended to cover all employees who have completed twelve months of eligible service, worked 1,000 hours and attained age twenty-one, and to allow participants to obtain loans outside the plan secured by their vested account balances. The Administrative Committee is responsible for oversight of the Plan. Effective August 22, 2023, the plan was amended to allow employee Roth contributions and allow entry to the plan once employees worked 500 hours. The Administrative Committee determines the appropriateness of the Plan's investment offerings and monitors investment performance and reports to the Board of Directors. TIAA-CREF and Mid Atlantic Trust Company (MATC) serves as the trustees of the Plan (the "Trustees").

Contributions

Participants are permitted to make pre-tax and Roth elective contributions from the participant's compensation up to the maximum that is statutorily allowed for a given tax year. The Plan also allows catch up contributions for participants who have attained age 50 before the end of the Plan year. For 2025 and 2024, the Organization match was 100% of employee deferrals up to 5% of employee's eligible compensation; however, the match is not applicable to employee catch up deferrals. Eligible employees may also contribute amounts representing distributions from other qualified plans, except for Roth elective contributions. Profit sharing and supplemental match contributions are not permitted by the Plan. Contributions are subject to certain IRS limitations.

Participant Accounts

Each participant's account is credited with the participant's contribution and the Organization's matching contribution. The benefit to which a participant is entitled is the benefit that can be provided from the participant's vested account.

FAMILIES & COMMUNITIES RISING, INC. 401(k) PLAN

NOTES TO FINANCIAL STATEMENTS

DECEMBER 31, 2025 AND 2024

1. DESCRIPTION OF PLAN: (Continued)

Vesting

Participants are immediately vested in their contributions, rollover contributions, and contributions made by the Organization, plus actual earnings thereon.

Notes Receivable from Participants (Participant Loans)

Participants may borrow from their fund accounts a minimum of $1,000 up to a maximum equal to the lesser of $50,000 or 50 percent of their account balance. The loans are secured by the vested balance in the participant's account and bear interest rates commensurate with local prevailing rates as determined by the plan administrator. The loan interest rates determined quarterly, range from 4.25 percent to 9.50 percent on loans outstanding at December 31, 2025, and mature through 2030. Principal and interest is paid ratably through monthly payroll deductions.

Payment of Benefits

The benefit to which a participant is entitled is the benefit that can be provided from the participant's vested account. The Plan permits distributions in the event of disability, death, retirement age, termination of employment or hardships upon meeting the financial burden requirements set forth in the Plan's provisions. Upon separation of service, a participant may receive the value of the vested interest in his or her account as a lump sum distribution.

Plan Loans

Participants were able to borrow directly from TIAA-CREF, one of two contract holders of the Plan. Adequate security is required, and a portion of the participant's account is reserved, or held as collateral, to cover 110% of the outstanding loan in case of default. The collateral is held in the TIAA Traditional Annuity as either part of a Group Supplemental Retirement Account contract or as a separate Retirement Loan contract. The minimum loan is $1,000 and may be up to the lesser of $50,000 or 50% of their account balance. The loan interest rate for these Plan loans may be fixed or variable and the initial rate is determined by the terms of the controlling contract as are the rate adjustment details and frequency. These amounts are not considered assets of the Plan. There were six plan loans in default at December 31, 2025 and six plan loans in default at December 31, 2024 and these defaults are treated as deemed distributions in the plan year the default occurred.

TIAA-CREF, in 2020, ceased offering plan loans. The last plan loan issued was in January 2020 and the longest-term loan matures June 2029.

FAMILIES & COMMUNITIES RISING, INC. 401(k) PLAN

NOTES TO FINANCIAL STATEMENTS

DECEMBER 31, 2025 AND 2024

1. DESCRIPTION OF PLAN: (Continued)

Forfeitures

At December 31, 2025 and 2024, there were no forfeited non-vested accounts.

2. SUMMARY OF SIGNIFICANT ACCOUNTING POLICIES:

Basis of Presentation

The financial statements of the Plan are prepared on the accrual basis of accounting.

Investments held by a defined contribution plan are required to be reported at fair value, except for fully benefit-responsive investment contracts. Contract value is the relevant measure for the portion of net assets available for benefits of a defined contribution benefit plan attributable to fully benefit-responsive investment contracts because contract value is the amount participants normally would receive if they were to initiate permitted transactions under the terms of the Plan. The plan does not have a fully benefit-responsive investment contract. See Note 4 for more details about the non-benefit responsive investment contract called the TIAA Traditional Annuity.

Use of Estimates and Assumptions

The preparation of financial statements in conformity with GAAP requires management to make estimates and assumptions that affect the reported amounts of assets and liabilities and changes therein, and disclosure of contingent assets and liabilities. Actual results could differ from those estimates.

Investment Valuation and Income Recognition

The Plan’s investments are reported at fair value (except when fully benefit-responsive investment contracts are held and reported at contract value). Fair value is the price that would be received to sell an asset or paid to transfer a liability in an orderly transaction between market participants at the measurement date. The Plan’s Administrative Committee determines the Plan’s valuation policies utilizing information provided by the recordkeeper and custodian. See Note 5 for a discussion of fair value measurements.

Purchases and sales of securities are recorded on a trade-date basis. Interest income is recorded on the accrual basis. Dividends are recorded on the ex-dividend date. Net investment performance includes the Plan's gains and losses on investments bought and sold as well as held during the year.

FAMILIES & COMMUNITIES RISING, INC. 401(k) PLAN

NOTES TO FINANCIAL STATEMENTS

DECEMBER 31, 2025 AND 2024

2. SUMMARY OF SIGNIFICANT ACCOUNTING POLICIES: (Continued)

Investment Valuation and Income Recognition (Continued)

Investment income (including expenses), except for the TIAA Traditional Annuity, of an account are allocated on a pro rata basis to each class of shares. Income is reflected in each funds' daily net asset values (NAVs). At the close of each day, transactions are converted into the appropriate number of shares based on the dollar amount of transactions and the value of the shares as of the effective date of the fee transaction. The total shares owned by the participants are multiplied by the NAVs as of the end of the day to determine the participants' closing balance. The closing balances include all investment activities (including fees and expenses) for the day. Based on the income method described, except for the TIAA Traditional Annuity, dividend and interest income is presented as net appreciation in fair value of investments.

Notes Receivable from Participants (Participant Loans)

Notes receivable from participants are measured at their unpaid principle balance plus any accrued but unpaid interest. Interest income is recorded on the accrual basis. Related fees are recorded as administrative expenses and are expensed when they are incurred. Delinquent participant loans are reclassified as distributions based on the terms of the Plan document. No allowance for credit losses have been recorded as of December 31, 2025 or 2024.

Payment of Benefits

Benefits are recorded when paid.

Administrative Expenses

The Organization pays substantially all administrative expenses incurred by the Plan that include professional fees related to the preparation of the Plan's tax returns, audit fees, and attorney fees. Investment management and recordkeeping fees are paid directly from the fund managed by TIAA-CREF. These fees are reflected in each funds' daily NAVs as described in the Investment Valuation and Income Recognition methodology noted above. See Note 6 for details of expenses paid out of Plan assets to a party-in-interest.

Subsequent Events

The Plan has evaluated subsequent events through October 8, 2026, the date the financial statements were available to be issued.

FAMILIES & COMMUNITIES RISING, INC. 401(k) PLAN

NOTES TO FINANCIAL STATEMENTS

DECEMBER 31, 2025 AND 2024

3. CERTIFIED FINANCIAL DATA: (Unaudited)

The following is a summary of the Plan's financial information that is included in the financial statements based on information certified by the Trustees, Teachers Insurance and Annuity Association – College Retirement Equities Fund (TIAA-CREF) and Mid Atlantic Trust Company (MATC), as complete and accurate in accordance with Section 2520.103-8 of the Department of Labor's Rules and Regulations for Reporting and Disclosure under ERISA.

	December 31	
	2025	2024
Investments, at Fair Value		
Mutual Funds	$ 8,778,608	$ 7,288,861
Annuity Contract	265,995	263,019
Pooled Separate Account (TIAA Real Estate)	52,425	65,101
Common Collective Trust	43,980	24,400
Participant Loans	310,907	239,973
Investment Income (Loss) *		
Net Appreciation (Depreciation) in Fair Value of Investments	$ 652,503	$ 683,226
Interest	10,959	12,105
Dividends	265,161	177,912
Participant Loan Interest	20,155	13,283

* Net of Fees

Accordingly, as permitted by 29 CFR 2520.103-8 of the United States Department of Labor's (DOL's) Rules and Regulations for Reporting and Disclosure under ERISA, the Plan Administrator instructed the Plan's independent auditors not to perform any auditing procedures with respect to the information that was certified by the Trustees, Teachers Insurance and Annuity Association – College Retirement Equities Fund (TIAA-CREF) and Mid Atlantic Trust Company (MATC), except for comparing such information included in the financial statements and supplemental schedule.

4. TIAA TRADITIONAL NON-BENEFIT RESPONSIVE GROUP RETIREMENT ANNUITY:

TIAA Traditional Non-Benefit Responsive Group Retirement Annuity (TIAA Traditional) is an unallocated fixed rate annuity (insurance) contract that is fully and unconditionally guaranteed by TIAA. The TIAA Traditional provides a guarantee of principal, a guaranteed minimum rate of interest (generally 3%, but in some recent contracts between 1% and 3%) and the potential for additional interest if declared by TIAA. Additional interest, when declared, remains in effect for the "declaration year," which begins each March 1. Additional interest is not guaranteed for future

FAMILIES & COMMUNITIES RISING, INC. 401(k) PLAN

NOTES TO FINANCIAL STATEMENTS

DECEMBER 31, 2025 AND 2024

4. TIAA TRADITIONAL NON-BENEFIT RESPONSIVE GROUP RETIREMENT ANNUITY: (Continued)

years. Contributions to a participant's account purchases a guaranteed amount of lifetime annuity income.

When a participant's account in the TIAA Traditional is annuitized based on available options, the present value of the stream of payments is equal to the account balance. The subsequent stream of annuity payments occurs outside of the Plan and does not represent an obligation of the Plan. The guarantees and returns of the TIAA Traditional are backed by TIAA's claims-paying ability.

The TIAA Traditional is a non-benefit responsive annuity contract. The contract is included in the statements of net assets available for benefits at fair value.

Fair value is determined by discounting the future cash flows value calculated using appropriate risk-adjustment market discount rates which correlate closely with TIAA Traditional historical credit ratings. The contract value of the TIAA Traditional equals the accumulated cash contributions, interest credited to the Plan's contracts, and transfers (if any), less any withdrawals and transfers (if any). Based on the above, management has determined the fair value of the annuity does not differ significantly from the contract value. No adjustment of the annuity contract from fair value to contract value was necessary.

The fair value of the TIAA Traditional at December 31, 2025 and 2024 was $265,995 and $263,019 respectively. There are no reserves against the investment value for credit risk of TIAA. The average yield earned was approximately 4% for 2025 and 2024. The average crediting interest rate by TIAA Traditional was 4.14% and 3.77% for the years ended December 31, 2025 and 2024, respectively. Such interest rates are reviewed and valued daily.

The annuity contract provides that Plan participants initiating withdrawals permitted under a participating plan will be paid at contract value. Withdrawals from the annuity contract investment may be made at contract value for the qualified benefit payments, including participant-initiated transactions. The TIAA Traditional attempts to reduce the risk of significant withdrawals by applying the following liquidity restrictions:

- Lump-sum withdrawals are permitted within 120 days following termination of employment and are subject to a 2.5% surrender charge.
- Participant-initiated transfers may only be made in 10 annual installments over a period of nine years plus one day.
- Participant-initiated withdrawals are limited to five annual installments following termination of employment.

FAMILIES & COMMUNITIES RISING, INC. 401(k) PLAN

NOTES TO FINANCIAL STATEMENTS

DECEMBER 31, 2025 AND 2024

4. TIAA TRADITIONAL NON-BENEFIT RESPONSIVE GROUP RETIREMENT ANNUITY: (Continued)

The annuity contract does not permit the insurance company to terminate the agreement prior to the scheduled maturity date.

Certain events limit the ability of the plan to transact at contract value with the issuer. Such events include (1) amendments to the Plan documents (including complete or partial Plan termination or merger with another plan), (2) changes to the Plan's prohibition on competing investing options, (3) bankruptcy of the Plan sponsor or other Plan sponsor events that cause a significant withdrawal from the Plan, or (4) the failure of the trust to qualify for exception from federal income taxes or required prohibited transaction exemption under ERISA. The Plan administrator believes that any events that would limit the Plan's ability to transact at contract value with participants are not probable of occurring.

5. FAIR VALUE MEASUREMENTS:

Financial Accounting Standards Board (FASB) Accounting Standards Codification (ASC) 820, *Fair Value Measurements and Disclosures,* provides the framework for measuring fair value. That framework provides a fair value hierarchy that prioritizes the inputs to valuation techniques used to measure fair value. The hierarchy gives the highest priority to unadjusted quoted prices in active markets for identical assets or liabilities (level 1 measurements) and the lowest priority to unobservable inputs (level 3 measurements). The three levels of the fair value hierarchy under FASB ASC 820 are described as follows:

Level 1 Inputs to the valuation methodology are unadjusted quoted prices for identical assets or liabilities in active markets that the plan has the ability to access.

Level 2 Inputs to the valuation methodology include:

- Quoted prices for similar assets or liabilities in active markets;
- Quoted prices for identical or similar assets or liabilities in inactive markets;
- Inputs other than quoted prices that are observable for the asset or liability;
- Inputs that are derived principally from or corroborated by observable market data by correlation or other means.

If the asset or liability has a specified (contractual) term, the level 2 input must be observable for substantially the full term of the asset or liability.

Level 3 Inputs to the valuation methodology are unobservable and significant to the fair value measurement.

FAMILIES & COMMUNITIES RISING, INC. 401(k) PLAN

NOTES TO FINANCIAL STATEMENTS

DECEMBER 31, 2025 AND 2024

5. FAIR VALUE MEASUREMENTS: (Continued)

The asset or liability's fair value measurement level within the fair value hierarchy is based on the lowest level of any input that is significant to the fair value measurement. Valuation techniques used need to maximize the use of observable inputs and minimize the use of unobservable inputs.

Following is a description of the valuation methodologies used for assets measured at fair value. There have been no changes in the methodologies used at December 31, 2025 and 2024.

Annuity Contract: Valued at fair value by TIAA-CREF by discounting the future cash flows value calculated using appropriate risk-adjusted market discount rates which correlate closely with TIAA Traditional Annuity's historical credit rating as described in Note 4. In determining the reasonableness of the methodology, the Administrative Committee evaluates a variety of factors including review of the existing contract, economic conditions, market developments, and TIAA credit rating. Certain unobservable inputs are assessed through review of the contract terms while others are substantiated utilizing available market data.

Common Collective Trust Funds: Valued at the net asset value (NAV) of units of a bank collective trust. The NAV, as provided by the Trustees, is used as a practical expedient to estimate fair value.

The NAV is based on the fair value of the underlying investments held by the fund less its liabilities. This practical expedient is not used when it is determined to be probable that the fund will sell the investment for an amount different than the reported NAV. Participant transactions (purchases and sales) may occur daily. Were the Plan to initiate a full redemption of the collective trust, the investment adviser reserves the right to temporarily delay withdraws from the trust in order to ensure that securities liquidations will be carried out in an orderly business manner.

Mutual Funds: Valued at their net asset value (NAV) on the valuation date which are the daily closing prices as reported by the fund. These funds are required to publish their daily NAV and to transact at that price. The registered investment companies held by the Plan are deemed to be actively traded.

Real Estate Account: Valued based on the valuation methodologies as described in the REA annual audited 10-K report filed with the Securities and Exchange Commission for the years ended December 31, 2025 and 2024. The REA determination of fair value is based upon quoted market prices, where available. If listed prices or quotes are not available, fair value is based upon vendor-provided, evaluated prices or internally-developed models that primarily use market-based or independently-sourced market data, including interest rate yield curves, market spreads, and currency rates. Valuation adjustments are made to reflect changes in credit quality, counterparty's credit worthiness, the REA's creditworthiness, liquidity, and other observable and unobservable inputs that are applied consistently over time.

FAMILIES & COMMUNITIES RISING, INC. 401(k) PLAN

NOTES TO FINANCIAL STATEMENTS

DECEMBER 31, 2025 AND 2024

5. FAIR VALUE MEASUREMENTS: (Continued)

These methods for the real estate account are considered to produce fair values that represent a good faith estimate of what an unaffiliated buyer in the marketplace would pay to purchase the assets or would receive to transfer the liability.

The preceding methods described may produce a fair value calculation that may not be indicative of net realizable value or reflective of future fair values. Furthermore, although the plan believes its valuation methods are appropriate and consistent with other market participants, the use of different methodologies or assumptions to determine the fair value of certain financial instruments could result in a different fair value measurement at the reporting date.

The following tables set forth, by level, within the fair value hierarchy, the plan's assets at fair value as of December 31, 2025 and 2024:

	Assets at Fair Value as of December 31, 2025			
	Level 1	Level 2	Level 3	Total
Mutual Funds	$ 8,778,608	$ -	$ -	$ 8,778,608
Real Estate Account (PSA)	-	367	50,131	50,498
Common Collective Trusts	-	43,980	-	43,980
Annuity Contract	-	-	265,995	265,995
Total Assets at Fair Value	$ 8,778,608	$ 44,347	$ 316,126	9,139,081
Investments measured at NAV *				1,927
Investments at fair value				$ 9,141,008

	Assets at Fair Value as of December 31, 2024			
	Level 1	Level 2	Level 3	Total
Mutual Funds	$ 7,616,981	$ -	$ -	$ 7,616,981
Real Estate Account (PSA)	-	978	61,961	62,939
Common Collective Trusts	-	24,400	-	24,400
Annuity Contract	-	-	263,019	263,019
Total Assets at Fair Value	$ 7,616,981	$ 25,378	$ 324,980	7,967,339
Investments measured at NAV *				2,162
Investments at fair value				$ 7,969,501

FAMILIES & COMMUNITIES RISING, INC. 401(k) PLAN

NOTES TO FINANCIAL STATEMENTS

DECEMBER 31, 2025 AND 2024

5. FAIR VALUE MEASUREMENTS: (Continued)

*In accordance with Subtopic 820-10 as amended by ASU 2015-07, certain investments that were measured at net asset value per share (or its equivalent) as a practical expedient have not been classified in the fair value hierarchy. The fair values represented in this table are intended to permit reconciliation of the fair value hierarchy table to the line item presented in the statement of net assets available for benefits.

To assess the appropriate classification of investments within the fair value hierarchy, the availability of market data is monitored. Changes in economic conditions or valuation techniques may require the transfer of investments from one fair value level to another. In such instances, the transfer is reported at the beginning of the reporting period.

The Plan evaluates the significance of transfers between levels based upon the nature of the investment and size of the transfer relative to total net assets available for benefits. See the table below for transfers in and out of levels 1, 2, or 3.

The following table sets forth a summary of changes in the fair value of the Plan's Level 3 assets for the year ended December 31, 2025:

	Annuity Contract	Real Estate Account	Total Level 3 Investments
Balance, Beginning of Year	$ 263,019	$ 61,961	$ 324,980
Earnings	3,903	-	3,903
Realized Gains	1,439	5,293	6,732
Unrealized Appreciation (Depreciation) in Investments	5,617	(3,362)	2,255
Purchases	-	-	-
Sales	(1,174)	(285)	(1,459)
Transfers in and/out of Level 3	(6,809)	(13,476)	(20,285)
Balance, End of Year	$ 265,995	$ 50,131	$ 316,126

FAMILIES & COMMUNITIES RISING, INC. 401(k) PLAN

NOTES TO FINANCIAL STATEMENTS

DECEMBER 31, 2025 AND 2024

5. FAIR VALUE MEASUREMENTS: (Continued)

Quantitative Information about Significant Unobservable Inputs Used in Level 3 Fair Value Measurements

The following table represents the Plan's Level 3 financial instruments, the valuation techniques used to measure the fair value of those financial instruments, and the significant unobservable inputs and the range of values for those inputs.

Type	Fair Value	Principal Valuation Technique	Unobservable Inputs	Range
Annuity Contract	$ 265,995	Discounted Cash Flows	Risk adjusted discount rate applied	3.55% - 6.50%
Real Estate Account	$ 50,131	Income Approach - Discounted Cash Flows	Discount Rate	6.8% - 11.0%
			Terminal Capitalization Rate	5.5% - 10.3%
			Overall Capitalization Rate	5.0% - 12.5%

Fair Value of Investments in Entities that Use Net Asset Value (NAV)

A portion of the Real Estate Account investment was allocated to NAV by the TIAA-CREF Real Estate fund's 10-K. The following investments are accounted for using fair value by estimated NAV per share (or its equivalent) practical expedient as of December 31, 2025 and 2024.

December 31, 2025	Fair Value	Unfunded Commitments	Redemption Frequency (if currently eligible)	Redemption Notice Period
Real Estate Account	$ 1,927	N/A	Daily	N/A
Common Collective Trust	$ 43,980	N/A	Daily	N/A

December 31, 2024	Fair Value	Unfunded Commitments	Redemption Frequency (if currently eligible)	Redemption Notice Period
Real Estate Account	$ 2,162	N/A	Daily	N/A
Common Collective Trust	$ 24,400	N/A	Daily	N/A

FAMILIES & COMMUNITIES RISING, INC. 401(k) PLAN

NOTES TO FINANCIAL STATEMENTS

DECEMBER 31, 2025 AND 2024

6. PARTY-IN-INTEREST TRANSACTIONS:

All of the Plan's assets are invested in funds that are managed by the Trustees. Indirect fees paid to the Trustees by the Plan are netted in investment earnings. The Company provides limited administrative services to the Plan at no cost to the Plan. These transactions qualify as party-in-interest transactions.

7. PLAN TERMINATION:

Although it has not expressed any intent to do so, the Organization has the right under the Plan to discontinue its contributions at any time and to terminate the Plan subject to the provisions of ERISA.

8. TAX STATUS:

The Organization adopted the Paychex, Inc. Defined Contribution Non-Standardized 401(k) Profit Sharing Plan and Trust effective January 1, 1997 which was amended August 22, 2023. The plan obtained its latest opinion letter on June 30, 2020, in which the Internal Revenue Service stated that the form of the plan, as designed, was in compliance with the applicable requirements of the Internal Revenue Code (IRC.) Although the Plan has been adopted and amended since receiving the advisory opinion, the Plan administrator and the Plan's tax counsel believe that the Plan is designed and is currently being operated in compliance with the applicable requirements of the IRC, and therefore believe that the Plan is qualified and the related trust is tax-exempt.

Accounting principles generally accepted in the United States of America require plan management to evaluate tax positions taken by the Plan and recognize a tax liability (or asset) if the plan has taken an uncertain position that more likely than not would not be sustained upon examination by the Internal Revenue Service and the North Carolina Department of Revenue. The plan administrator has analyzed the tax positions taken by the plan, and has concluded that as of December 31, 2025, there are no uncertain positions taken or expected to be taken that would require recognition of a liability (or asset) or disclosure in the financial statements. The Plan is subject to routine audits by taxing jurisdictions; however, there are currently no audits for any tax periods in progress.

FAMILIES & COMMUNITIES RISING, INC. 401(k) PLAN

NOTES TO FINANCIAL STATEMENTS

DECEMBER 31, 2025 AND 2024

9. RISKS AND UNCERTAINTIES:

The Plan invests in various investment securities. Investment securities are exposed to various risks such as interest rate, market, and credit risks. Due to the level of risk associated with certain investment securities, it is at least reasonably possible that changes in the values of investment securities will occur in the near term and that such changes could materially affect participants' account balances and the amounts reported in the statement of net assets available for benefits.

FAMILIES & COMMUNITIES RISING, INC. 401(K) PLAN

PLAN 001, EMPLOYER IDENTIFICATION NUMBER 58-2046321

FORM 5500 - SCHEDULE H - LINE 4i

SCHEDULE OF ASSETS (HELD AT END OF YEAR)

DECEMBER 31, 2025

(a)	(b) Identity of Issue	(c) Description of Investment	(d) Cost **	(e) Current Value
*	CREF Bond Market Account R1	Mutual Funds	n/a	$ 15,354
*	CREF Equity Index Account R1	Mutual Funds	n/a	167,402
*	CREF Global Equities Account R1	Mutual Funds	n/a	220,774
*	CREF Growth Account R1	Mutual Funds	n/a	349,328
*	CREF Inflation-Linked Bond Account R1	Mutual Funds	n/a	14,324
*	CREF Money Market Account R1	Mutual Funds	n/a	291,326
*	CREF Social Choice Account R1	Mutual Funds	n/a	181,600
*	CREF Stock Account R1	Mutual Funds	n/a	103,567
*	TIAA Access Bond Plus T4	Mutual Funds	n/a	279
*	TIAA Access Equity Index T4	Mutual Funds	n/a	337
*	TIAA Access Growth & Income T4	Mutual Funds	n/a	944
*	TIAA Access Intl Equity T4	Mutual Funds	n/a	35,963
*	TIAA Access Lg-Cap Growth T4	Mutual Funds	n/a	606
*	TIAA Access Lg-Cap Value T4	Mutual Funds	n/a	21,351
*	TIAA Access Lifecycle 2010 T4	Mutual Funds	n/a	5,592
*	TIAA Access Lifecycle 2015 T4	Mutual Funds	n/a	503
*	TIAA Access Lifecycle 2020 T4	Mutual Funds	n/a	164,382
*	TIAA Access Lifecycle 2025 T4	Mutual Funds	n/a	19,686
*	TIAA Access Lifecycle 2030 T4	Mutual Funds	n/a	117,617
*	TIAA Access Lifecycle 2035 T4	Mutual Funds	n/a	206,476
*	TIAA Access Lifecycle 2040 T4	Mutual Funds	n/a	145,172
*	TIAA Access Lifecycle 2045 T4	Mutual Funds	n/a	72,707
*	TIAA Access Lifecycle 2050 T4	Mutual Funds	n/a	123,349
*	TIAA Access Lifecycle 2055 T4	Mutual Funds	n/a	57,948
*	TIAA Access Mid-Cap Growth T4	Mutual Funds	n/a	4,836
*	TIAA Access Mid-Cap Value T4	Mutual Funds	n/a	2,184
*	TIAA Access Real Estate Securities T4	Mutual Funds	n/a	12,165
*	TIAA Access Sm-Cap Blend Idx T4	Mutual Funds	n/a	5,144
*	TIAA Access Sm-Cap Equity T4	Mutual Funds	n/a	21,556
*	TIAA Access Social Ch Eq T4	Mutual Funds	n/a	18,872
	American Funds New World Fund Class R6	Mutual Fund	n/a	9,847
	Baird Core Plus Bond	Mutual Fund	n/a	8,334
	DFA US Vector Equity	Mutual Fund	n/a	6,138
	DFA Real Estate Securities	Mutual Fund	n/a	328
	DFA Global Equity	Mutual Fund	n/a	5,010
	Fidelity 500 Index	Mutual Fund	n/a	277,372
	Fidelity Interm Trs Bd Index	Mutual Fund	n/a	344
	Fidelity Multi-Asset Index	Mutual Fund	n/a	4,880
	Schwab Fundamental Intl Large Company Index	Mutual Fund	n/a	7,795
*	TIAA-CREF Large-Cap Growth Index Fund Instl	Mutual Fund	n/a	558,098
			Subtotal Mutual Funds	$ 3,259,490

Schedule continues on the Next Page

FAMILIES & COMMUNITIES RISING, INC. 401(K) PLAN
PLAN 001, EMPLOYER IDENTIFICATION NUMBER 58-2046321
FORM 5500 - SCHEDULE H - LINE 4i

SCHEDULE OF ASSETS (HELD AT END OF YEAR)

DECEMBER 31, 2025

(a)	(b) Identity of Issue	(c) Description of Investment	(d) Cost **	(e) Current Value
	Schedule continued from Previous Page	Previous Subtotals - Mutual Funds		$ 3,259,490
*	TIAA-CREF Lifecycle Index 2010 Fund Instl Class	Mutual Fund	n/a	28,874
*	TIAA-CREF Lifecycle Index 2015 Fund Instl Class	Mutual Fund	n/a	2
*	TIAA-CREF Lifecycle Index 2020 Fund Instl Class	Mutual Fund	n/a	640,597
*	TIAA-CREF Lifecycle Index 2025 Fund Instl Class	Mutual Fund	n/a	1,150,464
*	TIAA-CREF Lifecycle Index 2030 Fund Instl Class	Mutual Fund	n/a	375,488
*	TIAA-CREF Lifecycle Index 2035 Fund Instl Class	Mutual Fund	n/a	1,229,623
*	TIAA-CREF Lifecycle Index 2040 Fund Instl Class	Mutual Fund	n/a	560,898
*	TIAA-CREF Lifecycle Index 2045 Fund Instl Class	Mutual Fund	n/a	375,795
*	TIAA-CREF Lifecycle Index 2050 Fund Instl Class	Mutual Fund	n/a	390,152
*	TIAA-CREF Lifecycle Index 2055 Fund Instl Class	Mutual Fund	n/a	417,327
*	TIAA-CREF Lifecycle Index 2060 Fund Instl Class	Mutual Fund	n/a	110,366
*	TIAA-CREF Lifecycle Index Retirement	Mutual Fund	n/a	30,103
	Vanguard Developed Markets Index Fund Admiral	Mutual Fund	n/a	2
	Vanguard Explorer Fund Admiral	Mutual Fund	n/a	39,334
	Vanguard High-Yield Corporate Fund Admiral	Mutual Fund	n/a	106,658
	Vanguard Intl Growth Fund Admiral	Mutual Fund	n/a	11
	Vanguard Mid Cap Growth Index Fund Admiral	Mutual Fund	n/a	35,339
	Vanguard Small Cap Value Index Fund Admiral	Mutual Fund	n/a	6,980
	Vanguard Short-Term Inflation-Protected Securities	Mutual Fund	n/a	341
	Vanguard Strategic Equity Fund Investor	Mutual Fund	n/a	10,082
	Vanguard Tax-Managed Balanced Fund Admiral	Mutual Fund	n/a	709
	Vanguard Tax-Managed Small Cap Fund Admiral	Mutual Fund	n/a	2
	Vanguard Value Index Fund Admiral	Mutual Fund	n/a	9,603
	Vanguard Wellington Fund Admiral	Mutual Fund	n/a	368
		Subtotal Mutual Funds		$ 8,778,608
*	TIAA Traditional Non Benefit Responsive Annuity Contract	Annuity Contract	n/a	$ 236,242
*	Plan Loan Default Fund	Annuity Contract	n/a	29,753
		Subtotal Annuity Contracts		$ 265,995
	The Standard Stable Asset Fund II	Common Collective Trust	n/a	$ 43,980
		Subtotal Common Collective Trust		$ 43,980
*	TIAA Real Estate	Pooled Separate Account	n/a	$ 52,425
		Subtotal Pooled Separate Account		$ 52,425

Schedule continues on the Next Page

FAMILIES & COMMUNITIES RISING, INC. 401(K) PLAN
PLAN 001, EMPLOYER IDENTIFICATION NUMBER 58-2046321
FORM 5500 - SCHEDULE H - LINE 4i

SCHEDULE OF ASSETS (HELD AT END OF YEAR)

DECEMBER 31, 2025

(a)	(b)	(c)	(d)	(e)
	Identity of Issue	Description of Investment	Cost **	Current Value
Schedule continued from Previous Page		Previous Subtotals		$ 9,141,008
	Notes Receivable from Participants	4.25% - 9.50%, maturing through 2030	-0-	310,907
		Total Assets Held at End of Year		$ 9,451,915

Note: This schedule was derived from data certified by TIAA-CREF and MATC, the Trustees.

* Party-in-Interest

** Cost information is omitted for participant-directed investments.



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FAMILIES & COMMUNITIES RISING, INC.

401(k) PLAN

FINANCIAL STATEMENTS

FOR THE YEARS ENDED DECEMBER 31, 2025 AND 2024

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CPAs · Advisors

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DECEMBER 31, 2025 and 2024

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* Other schedules required by Section 2520.103-10 of the Department of Labor Rules and Regulations for Reporting and Disclosure under ERISA have been omitted because they are not applicable.

INDEPENDENT AUDITOR'S REPORT

To the Administrative Committee
Families and Communities Rising, Inc. 401(k) Plan
Durham, North Carolina

Scope and Nature of the ERISA Section 103(a)(3)(C) Audit

We have performed audits of the accompanying financial statements of Families and Communities Rising, Inc. 401(k) Plan, an employee benefit plan subject to the Employee Retirement Income Security Act of 1974 (ERISA), as permitted by ERISA Section 103(a)(3)(C) [ERISA Section 103(a)(3)(C) audit]. The financial statements comprise the statements of net assets available for benefits as of December 31, 2025 and 2024, and the related statements of changes in net assets available for benefits for the years then ended, and the related notes to the financial statements.

Management, having determined it is permissible in the circumstances, has elected to have the audits of Families and Communities Rising, Inc. 401(k) Plan's financial statements performed in accordance with ERISA Section 103(a)(3)(C) pursuant to 29 CFR 2520.103-8 of the Department of Labor's Rules and Regulations for Reporting and Disclosure under ERISA. As permitted by ERISA Section 103(a)(3)(C), our audits need not extend to any statements or information related to assets held for investment of the plan (investment information) by a bank or similar institution or insurance carrier that is regulated, supervised, and subject to periodic examination by a state or federal agency, provided that the statements or information regarding assets so held are prepared and certified to by the bank or similar institution or insurance carrier in accordance with 29 CFR 2520.103-5 of the Department of Labor's Rules and Regulations for Reporting and Disclosure under ERISA (qualified institution).

Management has obtained certifications from Mid Atlantic Trust Company (d/b/a American Trust Custody) as of December 31, 2025 and 2024, and for the years then ended stating that the certified investment information, as described in Note 3 to the financial statements, is complete and accurate. Management has obtained certifications from Teachers Insurance and Annuity Association – College Retirement Equities Fund (TIAA-CREF), as of December 31, 2025 and 2024, and for the years then ended, stating that the certified investment information, as described in Note 3 to the financial statements, is complete and accurate.

Opinion

In our opinion, based on our audits and on the procedures performed as described in the Auditor's Responsibilities for the Audit of the Financial Statements section—

- the amounts and disclosures in the accompanying financial statements referred to above, other than those agreed to or derived from the certified investment information, are presented fairly, in all material respects, in accordance with accounting principles generally accepted in the United States of America.

INDEPENDENT AUDITOR'S REPORT

CONTINUED

- the information in the accompanying financial statements referred to above related to assets held by and certified to by a qualified institution agrees to, or is derived from, in all material respects, the information prepared and certified by an institution that management determined meets the requirements of ERISA Section 103(a)(3)(C).

Basis for Opinion

We conducted our audits in accordance with auditing standards generally accepted in the United States of America. Our responsibilities under those standards are further described in the Auditor's Responsibilities for the Audit of the Financial Statements section of our report. We are required to be independent of Families and Communities Rising, Inc. 401(k) Plan 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 ERISA Section 103(a)(3)(C) audit opinion.

Responsibilities of Management for the Financial Statements

Management is responsible for the preparation and fair presentation of these financial statements in accordance with accounting principles generally accepted in the United States of America, and for the design, implementation, and maintenance of internal control relevant to the preparation and fair presentation of financial statements that are free from material misstatement, whether due to fraud or error. Management's election of the ERISA Section 103(a)(3)(C) audit does not affect management's responsibility for the financial statements.

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 Families and Communities Rising, Inc. 401(k) Plan's ability to continue as a going concern for one year after the date the financial statements are available to be issued.

Management is also responsible for maintaining a current plan instrument, including all plan amendments; administering the plan; and determining that the plan's transactions that are presented and disclosed in the financial statements are in conformity with the plan's provisions, including maintaining sufficient records with respect to each of the participants, to determine the benefits due or which may become due to such participants.

Auditor's Responsibilities for the Audit of the Financial Statements

Except as described in the Scope and Nature of the ERISA Section 103(a)(3)(C) Audit section of our report, our objectives are to obtain reasonable assurance about whether the financial statements as a whole are free from material misstatement, whether due to fraud or error, and to issue an auditor's report that includes our opinion. Reasonable assurance is a high level of assurance but is not absolute assurance and therefore is not a guarantee that an audit conducted in accordance with generally accepted auditing standards 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.

INDEPENDENT AUDITOR'S REPORT

CONTINUED

Misstatements are considered material if there is a substantial likelihood that, individually or in the aggregate, they would influence the judgment made by a reasonable user based on the financial statements.

In performing an audit in accordance with generally accepted auditing standards, 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 Families and Communities Rising, Inc. 401(k) Plan's internal control. Accordingly, no such opinion is expressed.
- Evaluate the appropriateness of accounting policies used and the reasonableness of significant accounting estimates made by management, as well as evaluate the overall presentation of the financial statements.
- Conclude whether, in our judgment, there are conditions or events, considered in the aggregate, that raise substantial doubt about Families and Communities Rising, Inc. 401(k) Plan's ability to continue as a going concern for a reasonable period of time.

Our audits did not extend to the certified investment information, except for obtaining and reading the certifications, comparing the certified investment information with the related information presented and disclosed in the 2025 and 2024 financial statements, and reading the disclosures relating to the certified investment information to assess whether they are in accordance with the presentation and disclosure requirements of accounting principles generally accepted in the United States of America.

Accordingly, the objective of an ERISA Section 103(a)(3)(C) audit is not to express an opinion about whether the financial statements as a whole are presented fairly, in all material respects, in accordance with accounting principles generally accepted in the United States of America.

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.

Supplemental Schedule Required by ERISA

The supplemental Schedule of Assets (Held at End of Year), is presented for purposes of additional analysis and is not a required part of the financial statements but is supplementary information required by the Department of Labor's Rules and Regulations for Reporting and Disclosure under ERISA. 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 included in the supplemental schedule, other than that agreed to or derived from the certified investment information, has been subjected to auditing procedures applied in the audit of the financial statements

INDEPENDENT AUDITOR'S REPORT

CONTINUED

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 generally accepted auditing standards. For information included in the supplemental schedule that agreed to or is derived from the certified investment information, we compared such information to the related certified investment information.

In forming our opinion on the supplemental schedule, we evaluated whether the supplemental schedule, other than the information agreed to or derived from the certified investment information, including their form and content, is presented in conformity with the Department of Labor's Rules and Regulations for Reporting and Disclosure under ERISA.

In our opinion—

- the form and content of the supplemental schedule, other than the information in the supplemental schedule that agreed to or is derived from the certified investment information, is presented, in all material respects, in conformity with the Department of Labor's Rules and Regulations for Reporting and Disclosure under ERISA.
- the information in the supplemental schedule related to assets held by and certified to by a qualified institution agrees to or is derived from, in all material respects, the information prepared and certified by an institution that management determined meets the requirements of ERISA Section 103(a)(3)(C).

Stancil PC

Stancil PC
Raleigh, NC
October 8, 2026

FAMILIES & COMMUNITIES RISING, INC. 401(K) PLAN

STATEMENTS OF NET ASSETS AVAILABLE FOR BENEFITS

DECEMBER 31, 2025 AND 2024

	2025	2024
ASSETS		
Investments, at Fair Value (Notes 3, 4, and 5)	$ 9,141,008	$ 7,641,381
Receivables:		
Employee Contributions	16,431	17,863
Employer Contributions	10,604	14,291
Notes Receivable from Participants	310,907	239,973
Total Receivables	337,942	272,127
Total Assets	$ 9,478,950	$ 7,913,508
LIABILITIES AND NET ASSETS		
Liabilities	$ -	$ -
Total Liabilities	-	-
Net Assets Available for Benefits	$ 9,478,950	$ 7,913,508

FAMILIES & COMMUNITIES RISING, INC. 401(K) PLAN

STATEMENTS OF CHANGES IN NET ASSETS AVAILABLE FOR BENEFITS

FOR THE YEARS ENDED DECEMBER 31, 2025 AND 2024

	2025	2024
Additions:		
Additions to Net Assets Attributed to:		
Investment Income (Loss)		
Net Appreciation (Depreciation) in Fair Value of Investments	$ 652,503	$ 683,226
Interest	10,959	12,105
Dividends	265,161	177,912
Net Investment Income (Loss)	928,623	873,243
Interest Income on Notes Receivable from Participants	20,155	13,283
Contributions:		
Participant - Pre Tax	450,181	448,318
Participant - Roth	26,679	12,662
Employer	303,899	309,230
Rollover	324,246	-
Total Contributions	1,105,005	770,210
Total Additions	2,053,783	1,656,736
Deductions:		
Deductions from Net Assets Attributed to:		
Benefits Paid to Participants	468,820	1,160,929
Administrative Expenses	19,521	12,334
Total Deductions	488,341	1,173,263
Change in Net Assets Available for Benefits	1,565,442	483,473
Net Assets Available for Benefits at Beginning of Period	7,913,508	7,430,035
Net Assets Available for Benefits at End of Period	$ 9,478,950	$ 7,913,508

See Independent Auditor's Report and Accompanying Notes to Financial Statements

FAMILIES & COMMUNITIES RISING, INC. 401(k) PLAN

NOTES TO FINANCIAL STATEMENTS

DECEMBER 31, 2025 AND 2024

1. DESCRIPTION OF PLAN:

The following description of the Families & Communities Rising, Inc. 401(k) Plan (the "Plan") provides only general information. Participants should refer to the Plan agreement for a more complete description of the Plan's provisions.

General

The Plan is a defined contribution plan covering substantially all employees of Families & Communities Rising, Inc. (the "Organization") who meet the age and service requirements of the Plan. The Plan is subject to the provisions of the Employee Retirement Income Security Act of 1974 (ERISA). Effective, January 1, 2021, the Plan was amended to cover all employees who have completed twelve months of eligible service, worked 1,000 hours and attained age twenty-one, and to allow participants to obtain loans outside the plan secured by their vested account balances. The Administrative Committee is responsible for oversight of the Plan. Effective August 22, 2023, the plan was amended to allow employee Roth contributions and allow entry to the plan once employees worked 500 hours. The Administrative Committee determines the appropriateness of the Plan's investment offerings and monitors investment performance and reports to the Board of Directors. TIAA-CREF and Mid Atlantic Trust Company (MATC) serves as the trustees of the Plan (the "Trustees").

Contributions

Participants are permitted to make pre-tax and Roth elective contributions from the participant's compensation up to the maximum that is statutorily allowed for a given tax year. The Plan also allows catch up contributions for participants who have attained age 50 before the end of the Plan year. For 2025 and 2024, the Organization match was 100% of employee deferrals up to 5% of employee's eligible compensation; however, the match is not applicable to employee catch up deferrals. Eligible employees may also contribute amounts representing distributions from other qualified plans, except for Roth elective contributions. Profit sharing and supplemental match contributions are not permitted by the Plan. Contributions are subject to certain IRS limitations.

Participant Accounts

Each participant's account is credited with the participant's contribution and the Organization's matching contribution. The benefit to which a participant is entitled is the benefit that can be provided from the participant's vested account.

FAMILIES & COMMUNITIES RISING, INC. 401(k) PLAN

NOTES TO FINANCIAL STATEMENTS

DECEMBER 31, 2025 AND 2024

1. DESCRIPTION OF PLAN: (Continued)

Vesting

Participants are immediately vested in their contributions, rollover contributions, and contributions made by the Organization, plus actual earnings thereon.

Notes Receivable from Participants (Participant Loans)

Participants may borrow from their fund accounts a minimum of $1,000 up to a maximum equal to the lesser of $50,000 or 50 percent of their account balance. The loans are secured by the vested balance in the participant's account and bear interest rates commensurate with local prevailing rates as determined by the plan administrator. The loan interest rates determined quarterly, range from 4.25 percent to 9.50 percent on loans outstanding at December 31, 2025, and mature through 2030. Principal and interest is paid ratably through monthly payroll deductions.

Payment of Benefits

The benefit to which a participant is entitled is the benefit that can be provided from the participant's vested account. The Plan permits distributions in the event of disability, death, retirement age, termination of employment or hardships upon meeting the financial burden requirements set forth in the Plan's provisions. Upon separation of service, a participant may receive the value of the vested interest in his or her account as a lump sum distribution.

Plan Loans

Participants were able to borrow directly from TIAA-CREF, one of two contract holders of the Plan. Adequate security is required, and a portion of the participant's account is reserved, or held as collateral, to cover 110% of the outstanding loan in case of default. The collateral is held in the TIAA Traditional Annuity as either part of a Group Supplemental Retirement Account contract or as a separate Retirement Loan contract. The minimum loan is $1,000 and may be up to the lesser of $50,000 or 50% of their account balance. The loan interest rate for these Plan loans may be fixed or variable and the initial rate is determined by the terms of the controlling contract as are the rate adjustment details and frequency. These amounts are not considered assets of the Plan. There were six plan loans in default at December 31, 2025 and six plan loans in default at December 31, 2024 and these defaults are treated as deemed distributions in the plan year the default occurred.

TIAA-CREF, in 2020, ceased offering plan loans. The last plan loan issued was in January 2020 and the longest-term loan matures June 2029.

FAMILIES & COMMUNITIES RISING, INC. 401(k) PLAN

NOTES TO FINANCIAL STATEMENTS

DECEMBER 31, 2025 AND 2024

1. DESCRIPTION OF PLAN: (Continued)

Forfeitures

At December 31, 2025 and 2024, there were no forfeited non-vested accounts.

2. SUMMARY OF SIGNIFICANT ACCOUNTING POLICIES:

Basis of Presentation

The financial statements of the Plan are prepared on the accrual basis of accounting.

Investments held by a defined contribution plan are required to be reported at fair value, except for fully benefit-responsive investment contracts. Contract value is the relevant measure for the portion of net assets available for benefits of a defined contribution benefit plan attributable to fully benefit-responsive investment contracts because contract value is the amount participants normally would receive if they were to initiate permitted transactions under the terms of the Plan. The plan does not have a fully benefit-responsive investment contract. See Note 4 for more details about the non-benefit responsive investment contract called the TIAA Traditional Annuity.

Use of Estimates and Assumptions

The preparation of financial statements in conformity with GAAP requires management to make estimates and assumptions that affect the reported amounts of assets and liabilities and changes therein, and disclosure of contingent assets and liabilities. Actual results could differ from those estimates.

Investment Valuation and Income Recognition

The Plan’s investments are reported at fair value (except when fully benefit-responsive investment contracts are held and reported at contract value). Fair value is the price that would be received to sell an asset or paid to transfer a liability in an orderly transaction between market participants at the measurement date. The Plan’s Administrative Committee determines the Plan’s valuation policies utilizing information provided by the recordkeeper and custodian. See Note 5 for a discussion of fair value measurements.

Purchases and sales of securities are recorded on a trade-date basis. Interest income is recorded on the accrual basis. Dividends are recorded on the ex-dividend date. Net investment performance includes the Plan's gains and losses on investments bought and sold as well as held during the year.

FAMILIES & COMMUNITIES RISING, INC. 401(k) PLAN

NOTES TO FINANCIAL STATEMENTS

DECEMBER 31, 2025 AND 2024

2. SUMMARY OF SIGNIFICANT ACCOUNTING POLICIES: (Continued)

Investment Valuation and Income Recognition (Continued)

Investment income (including expenses), except for the TIAA Traditional Annuity, of an account are allocated on a pro rata basis to each class of shares. Income is reflected in each funds' daily net asset values (NAVs). At the close of each day, transactions are converted into the appropriate number of shares based on the dollar amount of transactions and the value of the shares as of the effective date of the fee transaction. The total shares owned by the participants are multiplied by the NAVs as of the end of the day to determine the participants' closing balance. The closing balances include all investment activities (including fees and expenses) for the day. Based on the income method described, except for the TIAA Traditional Annuity, dividend and interest income is presented as net appreciation in fair value of investments.

Notes Receivable from Participants (Participant Loans)

Notes receivable from participants are measured at their unpaid principle balance plus any accrued but unpaid interest. Interest income is recorded on the accrual basis. Related fees are recorded as administrative expenses and are expensed when they are incurred. Delinquent participant loans are reclassified as distributions based on the terms of the Plan document. No allowance for credit losses have been recorded as of December 31, 2025 or 2024.

Payment of Benefits

Benefits are recorded when paid.

Administrative Expenses

The Organization pays substantially all administrative expenses incurred by the Plan that include professional fees related to the preparation of the Plan's tax returns, audit fees, and attorney fees. Investment management and recordkeeping fees are paid directly from the fund managed by TIAA-CREF. These fees are reflected in each funds' daily NAVs as described in the Investment Valuation and Income Recognition methodology noted above. See Note 6 for details of expenses paid out of Plan assets to a party-in-interest.

Subsequent Events

The Plan has evaluated subsequent events through October 8, 2026, the date the financial statements were available to be issued.

FAMILIES & COMMUNITIES RISING, INC. 401(k) PLAN

NOTES TO FINANCIAL STATEMENTS

DECEMBER 31, 2025 AND 2024

3. CERTIFIED FINANCIAL DATA: (Unaudited)

The following is a summary of the Plan's financial information that is included in the financial statements based on information certified by the Trustees, Teachers Insurance and Annuity Association – College Retirement Equities Fund (TIAA-CREF) and Mid Atlantic Trust Company (MATC), as complete and accurate in accordance with Section 2520.103-8 of the Department of Labor's Rules and Regulations for Reporting and Disclosure under ERISA.

	December 31	
	2025	2024
Investments, at Fair Value		
Mutual Funds	$ 8,778,608	$ 7,288,861
Annuity Contract	265,995	263,019
Pooled Separate Account (TIAA Real Estate)	52,425	65,101
Common Collective Trust	43,980	24,400
Participant Loans	310,907	239,973
Investment Income (Loss) *		
Net Appreciation (Depreciation) in Fair Value of Investments	$ 652,503	$ 683,226
Interest	10,959	12,105
Dividends	265,161	177,912
Participant Loan Interest	20,155	13,283

* Net of Fees

Accordingly, as permitted by 29 CFR 2520.103-8 of the United States Department of Labor's (DOL's) Rules and Regulations for Reporting and Disclosure under ERISA, the Plan Administrator instructed the Plan's independent auditors not to perform any auditing procedures with respect to the information that was certified by the Trustees, Teachers Insurance and Annuity Association – College Retirement Equities Fund (TIAA-CREF) and Mid Atlantic Trust Company (MATC), except for comparing such information included in the financial statements and supplemental schedule.

4. TIAA TRADITIONAL NON-BENEFIT RESPONSIVE GROUP RETIREMENT ANNUITY:

TIAA Traditional Non-Benefit Responsive Group Retirement Annuity (TIAA Traditional) is an unallocated fixed rate annuity (insurance) contract that is fully and unconditionally guaranteed by TIAA. The TIAA Traditional provides a guarantee of principal, a guaranteed minimum rate of interest (generally 3%, but in some recent contracts between 1% and 3%) and the potential for additional interest if declared by TIAA. Additional interest, when declared, remains in effect for the "declaration year," which begins each March 1. Additional interest is not guaranteed for future

FAMILIES & COMMUNITIES RISING, INC. 401(k) PLAN

NOTES TO FINANCIAL STATEMENTS

DECEMBER 31, 2025 AND 2024

4. TIAA TRADITIONAL NON-BENEFIT RESPONSIVE GROUP RETIREMENT ANNUITY: (Continued)

years. Contributions to a participant's account purchases a guaranteed amount of lifetime annuity income.

When a participant's account in the TIAA Traditional is annuitized based on available options, the present value of the stream of payments is equal to the account balance. The subsequent stream of annuity payments occurs outside of the Plan and does not represent an obligation of the Plan. The guarantees and returns of the TIAA Traditional are backed by TIAA's claims-paying ability.

The TIAA Traditional is a non-benefit responsive annuity contract. The contract is included in the statements of net assets available for benefits at fair value.

Fair value is determined by discounting the future cash flows value calculated using appropriate risk-adjustment market discount rates which correlate closely with TIAA Traditional historical credit ratings. The contract value of the TIAA Traditional equals the accumulated cash contributions, interest credited to the Plan's contracts, and transfers (if any), less any withdrawals and transfers (if any). Based on the above, management has determined the fair value of the annuity does not differ significantly from the contract value. No adjustment of the annuity contract from fair value to contract value was necessary.

The fair value of the TIAA Traditional at December 31, 2025 and 2024 was $265,995 and $263,019 respectively. There are no reserves against the investment value for credit risk of TIAA. The average yield earned was approximately 4% for 2025 and 2024. The average crediting interest rate by TIAA Traditional was 4.14% and 3.77% for the years ended December 31, 2025 and 2024, respectively. Such interest rates are reviewed and valued daily.

The annuity contract provides that Plan participants initiating withdrawals permitted under a participating plan will be paid at contract value. Withdrawals from the annuity contract investment may be made at contract value for the qualified benefit payments, including participant-initiated transactions. The TIAA Traditional attempts to reduce the risk of significant withdrawals by applying the following liquidity restrictions:

- Lump-sum withdrawals are permitted within 120 days following termination of employment and are subject to a 2.5% surrender charge.
- Participant-initiated transfers may only be made in 10 annual installments over a period of nine years plus one day.
- Participant-initiated withdrawals are limited to five annual installments following termination of employment.

FAMILIES & COMMUNITIES RISING, INC. 401(k) PLAN

NOTES TO FINANCIAL STATEMENTS

DECEMBER 31, 2025 AND 2024

4. TIAA TRADITIONAL NON-BENEFIT RESPONSIVE GROUP RETIREMENT ANNUITY: (Continued)

The annuity contract does not permit the insurance company to terminate the agreement prior to the scheduled maturity date.

Certain events limit the ability of the plan to transact at contract value with the issuer. Such events include (1) amendments to the Plan documents (including complete or partial Plan termination or merger with another plan), (2) changes to the Plan's prohibition on competing investing options, (3) bankruptcy of the Plan sponsor or other Plan sponsor events that cause a significant withdrawal from the Plan, or (4) the failure of the trust to qualify for exception from federal income taxes or required prohibited transaction exemption under ERISA. The Plan administrator believes that any events that would limit the Plan's ability to transact at contract value with participants are not probable of occurring.

5. FAIR VALUE MEASUREMENTS:

Financial Accounting Standards Board (FASB) Accounting Standards Codification (ASC) 820, *Fair Value Measurements and Disclosures,* provides the framework for measuring fair value. That framework provides a fair value hierarchy that prioritizes the inputs to valuation techniques used to measure fair value. The hierarchy gives the highest priority to unadjusted quoted prices in active markets for identical assets or liabilities (level 1 measurements) and the lowest priority to unobservable inputs (level 3 measurements). The three levels of the fair value hierarchy under FASB ASC 820 are described as follows:

Level 1 Inputs to the valuation methodology are unadjusted quoted prices for identical assets or liabilities in active markets that the plan has the ability to access.

Level 2 Inputs to the valuation methodology include:

- Quoted prices for similar assets or liabilities in active markets;
- Quoted prices for identical or similar assets or liabilities in inactive markets;
- Inputs other than quoted prices that are observable for the asset or liability;
- Inputs that are derived principally from or corroborated by observable market data by correlation or other means.

If the asset or liability has a specified (contractual) term, the level 2 input must be observable for substantially the full term of the asset or liability.

Level 3 Inputs to the valuation methodology are unobservable and significant to the fair value measurement.

FAMILIES & COMMUNITIES RISING, INC. 401(k) PLAN

NOTES TO FINANCIAL STATEMENTS

DECEMBER 31, 2025 AND 2024

5. FAIR VALUE MEASUREMENTS: (Continued)

The asset or liability's fair value measurement level within the fair value hierarchy is based on the lowest level of any input that is significant to the fair value measurement. Valuation techniques used need to maximize the use of observable inputs and minimize the use of unobservable inputs.

Following is a description of the valuation methodologies used for assets measured at fair value. There have been no changes in the methodologies used at December 31, 2025 and 2024.

Annuity Contract: Valued at fair value by TIAA-CREF by discounting the future cash flows value calculated using appropriate risk-adjusted market discount rates which correlate closely with TIAA Traditional Annuity's historical credit rating as described in Note 4. In determining the reasonableness of the methodology, the Administrative Committee evaluates a variety of factors including review of the existing contract, economic conditions, market developments, and TIAA credit rating. Certain unobservable inputs are assessed through review of the contract terms while others are substantiated utilizing available market data.

Common Collective Trust Funds: Valued at the net asset value (NAV) of units of a bank collective trust. The NAV, as provided by the Trustees, is used as a practical expedient to estimate fair value.

The NAV is based on the fair value of the underlying investments held by the fund less its liabilities. This practical expedient is not used when it is determined to be probable that the fund will sell the investment for an amount different than the reported NAV. Participant transactions (purchases and sales) may occur daily. Were the Plan to initiate a full redemption of the collective trust, the investment adviser reserves the right to temporarily delay withdraws from the trust in order to ensure that securities liquidations will be carried out in an orderly business manner.

Mutual Funds: Valued at their net asset value (NAV) on the valuation date which are the daily closing prices as reported by the fund. These funds are required to publish their daily NAV and to transact at that price. The registered investment companies held by the Plan are deemed to be actively traded.

Real Estate Account: Valued based on the valuation methodologies as described in the REA annual audited 10-K report filed with the Securities and Exchange Commission for the years ended December 31, 2025 and 2024. The REA determination of fair value is based upon quoted market prices, where available. If listed prices or quotes are not available, fair value is based upon vendor-provided, evaluated prices or internally-developed models that primarily use market-based or independently-sourced market data, including interest rate yield curves, market spreads, and currency rates. Valuation adjustments are made to reflect changes in credit quality, counterparty's credit worthiness, the REA's creditworthiness, liquidity, and other observable and unobservable inputs that are applied consistently over time.

FAMILIES & COMMUNITIES RISING, INC. 401(k) PLAN

NOTES TO FINANCIAL STATEMENTS

DECEMBER 31, 2025 AND 2024

5. FAIR VALUE MEASUREMENTS: (Continued)

These methods for the real estate account are considered to produce fair values that represent a good faith estimate of what an unaffiliated buyer in the marketplace would pay to purchase the assets or would receive to transfer the liability.

The preceding methods described may produce a fair value calculation that may not be indicative of net realizable value or reflective of future fair values. Furthermore, although the plan believes its valuation methods are appropriate and consistent with other market participants, the use of different methodologies or assumptions to determine the fair value of certain financial instruments could result in a different fair value measurement at the reporting date.

The following tables set forth, by level, within the fair value hierarchy, the plan's assets at fair value as of December 31, 2025 and 2024:

	Assets at Fair Value as of December 31, 2025			
	Level 1	Level 2	Level 3	Total
Mutual Funds	$ 8,778,608	$ -	$ -	$ 8,778,608
Real Estate Account (PSA)	-	367	50,131	50,498
Common Collective Trusts	-	43,980	-	43,980
Annuity Contract	-	-	265,995	265,995
Total Assets at Fair Value	$ 8,778,608	$ 44,347	$ 316,126	9,139,081
Investments measured at NAV *				1,927
Investments at fair value				$ 9,141,008

	Assets at Fair Value as of December 31, 2024			
	Level 1	Level 2	Level 3	Total
Mutual Funds	$ 7,616,981	$ -	$ -	$ 7,616,981
Real Estate Account (PSA)	-	978	61,961	62,939
Common Collective Trusts	-	24,400	-	24,400
Annuity Contract	-	-	263,019	263,019
Total Assets at Fair Value	$ 7,616,981	$ 25,378	$ 324,980	7,967,339
Investments measured at NAV *				2,162
Investments at fair value				$ 7,969,501

FAMILIES & COMMUNITIES RISING, INC. 401(k) PLAN

NOTES TO FINANCIAL STATEMENTS

DECEMBER 31, 2025 AND 2024

5. FAIR VALUE MEASUREMENTS: (Continued)

*In accordance with Subtopic 820-10 as amended by ASU 2015-07, certain investments that were measured at net asset value per share (or its equivalent) as a practical expedient have not been classified in the fair value hierarchy. The fair values represented in this table are intended to permit reconciliation of the fair value hierarchy table to the line item presented in the statement of net assets available for benefits.

To assess the appropriate classification of investments within the fair value hierarchy, the availability of market data is monitored. Changes in economic conditions or valuation techniques may require the transfer of investments from one fair value level to another. In such instances, the transfer is reported at the beginning of the reporting period.

The Plan evaluates the significance of transfers between levels based upon the nature of the investment and size of the transfer relative to total net assets available for benefits. See the table below for transfers in and out of levels 1, 2, or 3.

The following table sets forth a summary of changes in the fair value of the Plan's Level 3 assets for the year ended December 31, 2025:

	Annuity Contract	Real Estate Account	Total Level 3 Investments
Balance, Beginning of Year	$ 263,019	$ 61,961	$ 324,980
Earnings	3,903	-	3,903
Realized Gains	1,439	5,293	6,732
Unrealized Appreciation (Depreciation) in Investments	5,617	(3,362)	2,255
Purchases	-	-	-
Sales	(1,174)	(285)	(1,459)
Transfers in and/out of Level 3	(6,809)	(13,476)	(20,285)
Balance, End of Year	$ 265,995	$ 50,131	$ 316,126

FAMILIES & COMMUNITIES RISING, INC. 401(k) PLAN

NOTES TO FINANCIAL STATEMENTS

DECEMBER 31, 2025 AND 2024

5. FAIR VALUE MEASUREMENTS: (Continued)

Quantitative Information about Significant Unobservable Inputs Used in Level 3 Fair Value Measurements

The following table represents the Plan's Level 3 financial instruments, the valuation techniques used to measure the fair value of those financial instruments, and the significant unobservable inputs and the range of values for those inputs.

Type	Fair Value	Principal Valuation Technique	Unobservable Inputs	Range
Annuity Contract	$ 265,995	Discounted Cash Flows	Risk adjusted discount rate applied	3.55% - 6.50%
Real Estate Account	$ 50,131	Income Approach - Discounted Cash Flows	Discount Rate	6.8% - 11.0%
			Terminal Capitalization Rate	5.5% - 10.3%
			Overall Capitalization Rate	5.0% - 12.5%

Fair Value of Investments in Entities that Use Net Asset Value (NAV)

A portion of the Real Estate Account investment was allocated to NAV by the TIAA-CREF Real Estate fund's 10-K. The following investments are accounted for using fair value by estimated NAV per share (or its equivalent) practical expedient as of December 31, 2025 and 2024.

December 31, 2025	Fair Value	Unfunded Commitments	Redemption Frequency (if currently eligible)	Redemption Notice Period
Real Estate Account	$ 1,927	N/A	Daily	N/A
Common Collective Trust	$ 43,980	N/A	Daily	N/A

December 31, 2024	Fair Value	Unfunded Commitments	Redemption Frequency (if currently eligible)	Redemption Notice Period
Real Estate Account	$ 2,162	N/A	Daily	N/A
Common Collective Trust	$ 24,400	N/A	Daily	N/A

FAMILIES & COMMUNITIES RISING, INC. 401(k) PLAN

NOTES TO FINANCIAL STATEMENTS

DECEMBER 31, 2025 AND 2024

6. PARTY-IN-INTEREST TRANSACTIONS:

All of the Plan's assets are invested in funds that are managed by the Trustees. Indirect fees paid to the Trustees by the Plan are netted in investment earnings. The Company provides limited administrative services to the Plan at no cost to the Plan. These transactions qualify as party-in-interest transactions.

7. PLAN TERMINATION:

Although it has not expressed any intent to do so, the Organization has the right under the Plan to discontinue its contributions at any time and to terminate the Plan subject to the provisions of ERISA.

8. TAX STATUS:

The Organization adopted the Paychex, Inc. Defined Contribution Non-Standardized 401(k) Profit Sharing Plan and Trust effective January 1, 1997 which was amended August 22, 2023. The plan obtained its latest opinion letter on June 30, 2020, in which the Internal Revenue Service stated that the form of the plan, as designed, was in compliance with the applicable requirements of the Internal Revenue Code (IRC.) Although the Plan has been adopted and amended since receiving the advisory opinion, the Plan administrator and the Plan's tax counsel believe that the Plan is designed and is currently being operated in compliance with the applicable requirements of the IRC, and therefore believe that the Plan is qualified and the related trust is tax-exempt.

Accounting principles generally accepted in the United States of America require plan management to evaluate tax positions taken by the Plan and recognize a tax liability (or asset) if the plan has taken an uncertain position that more likely than not would not be sustained upon examination by the Internal Revenue Service and the North Carolina Department of Revenue. The plan administrator has analyzed the tax positions taken by the plan, and has concluded that as of December 31, 2025, there are no uncertain positions taken or expected to be taken that would require recognition of a liability (or asset) or disclosure in the financial statements. The Plan is subject to routine audits by taxing jurisdictions; however, there are currently no audits for any tax periods in progress.

FAMILIES & COMMUNITIES RISING, INC. 401(k) PLAN

NOTES TO FINANCIAL STATEMENTS

DECEMBER 31, 2025 AND 2024

9. RISKS AND UNCERTAINTIES:

The Plan invests in various investment securities. Investment securities are exposed to various risks such as interest rate, market, and credit risks. Due to the level of risk associated with certain investment securities, it is at least reasonably possible that changes in the values of investment securities will occur in the near term and that such changes could materially affect participants' account balances and the amounts reported in the statement of net assets available for benefits.

FAMILIES & COMMUNITIES RISING, INC. 401(K) PLAN

PLAN 001, EMPLOYER IDENTIFICATION NUMBER 58-2046321

FORM 5500 - SCHEDULE H - LINE 4i

SCHEDULE OF ASSETS (HELD AT END OF YEAR)

DECEMBER 31, 2025

(a)	(b) Identity of Issue	(c) Description of Investment	(d) Cost **	(e) Current Value
*	CREF Bond Market Account R1	Mutual Funds	n/a	$ 15,354
*	CREF Equity Index Account R1	Mutual Funds	n/a	167,402
*	CREF Global Equities Account R1	Mutual Funds	n/a	220,774
*	CREF Growth Account R1	Mutual Funds	n/a	349,328
*	CREF Inflation-Linked Bond Account R1	Mutual Funds	n/a	14,324
*	CREF Money Market Account R1	Mutual Funds	n/a	291,326
*	CREF Social Choice Account R1	Mutual Funds	n/a	181,600
*	CREF Stock Account R1	Mutual Funds	n/a	103,567
*	TIAA Access Bond Plus T4	Mutual Funds	n/a	279
*	TIAA Access Equity Index T4	Mutual Funds	n/a	337
*	TIAA Access Growth & Income T4	Mutual Funds	n/a	944
*	TIAA Access Intl Equity T4	Mutual Funds	n/a	35,963
*	TIAA Access Lg-Cap Growth T4	Mutual Funds	n/a	606
*	TIAA Access Lg-Cap Value T4	Mutual Funds	n/a	21,351
*	TIAA Access Lifecycle 2010 T4	Mutual Funds	n/a	5,592
*	TIAA Access Lifecycle 2015 T4	Mutual Funds	n/a	503
*	TIAA Access Lifecycle 2020 T4	Mutual Funds	n/a	164,382
*	TIAA Access Lifecycle 2025 T4	Mutual Funds	n/a	19,686
*	TIAA Access Lifecycle 2030 T4	Mutual Funds	n/a	117,617
*	TIAA Access Lifecycle 2035 T4	Mutual Funds	n/a	206,476
*	TIAA Access Lifecycle 2040 T4	Mutual Funds	n/a	145,172
*	TIAA Access Lifecycle 2045 T4	Mutual Funds	n/a	72,707
*	TIAA Access Lifecycle 2050 T4	Mutual Funds	n/a	123,349
*	TIAA Access Lifecycle 2055 T4	Mutual Funds	n/a	57,948
*	TIAA Access Mid-Cap Growth T4	Mutual Funds	n/a	4,836
*	TIAA Access Mid-Cap Value T4	Mutual Funds	n/a	2,184
*	TIAA Access Real Estate Securities T4	Mutual Funds	n/a	12,165
*	TIAA Access Sm-Cap Blend Idx T4	Mutual Funds	n/a	5,144
*	TIAA Access Sm-Cap Equity T4	Mutual Funds	n/a	21,556
*	TIAA Access Social Ch Eq T4	Mutual Funds	n/a	18,872
	American Funds New World Fund Class R6	Mutual Fund	n/a	9,847
	Baird Core Plus Bond	Mutual Fund	n/a	8,334
	DFA US Vector Equity	Mutual Fund	n/a	6,138
	DFA Real Estate Securities	Mutual Fund	n/a	328
	DFA Global Equity	Mutual Fund	n/a	5,010
	Fidelity 500 Index	Mutual Fund	n/a	277,372
	Fidelity Interm Trs Bd Index	Mutual Fund	n/a	344
	Fidelity Multi-Asset Index	Mutual Fund	n/a	4,880
	Schwab Fundamental Intl Large Company Index	Mutual Fund	n/a	7,795
*	TIAA-CREF Large-Cap Growth Index Fund Instl	Mutual Fund	n/a	558,098
			Subtotal Mutual Funds	$ 3,259,490

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FAMILIES & COMMUNITIES RISING, INC. 401(K) PLAN
PLAN 001, EMPLOYER IDENTIFICATION NUMBER 58-2046321
FORM 5500 - SCHEDULE H - LINE 4i

SCHEDULE OF ASSETS (HELD AT END OF YEAR)

DECEMBER 31, 2025

(a)	(b) Identity of Issue	(c) Description of Investment	(d) Cost **	(e) Current Value
	Schedule continued from Previous Page	Previous Subtotals - Mutual Funds		$ 3,259,490
*	TIAA-CREF Lifecycle Index 2010 Fund Instl Class	Mutual Fund	n/a	28,874
*	TIAA-CREF Lifecycle Index 2015 Fund Instl Class	Mutual Fund	n/a	2
*	TIAA-CREF Lifecycle Index 2020 Fund Instl Class	Mutual Fund	n/a	640,597
*	TIAA-CREF Lifecycle Index 2025 Fund Instl Class	Mutual Fund	n/a	1,150,464
*	TIAA-CREF Lifecycle Index 2030 Fund Instl Class	Mutual Fund	n/a	375,488
*	TIAA-CREF Lifecycle Index 2035 Fund Instl Class	Mutual Fund	n/a	1,229,623
*	TIAA-CREF Lifecycle Index 2040 Fund Instl Class	Mutual Fund	n/a	560,898
*	TIAA-CREF Lifecycle Index 2045 Fund Instl Class	Mutual Fund	n/a	375,795
*	TIAA-CREF Lifecycle Index 2050 Fund Instl Class	Mutual Fund	n/a	390,152
*	TIAA-CREF Lifecycle Index 2055 Fund Instl Class	Mutual Fund	n/a	417,327
*	TIAA-CREF Lifecycle Index 2060 Fund Instl Class	Mutual Fund	n/a	110,366
*	TIAA-CREF Lifecycle Index Retirement	Mutual Fund	n/a	30,103
	Vanguard Developed Markets Index Fund Admiral	Mutual Fund	n/a	2
	Vanguard Explorer Fund Admiral	Mutual Fund	n/a	39,334
	Vanguard High-Yield Corporate Fund Admiral	Mutual Fund	n/a	106,658
	Vanguard Intl Growth Fund Admiral	Mutual Fund	n/a	11
	Vanguard Mid Cap Growth Index Fund Admiral	Mutual Fund	n/a	35,339
	Vanguard Small Cap Value Index Fund Admiral	Mutual Fund	n/a	6,980
	Vanguard Short-Term Inflation-Protected Securities	Mutual Fund	n/a	341
	Vanguard Strategic Equity Fund Investor	Mutual Fund	n/a	10,082
	Vanguard Tax-Managed Balanced Fund Admiral	Mutual Fund	n/a	709
	Vanguard Tax-Managed Small Cap Fund Admiral	Mutual Fund	n/a	2
	Vanguard Value Index Fund Admiral	Mutual Fund	n/a	9,603
	Vanguard Wellington Fund Admiral	Mutual Fund	n/a	368
		Subtotal Mutual Funds		$ 8,778,608
*	TIAA Traditional Non Benefit Responsive Annuity Contract	Annuity Contract	n/a	$ 236,242
*	Plan Loan Default Fund	Annuity Contract	n/a	29,753
		Subtotal Annuity Contracts		$ 265,995
	The Standard Stable Asset Fund II	Common Collective Trust	n/a	$ 43,980
		Subtotal Common Collective Trust		$ 43,980
*	TIAA Real Estate	Pooled Separate Account	n/a	$ 52,425
		Subtotal Pooled Separate Account		$ 52,425

Schedule continues on the Next Page

FAMILIES & COMMUNITIES RISING, INC. 401(K) PLAN
PLAN 001, EMPLOYER IDENTIFICATION NUMBER 58-2046321
FORM 5500 - SCHEDULE H - LINE 4i

SCHEDULE OF ASSETS (HELD AT END OF YEAR)

DECEMBER 31, 2025

(a)	(b)	(c)	(d)	(e)
	Identity of Issue	Description of Investment	Cost **	Current Value
Schedule continued from Previous Page		Previous Subtotals		$ 9,141,008
	Notes Receivable from Participants	4.25% - 9.50%, maturing through 2030	-0-	310,907
		Total Assets Held at End of Year		$ 9,451,915

Note: This schedule was derived from data certified by TIAA-CREF and MATC, the Trustees.

* Party-in-Interest

** Cost information is omitted for participant-directed investments.



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