

Return of Organization Exempt From Income Tax

OMB No. 1545-0047

Form 990

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

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

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

2024

Open to Public Inspection

A For the **2024** calendar year, or tax year beginning **JUL 1, 2024** and ending **JUN 30, 2025**

B Check if applicable: <input type="checkbox"/> Address change <input type="checkbox"/> Name change <input type="checkbox"/> Initial return <input type="checkbox"/> Final return/terminated <input type="checkbox"/> Amended return <input type="checkbox"/> Application pending	C Name of organization UNITED WAY OF KING COUNTY		D Employer identification number 91-0565555
	Doing business as		E Telephone number 206-461-3700
	Number and street (or P.O. box if mail is not delivered to street address)	Room/suite	
	720 SECOND AVENUE		G Gross receipts \$ 50,242,088.
	City or town, state or province, country, and ZIP or foreign postal code SEATTLE, WA 98104		
F Name and address of principal officer: DR. CATHERINE CUSHINBERRY SAME AS C ABOVE		H(a) Is this a group return for subordinates? <input type="checkbox"/> Yes <input checked="" type="checkbox"/> No	
I Tax-exempt status: <input checked="" type="checkbox"/> 501(c)(3) <input type="checkbox"/> 501(c) () (insert no.) <input type="checkbox"/> 4947(a)(1) or <input type="checkbox"/> 527		H(b) Are all subordinates included? <input type="checkbox"/> Yes <input type="checkbox"/> No	
J Website: WWW.UWKC.ORG		If "No," attach a list. See instructions	
K Form of organization: <input checked="" type="checkbox"/> Corporation <input type="checkbox"/> Trust <input type="checkbox"/> Association <input type="checkbox"/> Other		H(c) Group exemption number	
L Year of formation: 1921		M State of legal domicile: WA	

Part I Summary

Activities & Governance	1 Briefly describe the organization's mission or most significant activities: WORKING SIDE BY SIDE WITH COMMUNITIES TO BUILD AN EQUITABLE FUTURE FOR EVERYONE.		
	2 Check this box <input type="checkbox"/> if the organization discontinued its operations or disposed of more than 25% of its net assets.		
	3 Number of voting members of the governing body (Part VI, line 1a)	3	37
	4 Number of independent voting members of the governing body (Part VI, line 1b)	4	37
	5 Total number of individuals employed in calendar year 2024 (Part V, line 2a)	5	358
	6 Total number of volunteers (estimate if necessary)	6	2824
	7 a Total unrelated business revenue from Part VIII, column (C), line 12	7a	0.
b Net unrelated business taxable income from Form 990-T, Part I, line 11	7b	0.	
Revenue	8 Contributions and grants (Part VIII, line 1h)	Prior Year	Current Year
	9 Program service revenue (Part VIII, line 2g)	64,619,450.	47,576,467.
	10 Investment income (Part VIII, column (A), lines 3, 4, and 7d)	226,397.	260,508.
	11 Other revenue (Part VIII, column (A), lines 5, 6d, 8c, 9c, 10c, and 11e)	1,531,836.	1,427,008.
	12 Total revenue - add lines 8 through 11 (must equal Part VIII, column (A), line 12)	830,611.	452,917.
		67,208,294.	49,716,900.
Expenses	13 Grants and similar amounts paid (Part IX, column (A), lines 1-3)	46,256,071.	28,614,864.
	14 Benefits paid to or for members (Part IX, column (A), line 4)	0.	0.
	15 Salaries, other compensation, employee benefits (Part IX, column (A), lines 5-10)	17,981,114.	17,749,727.
	16a Professional fundraising fees (Part IX, column (A), line 11e)	0.	0.
	b Total fundraising expenses (Part IX, column (D), line 25)	7,704,993.	
	17 Other expenses (Part IX, column (A), lines 11a-11d, 11f-24e)	7,812,021.	6,472,049.
18 Total expenses. Add lines 13-17 (must equal Part IX, column (A), line 25)	72,049,206.	52,836,640.	
19 Revenue less expenses. Subtract line 18 from line 12	-4,840,912.	-3,119,740.	
Net Assets or Fund Balances	20 Total assets (Part X, line 16)	Beginning of Current Year	End of Year
	21 Total liabilities (Part X, line 26)	57,367,923.	54,918,299.
	22 Net assets or fund balances. Subtract line 21 from line 20	5,813,011.	4,744,961.
	51,554,912.	50,173,338.	

Part II Signature Block

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

Sign Here	Signature of officer		Date		
	DR. CATHERINE CUSHINBERRY, INTERIM CEO				
Paid Preparer Use Only	Preparer's name	Preparer's signature	Date	Check if self-employed <input type="checkbox"/>	PTIN
	SARA ELIZABETH H. JONES	SARA ELIZABETH H. JONES	05/06/26		P00235495
Preparer Use Only	Firm's name	Firm's EIN		Phone no.	
	CLARK NUBER, PS	91-1194016		425-454-4919	
	Firm's address				
	555 110TH AVE NE, SUITE 700				
	BELLEVUE, WA 98004				

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

Part III Statement of Program Service Accomplishments

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

1 Briefly describe the organization's mission: WORKING SIDE BY SIDE WITH COMMUNITIES TO BUILD AN EQUITABLE FUTURE FOR EVERYONE.

2 Did the organization undertake any significant program services during the year which were not listed on the prior Form 990 or 990-EZ? [] Yes [X] No

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

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

4a (Code:) (Expenses \$ 11,214,514. including grants of \$ 11,214,514.) (Revenue \$) SUPPORTING YOUTH & EARLY LEARNING (EDUCATION STRATEGIES): PARENTCHILD+ (PC+) IS A HOME-VISITING PROGRAM THAT CONNECTS FAMILIES TO RESOURCES, PROMOTES PARENT-CHILD VERBAL INTERACTION THROUGH PLAY, AND PREPARES THE FAMILY FOR KINDERGARTEN. SINCE THE START OF PC+, MORE THAN 14,000 CHILDREN AND FAMILIES HAVE BEEN SERVED WITH 830 CHILDREN SERVED THIS PAST YEAR. PARTICIPANTS ARE MORE LIKELY TO DEMONSTRATE KINDERGARTEN READINESS, MORE LIKELY TO MEET 3RD GRADE MATH AND READING STANDARDS, AND 30% MORE LIKELY TO GRADUATE HIGH SCHOOL.

4b (Code:) (Expenses \$ 8,022,454. including grants of \$ 7,721,832.) (Revenue \$) HOMELESSNESS PREVENTION & RENTAL ASSISTANCE: THE ORGANIZATION RECEIVED ANOTHER YEAR OF KEEP KING COUNTY HOUSED FUNDS. MORE THAN 500 HOUSEHOLDS RECEIVED RENTAL ASSISTANCE PROVIDING UP TO 9 MONTHS OF BACK RENT AND 3 MONTHS FORWARD RENT TO KEEP FAMILIES IN THEIR HOMES. ADDITIONALLY, THE ORGANIZATION WORKED WITH 400 RENTAL PROPERTIES TO PROVIDE AND PREVENTED EVICTION FOR OVER 200 HOUSEHOLDS.

4c (Code:) (Expenses \$ 6,480,073. including grants of \$ 6,142,220.) (Revenue \$) EQUITABLE PHILANTHROPY: OUR EQUITABLE PHILANTHROPY PROGRAM IN FY25 ENCOMPASSED THE BLACK COMMUNITY BUILDING COLLECTIVE (CBCB), THE INDIGENOUS COMMUNITIES FUND (ICF), AND BACKBONE SUPPORT FOR OUR COUNTY'S PORTION OF THE STATE DEPARTMENT OF COMMERCE'S COMMUNITY REINVESTMENT PLAN (CRP). CBCB ADDRESSES HISTORIC UNDERINVESTMENT IN BLACK-LED ORGANIZATIONS, COMBINING FLEXIBLE, TRUST-BASED FUNDING WITH INTENTIONAL RELATIONSHIP-BUILDING TO STRENGTHEN ORGANIZATIONAL SUSTAINABILITY AND COLLECTIVE IMPACT ACROSS KING COUNTY. IN FY25 WE SUPPORTED 14 ORGANIZATIONS. ICF SUPPORTS TRIBES AND NATIVE-LED NONPROFITS IN KING COUNTY THROUGH PARTICIPATORY GRANTMAKING THAT PARTNERS WITH NATIVE COMMUNITY MEMBERS TO DETERMINE GRANT CRITERIA, EVALUATE FUNDING

4d Other program services (Describe on Schedule O.) (Expenses \$ 13,940,763. including grants of \$ 3,536,298.) (Revenue \$ 260,508.)

4e Total program service expenses 39,657,804.

Part IV Checklist of Required Schedules

Table with 3 columns: Question ID, Yes, No. Rows include questions 1 through 21, with sub-questions a-f for items 11, 12, and 20. 'X' marks indicate 'Yes' responses for questions 1, 2, 4, 5, 9, 10, 11a, 11b, 11e, 12a, 13, 14a, 14b, 15, 16, 17, 18, 19, 20a, and 21.

Part IV Checklist of Required Schedules (continued)

Table with 3 columns: Question ID, Question Text, Yes, No. Rows include questions 22 through 38 regarding organizational reporting, compensation, tax-exempt bonds, and controlled entities.

Part V Statements Regarding Other IRS Filings and Tax Compliance

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

Table with 3 columns: Question ID, Question Text, Yes, No. Rows include questions 1a, 1b, and 1c regarding Form 1096, Forms W-2G, and backup withholding rules.

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

Table with columns for question number, question text, and Yes/No columns. Includes questions 2a through 17 regarding employee counts, tax returns, gross income, foreign accounts, prohibited transactions, and charitable contributions.

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

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

Section A. Governing Body and Management

Table with 3 columns: Question, Yes, No. Rows include: 1a Enter the number of voting members... 37; 1b Enter the number of voting members included... 37; 2 Did any officer, director, trustee, or key employee have a family relationship... X; 3 Did the organization delegate control over management duties... X; 4 Did the organization make any significant changes to its governing documents... X; 5 Did the organization become aware during the year of a significant diversion of the organization's assets... X; 6 Did the organization have members or stockholders... X; 7a Did the organization have members, stockholders, or other persons who had the power to elect or appoint one or more members of the governing body... X; 7b Are any governance decisions of the organization reserved to (or subject to approval by) members, stockholders, or persons other than the governing body... X; 8 Did the organization contemporaneously document the meetings held or written actions undertaken during the year by the following: a The governing body? X; b Each committee with authority to act on behalf of the governing body? X; 9 Is there any officer, director, trustee, or key employee listed in Part VII, Section A, who cannot be reached at the organization's mailing address? If "Yes," provide the names and addresses on Schedule O... X

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

Table with 3 columns: Question, Yes, No. Rows include: 10a Did the organization have local chapters, branches, or affiliates? X; 10b If "Yes," did the organization have written policies and procedures governing the activities of such chapters, affiliates, and branches to ensure their operations are consistent with the organization's exempt purposes?; 11a Has the organization provided a complete copy of this Form 990 to all members of its governing body before filing the form? X; 11b Describe on Schedule O the process, if any, used by the organization to review this Form 990.; 12a Did the organization have a written conflict of interest policy? If "No," go to line 13... X; 12b Were officers, directors, or trustees, and key employees required to disclose annually interests that could give rise to conflicts? X; 12c Did the organization regularly and consistently monitor and enforce compliance with the policy? If "Yes," describe on Schedule O how this was done... X; 13 Did the organization have a written whistleblower policy? X; 14 Did the organization have a written document retention and destruction policy? X; 15 Did the process for determining compensation of the following persons include a review and approval by independent persons, comparability data, and contemporaneous substantiation of the deliberation and decision? a The organization's CEO, Executive Director, or top management official... X; b Other officers or key employees of the organization... X; 16a Did the organization invest in, contribute assets to, or participate in a joint venture or similar arrangement with a taxable entity during the year? X; 16b If "Yes," did the organization follow a written policy or procedure requiring the organization to evaluate its participation in joint venture arrangements under applicable federal tax law, and take steps to safeguard the organization's exempt status with respect to such arrangements?

Section C. Disclosure

- 17 List the states with which a copy of this Form 990 is required to be filed NONE
18 Section 6104 requires an organization to make its Forms 1023 (1024 or 1024-A, if applicable), 990, and 990-T (section 501(c)(3)s only) available for public inspection. Indicate how you made these available. Check all that apply. [X] Own website [] Another's website [X] Upon request [] Other (explain on Schedule O)
19 Describe on Schedule O whether (and if so, how) the organization made its governing documents, conflict of interest policy, and financial statements available to the public during the tax year.
20 State the name, address, and telephone number of the person who possesses the organization's books and records
MICHAEL MURAKAMI - 206-461-3644
720 SECOND AVENUE, SEATTLE, WA 98104

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

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

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

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

- List all of the organization's **current** officers, directors, trustees (whether individuals or organizations), regardless of amount of compensation. Enter -0- in columns (D), (E), and (F) if no compensation was paid.
 - List all of the organization's **current** key employees, if any. See the instructions for definition of "key employee."
 - List the organization's five **current** highest compensated employees (other than an officer, director, trustee, or key employee) who received reportable compensation (box 5 of Form W-2, box 6 of Form 1099-MISC, and/or box 1 of Form 1099-NEC) of more than \$100,000 from the organization and any related organizations.
 - List all of the organization's **former** officers, key employees, and highest compensated employees who received more than \$100,000 of reportable compensation from the organization and any related organizations.
 - List all of the organization's **former directors or trustees** that received, in the capacity as a former director or trustee of the organization, more than \$10,000 of reportable compensation from the organization and any related organizations.
- See the instructions for the order in which to list the persons above.

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

(A) Name and title	(B) Average hours per week (list any hours for related organizations below line)	(C) Position (do not check more than one box, unless person is both an officer and a director/trustee)						(D) Reportable compensation from the organization (W-2/1099-MISC/1099-NEC)	(E) Reportable compensation from related organizations (W-2/1099-MISC/1099-NEC)	(F) Estimated amount of other compensation from the organization and related organizations
		Individual trustee or director	Institutional trustee	Officer	Key employee	Highest compensated employee	Former			
(1) GORDON MCHENRY JR. PRESIDENT CEO	40.00			X			452,236.	0.	32,615.	
(2) ELIZABETH SANTO DOMINGO CHIEF HUMAN RESOURCES OFFICER	40.00					X	230,880.	0.	16,236.	
(3) LINDSAY HARPER CHIEF PHILANTHROPY OFFICER	40.00					X	225,198.	0.	16,794.	
(4) REGINA MALVEAUX CHIEF IMPACT OFFICER	40.00					X	215,755.	0.	10,549.	
(5) JENNIFER JOHNSTON CHIEF FINANCIAL OFFICER	40.00			X			220,116.	0.	5,685.	
(6) CHRISTINE HYNES CHIEF MARKETING OFFICER	40.00					X	197,118.	0.	18,750.	
(7) LAURIE SAMUELSON SENIOR DIRECTOR, IT	40.00					X	140,915.	0.	20,836.	
(8) STEVE HOOPER, JR. CHAIR	1.00	X		X			0.	0.	0.	
(9) LISA CHIN VICE-CHAIR	1.00	X		X			0.	0.	0.	
(10) JONATHAN BURKS TREASURER	1.00	X		X			0.	0.	0.	
(11) DENISE STIFFARM SECRETARY	1.00	X		X			0.	0.	0.	
(12) ALI GHAMBARI DIRECTOR	1.00	X					0.	0.	0.	
(13) AMBIKA SINGH DIRECTOR	1.00	X					0.	0.	0.	
(14) ANDY SCHNEIDER DIRECTOR	1.00	X					0.	0.	0.	
(15) ANN MUNSON STEINES DIRECTOR	1.00	X					0.	0.	0.	
(16) BO LEE DIRECTOR	1.00	X					0.	0.	0.	
(17) BREE KAME'ENUI DIRECTOR	1.00	X					0.	0.	0.	

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

(A) Name and title	(B) Average hours per week (list any hours for related organizations below line)	(C) Position (do not check more than one box, unless person is both an officer and a director/trustee)						(D) Reportable compensation from the organization (W-2/1099-MISC/1099-NEC)	(E) Reportable compensation from related organizations (W-2/1099-MISC/1099-NEC)	(F) Estimated amount of other compensation from the organization and related organizations
		Individual trustee or director	Institutional trustee	Officer	Key employee	Highest compensated employee	Former			
(18) BRIAN HALL DIRECTOR	1.00	X						0.	0.	0.
(19) ADRIAN DIAZ DIRECTOR	1.00	X						0.	0.	0.
(20) CRAIG GRYNIEWICZ DIRECTOR	1.00	X						0.	0.	0.
(21) DAVE BURMAN DIRECTOR	1.00	X						0.	0.	0.
(22) DENISE PEREZ LALLY DIRECTOR	1.00	X						0.	0.	0.
(23) DOUG BALDWIN, JR. DIRECTOR	1.00	X						0.	0.	0.
(24) EDUARDO M. PEALVER DIRECTOR	1.00	X						0.	0.	0.
(25) LEIGH TONER DIRECTOR	1.00	X						0.	0.	0.
(26) LUIS MASIERI DIRECTOR	1.00	X						0.	0.	0.
1b Subtotal								1,682,218.	0.	121,465.
c Total from continuation sheets to Part VII, Section A								0.	0.	0.
d Total (add lines 1b and 1c)								1,682,218.	0.	121,465.

2 Total number of individuals (including but not limited to those listed above) who received more than \$100,000 of reportable compensation from the organization 40

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

Section B. Independent Contractors

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

(A) Name and business address	(B) Description of services	(C) Compensation
NETWORK TECHNOLOGY SERVICES 12819 SE 38TH ST #368, BELLEVUE, WA 98006	TECHNOLOGY SUPPORT	619,677.
CLARK NUBER P.S., 10900 NE 4TH ST UNIT 1400, BELLEVUE, WA 98004	ACCOUNTING	281,172.
CAMBER COLLECTIVE 2505 2ND AVE STE 415, SEATTLE, WA 98121	MANAGEMENT CONSULTING	160,000.
CFO SELECTIONS, LLC 3150 RICHARDS RD, BELLEVUE, WA 98005	CFO CONSULTING	109,890.
HATHEWAY TENNENT CONSULTING 918 NW 64TH ST, SEATTLE, WA 98107	FOOD SECURITY CONSULTING	103,521.

2 Total number of independent contractors (including but not limited to those listed above) who received more than \$100,000 of compensation from the organization 5

SEE PART VII, SECTION A CONTINUATION SHEETS

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

(A) Name and title	(B) Average hours per week (list any hours for related organizations below line)	(C) Position (check all that apply)						(D) Reportable compensation from the organization (W-2/1099-MISC)	(E) Reportable compensation from related organizations (W-2/1099-MISC)	(F) Estimated amount of other compensation from the organization and related organizations
		Individual trustee or director	Institutional trustee	Officer	Key employee	Highest compensated employee	Former			
(27) MALA RAMAN DIRECTOR	1.00	X					0.	0.	0.	
(28) MAUD DAUDON DIRECTOR	1.00	X					0.	0.	0.	
(29) MICHAEL GREER DIRECTOR	1.00	X					0.	0.	0.	
(30) MICHELLE MERRIWEATHER DIRECTOR	1.00	X					0.	0.	0.	
(31) MIKA YAMAMOTO DIRECTOR	1.00	X					0.	0.	0.	
(32) NATHAN JAMES DIRECTOR	1.00	X					0.	0.	0.	
(33) R. OMAR RIOJAS DIRECTOR	1.00	X					0.	0.	0.	
(34) RACHEL SMITH DIRECTOR	1.00	X					0.	0.	0.	
(35) SANDRA MADRID DIRECTOR	1.00	X					0.	0.	0.	
(36) SCOTT MEDEN DIRECTOR	1.00	X					0.	0.	0.	
(37) SEAN GOODE DIRECTOR	1.00	X					0.	0.	0.	
(38) SHKELQIM KELMENDI DIRECTOR	1.00	X					0.	0.	0.	
(39) SHOMARI JONES DIRECTOR	1.00	X					0.	0.	0.	
(40) MARIANNE BICHSEL DIRECTOR	1.00	X					0.	0.	0.	
(41) CORTNEE BLAYTON DIRECTOR	1.00	X					0.	0.	0.	
(42) ALVARO CELIS DIRECTOR	1.00	X					0.	0.	0.	
(43) FELIPE MENDEZ DIRECTOR	1.00	X					0.	0.	0.	
(44) JULIE WOLFE DIRECTOR	1.00	X					0.	0.	0.	
Total to Part VII, Section A, line 1c										

Part VIII Statement of Revenue

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

			(A)	(B)	(C)	(D)	
			Total revenue	Related or exempt function revenue	Unrelated business revenue	Revenue excluded from tax under sections 512 - 514	
Contributions, Gifts, Grants and Other Similar Amounts	1 a	Federated campaigns	1a				
	b	Membership dues	1b				
	c	Fundraising events	1c				
	d	Related organizations	1d				
	e	Government grants (contributions)	1e	19,632,871.			
	f	All other contributions, gifts, grants, and similar amounts not included above ...	1f	27,943,596.			
	g	Noncash contributions included in lines 1a-1f	1g	\$ 1,764,769.			
	h	Total. Add lines 1a-1f		47,576,467.			
Program Service Revenue	2 a	DESIGNATION PROCESSING	Business Code				
			561000	149,319.	149,319.		
	b	EDUCATION & OUTREACH	900099	104,339.	104,339.		
	c	TRAINING	900099	6,850.	6,850.		
	d						
	e						
	f	All other program service revenue					
g	Total. Add lines 2a-2f		260,508.				
Other Revenue	3	Investment income (including dividends, interest, and other similar amounts)		1,367,732.		1,367,732.	
	4	Income from investment of tax-exempt bond proceeds					
	5	Royalties					
	6 a	Gross rents	6a	(i) Real			
				(ii) Personal			
	b	Less: rental expenses ...	6b				
	c	Rental income or (loss)	6c				
	d	Net rental income or (loss)					
	7 a	Gross amount from sales of assets other than inventory	7a	(i) Securities	584,264.	200.	
				(ii) Other			
	b	Less: cost or other basis and sales expenses	7b	525,188.	0.		
	c	Gain or (loss)	7c	59,076.	200.		
d	Net gain or (loss)		59,276.		59,276.		
8 a	Gross income from fundraising events (not including \$ _____ of contributions reported on line 1c). See Part IV, line 18	8a					
b	Less: direct expenses	8b					
c	Net income or (loss) from fundraising events						
9 a	Gross income from gaming activities. See Part IV, line 19	9a					
b	Less: direct expenses	9b					
c	Net income or (loss) from gaming activities						
10 a	Gross sales of inventory, less returns and allowances	10a					
b	Less: cost of goods sold	10b					
c	Net income or (loss) from sales of inventory						
Miscellaneous Revenue	11 a	PROP INSURANCE CLAIM	Business Code	900099	445,000.	445,000.	
	b	CREDIT CARD REBATE	900099	5,326.	5,326.		
	c	IRS REFUND	900099	1,576.	1,576.		
	d	All other revenue	900099	1,015.	1,015.		
	e	Total. Add lines 11a-11d		452,917.			
12	Total revenue. See instructions		49,716,900.	260,508.	0.	1,879,925.	

Part IX Statement of Functional Expenses

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

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

Do not include amounts reported on lines 6b, 7b, 8b, 9b, and 10b of Part VIII.	(A) Total expenses	(B) Program service expenses	(C) Management and general expenses	(D) Fundraising expenses
1 Grants and other assistance to domestic organizations and domestic governments. See Part IV, line 21 ...	24,752,544.	24,752,544.		
2 Grants and other assistance to domestic individuals. See Part IV, line 22	3,862,320.	3,862,320.		
3 Grants and other assistance to foreign organizations, foreign governments, and foreign individuals. See Part IV, lines 15 and 16				
4 Benefits paid to or for members				
5 Compensation of current officers, directors, trustees, and key employees	742,604.	359,050.	235,838.	147,716.
6 Compensation not included above to disqualified persons (as defined under section 4958(f)(1)) and persons described in section 4958(c)(3)(B)				
7 Other salaries and wages	13,910,893.	6,172,653.	2,960,103.	4,778,137.
8 Pension plan accruals and contributions (include section 401(k) and 403(b) employer contributions)	486,475.	182,435.	135,431.	168,609.
9 Other employee benefits	1,536,982.	521,011.	449,372.	566,599.
10 Payroll taxes	1,072,773.	552,329.	119,115.	401,329.
11 Fees for services (nonemployees):				
a Management				
b Legal	10,968.	3,718.	3,207.	4,043.
c Accounting	261,536.	65,798.	150,054.	45,684.
d Lobbying	135,452.	98,676.	19,133.	17,643.
e Professional fundraising services. See Part IV, line 17				
f Investment management fees	29,916.		29,916.	
g Other. (If line 11g amount exceeds 10% of line 25, column (A), amount, list line 11g expenses on Sch O.)	891,763.	404,898.	159,504.	327,361.
12 Advertising and promotion	95,739.	58,549.	19,364.	17,826.
13 Office expenses	320,045.	98,536.	63,100.	158,409.
14 Information technology	1,286,876.	639,888.	327,645.	319,343.
15 Royalties				
16 Occupancy	665,054.	229,431.	165,754.	269,869.
17 Travel	150,106.	97,189.	25,408.	27,509.
18 Payments of travel or entertainment expenses for any federal, state, or local public officials ...				
19 Conferences, conventions, and meetings	404,093.	238,292.	67,460.	98,341.
20 Interest				
21 Payments to affiliates	640,593.	466,668.	90,484.	83,441.
22 Depreciation, depletion, and amortization	480,183.	139,590.	188,789.	151,804.
23 Insurance	266,176.	90,229.	77,823.	98,124.
24 Other expenses. Itemize expenses not covered above. (List miscellaneous expenses on line 24e. If line 24e amount exceeds 10% of line 25, column (A), amount, list line 24e expenses on Schedule O.)				
a FOOD-COMMUNITY ASSIST.	531,432.	370,432.	137,794.	23,206.
b PROGRAM SUPPLIES	302,117.	253,568.	48,549.	
c _____				
d _____				
e All other expenses _____				
25 Total functional expenses. Add lines 1 through 24e	52,836,640.	39,657,804.	5,473,843.	7,704,993.
26 Joint costs. Complete this line only if the organization reported in column (B) joint costs from a combined educational campaign and fundraising solicitation. Check here <input type="checkbox"/> if following SOP 98-2 (ASC 958-720)				

Part X Balance Sheet

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

		(A) Beginning of year		(B) End of year
Assets	1 Cash - non-interest-bearing	447,276.	1	3,875,482.
	2 Savings and temporary cash investments	15,653,794.	2	9,448,449.
	3 Pledges and grants receivable, net	11,227,687.	3	9,180,518.
	4 Accounts receivable, net	1,235,170.	4	56,968.
	5 Loans and other receivables from any current or former officer, director, trustee, key employee, creator or founder, substantial contributor, or 35% controlled entity or family member of any of these persons		5	
	6 Loans and other receivables from other disqualified persons (as defined under section 4958(f)(1)), and persons described in section 4958(c)(3)(B)		6	
	7 Notes and loans receivable, net		7	
	8 Inventories for sale or use		8	
	9 Prepaid expenses and deferred charges	489,248.	9	514,535.
	10a Land, buildings, and equipment: cost or other basis. Complete Part VI of Schedule D	10a 12,130,338.		
	b Less: accumulated depreciation	10b 4,413,740.		
	11 Investments - publicly traded securities	6,317,787.	10c	7,716,598.
	12 Investments - other securities. See Part IV, line 11	6,429,147.	11	7,275,649.
	13 Investments - program-related. See Part IV, line 11	15,364,506.	12	16,699,137.
	14 Intangible assets		13	
	15 Other assets. See Part IV, line 11	203,308.	14	
16 Total assets. Add lines 1 through 15 (must equal line 33)	57,367,923.	15	150,963.	
		16	54,918,299.	
Liabilities	17 Accounts payable and accrued expenses	2,718,494.	17	2,172,978.
	18 Grants payable	1,695,416.	18	358,693.
	19 Deferred revenue		19	
	20 Tax-exempt bond liabilities		20	
	21 Escrow or custodial account liability. Complete Part IV of Schedule D	1,399,101.	21	2,197,242.
	22 Loans and other payables to any current or former officer, director, trustee, key employee, creator or founder, substantial contributor, or 35% controlled entity or family member of any of these persons		22	
	23 Secured mortgages and notes payable to unrelated third parties		23	
	24 Unsecured notes and loans payable to unrelated third parties		24	
	25 Other liabilities (including federal income tax, payables to related third parties, and other liabilities not included on lines 17-24). Complete Part X of Schedule D	0.	25	16,048.
	26 Total liabilities. Add lines 17 through 25	5,813,011.	26	4,744,961.
Net Assets or Fund Balances	Organizations that follow FASB ASC 958, check here <input checked="" type="checkbox"/> and complete lines 27, 28, 32, and 33.			
	27 Net assets without donor restrictions	32,207,215.	27	33,507,092.
	28 Net assets with donor restrictions	19,347,697.	28	16,666,246.
	Organizations that do not follow FASB ASC 958, check here <input type="checkbox"/> and complete lines 29 through 33.			
	29 Capital stock or trust principal, or current funds		29	
	30 Paid-in or capital surplus, or land, building, or equipment fund		30	
	31 Retained earnings, endowment, accumulated income, or other funds		31	
	32 Total net assets or fund balances	51,554,912.	32	50,173,338.
33 Total liabilities and net assets/fund balances	57,367,923.	33	54,918,299.	

Part XI Reconciliation of Net Assets

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

1	Total revenue (must equal Part VIII, column (A), line 12)	1	49,716,900.
2	Total expenses (must equal Part IX, column (A), line 25)	2	52,836,640.
3	Revenue less expenses. Subtract line 2 from line 1	3	-3,119,740.
4	Net assets or fund balances at beginning of year (must equal Part X, line 32, column (A))	4	51,554,912.
5	Net unrealized gains (losses) on investments	5	6,026.
6	Donated services and use of facilities	6	
7	Investment expenses	7	
8	Prior period adjustments	8	
9	Other changes in net assets or fund balances (explain on Schedule O)	9	1,732,140.
10	Net assets or fund balances at end of year. Combine lines 3 through 9 (must equal Part X, line 32, column (B))	10	50,173,338.

Part XII Financial Statements and Reporting

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

- 1** Accounting method used to prepare the Form 990: Cash Accrual Other _____
If the organization changed its method of accounting from a prior year or checked "Other," explain on Schedule O.
- 2a** Were the organization's financial statements compiled or reviewed by an independent accountant? _____
If "Yes," check a box below to indicate whether the financial statements for the year were compiled or reviewed on a separate basis, consolidated basis, or both:
 Separate basis Consolidated basis Both consolidated and separate basis
- b** Were the organization's financial statements audited by an independent accountant? _____
If "Yes," check a box below to indicate whether the financial statements for the year were audited on a separate basis, consolidated basis, or both:
 Separate basis Consolidated basis Both consolidated and separate basis
- c** If "Yes" to line 2a or 2b, does the organization have a committee that assumes responsibility for oversight of the audit, review, or compilation of its financial statements and selection of an independent accountant? _____
If the organization changed either its oversight process or selection process during the tax year, explain on Schedule O.
- 3a** As a result of a federal award, was the organization required to undergo an audit or audits as set forth in the Uniform Guidance, 2 C.F.R. Part 200, Subpart F? _____
- b** If "Yes," did the organization undergo the required audit or audits? If the organization did not undergo the required audit or audits, explain why on Schedule O and describe any steps taken to undergo such audits _____

	Yes	No
2a		X
2b	X	
2c	X	
3a	X	
3b	X	

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

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

Section A. Public Support

Calendar year (or fiscal year beginning in)	(a) 2020	(b) 2021	(c) 2022	(d) 2023	(e) 2024	(f) Total
1 Gifts, grants, contributions, and membership fees received. (Do not include any "unusual grants.")	99,346,172.	91,856,794.	105,983,763.	64,619,450.	47,576,467.	409,382,646.
2 Tax revenues levied for the organization's benefit and either paid to or expended on its behalf						
3 The value of services or facilities furnished by a governmental unit to the organization without charge						
4 Total. Add lines 1 through 3	99,346,172.	91,856,794.	105,983,763.	64,619,450.	47,576,467.	409,382,646.
5 The portion of total contributions by each person (other than a governmental unit or publicly supported organization) included on line 1 that exceeds 2% of the amount shown on line 11, column (f)						2,608,988.
6 Public support. Subtract line 5 from line 4.						406,773,658.

Section B. Total Support

Calendar year (or fiscal year beginning in)	(a) 2020	(b) 2021	(c) 2022	(d) 2023	(e) 2024	(f) Total
7 Amounts from line 4	99,346,172.	91,856,794.	105,983,763.	64,619,450.	47,576,467.	409,382,646.
8 Gross income from interest, dividends, payments received on securities loans, rents, royalties, and income from similar sources	125,820.	142,722.	857,895.	1,506,524.	1,367,732.	4,000,693.
9 Net income from unrelated business activities, whether or not the business is regularly carried on						
10 Other income. Do not include gain or loss from the sale of capital assets (Explain in Part VI.)	63,093.	4,300.		1,000,000.	452,917.	1,520,310.
11 Total support. Add lines 7 through 10						414,903,649.
12 Gross receipts from related activities, etc. (see instructions)					12	1,123,561.

13 First 5 years. If the Form 990 is for the organization's first, second, third, fourth, or fifth tax year as a section 501(c)(3) organization, check this box and **stop here**

Section C. Computation of Public Support Percentage

14 Public support percentage for 2024 (line 6, column (f), divided by line 11, column (f))	14	98.04 %
15 Public support percentage from 2023 Schedule A, Part II, line 14	15	96.91 %

16a 33 1/3% support test - 2024. If the organization did not check the box on line 13, and line 14 is 33 1/3% or more, check this box and **stop here.** The organization qualifies as a publicly supported organization

b 33 1/3% support test - 2023. If the organization did not check a box on line 13 or 16a, and line 15 is 33 1/3% or more, check this box and **stop here.** The organization qualifies as a publicly supported organization

17a 10% -facts-and-circumstances test - 2024. If the organization did not check a box on line 13, 16a, or 16b, and line 14 is 10% or more, and if the organization meets the facts-and-circumstances test, check this box and **stop here.** Explain in Part VI how the organization meets the facts-and-circumstances test. The organization qualifies as a publicly supported organization

b 10% -facts-and-circumstances test - 2023. If the organization did not check a box on line 13, 16a, 16b, or 17a, and line 15 is 10% or more, and if the organization meets the facts-and-circumstances test, check this box and **stop here.** Explain in Part VI how the organization meets the facts-and-circumstances test. The organization qualifies as a publicly supported organization

18 Private foundation. If the organization did not check a box on line 13, 16a, 16b, 17a, or 17b, check this box and see instructions

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

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

Section A. Public Support

Table with 7 columns: (a) 2020, (b) 2021, (c) 2022, (d) 2023, (e) 2024, (f) Total. Rows include: 1 Gifts, grants, contributions, and membership fees received; 2 Gross receipts from admissions; 3 Gross receipts from activities that are not an unrelated trade or business; 4 Tax revenues levied for the organization's benefit; 5 The value of services or facilities furnished by a governmental unit; 6 Total; 7a Amounts included on lines 1, 2, and 3 received from disqualified persons; 7b Amounts included on lines 2 and 3 received from other than disqualified persons; 8 Public support.

Section B. Total Support

Table with 7 columns: (a) 2020, (b) 2021, (c) 2022, (d) 2023, (e) 2024, (f) Total. Rows include: 9 Amounts from line 6; 10a Gross income from interest, dividends, payments received on securities loans, rents, royalties, and income from similar sources; 10b Unrelated business taxable income; 11 Net income from unrelated business activities not included on line 10b; 12 Other income; 13 Total support.

14 First 5 years. If the Form 990 is for the organization's first, second, third, fourth, or fifth tax year as a section 501(c)(3) organization, check this box and stop here

Section C. Computation of Public Support Percentage

Table with 2 columns: Line number, Percentage. Row 15: Public support percentage for 2024 (line 8, column (f), divided by line 13, column (f)) 15 %; Row 16: Public support percentage from 2023 Schedule A, Part III, line 15 16 %

Section D. Computation of Investment Income Percentage

Table with 2 columns: Line number, Percentage. Row 17: Investment income percentage for 2024 (line 10c, column (f), divided by line 13, column (f)) 17 %; Row 18: Investment income percentage from 2023 Schedule A, Part III, line 17 18 %

19a 33 1/3% support tests - 2024. If the organization did not check the box on line 14, and line 15 is more than 33 1/3%, and line 17 is not more than 33 1/3%, check this box and stop here. The organization qualifies as a publicly supported organization

b 33 1/3% support tests - 2023. If the organization did not check a box on line 14 or line 19a, and line 16 is more than 33 1/3%, and line 18 is not more than 33 1/3%, check this box and stop here. The organization qualifies as a publicly supported organization

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

Part IV Supporting Organizations

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

Section A. All Supporting Organizations

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

Part IV Supporting Organizations *(continued)*

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

Section B. Type I Supporting Organizations

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

Section C. Type II Supporting Organizations

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

Section D. All Type III Supporting Organizations

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

Section E. Type III Functionally Integrated Supporting Organizations

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

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

1 Check here if the organization satisfied the Integral Part Test as a qualifying trust on Nov. 20, 1970 (*explain in Part VI*). **See instructions.**
 All other Type III non-functionally integrated supporting organizations must complete Sections A through E.

Section A - Adjusted Net Income		(A) Prior Year	(B) Current Year (optional)
1	Net short-term capital gain	1	
2	Recoveries of prior-year distributions	2	
3	Other gross income (see instructions)	3	
4	Add lines 1 through 3.	4	
5	Depreciation and depletion	5	
6	Portion of operating expenses paid or incurred for production or collection of gross income or for management, conservation, or maintenance of property held for production of income (see instructions)	6	
7	Other expenses (see instructions)	7	
8	Adjusted Net Income (subtract lines 5, 6, and 7 from line 4)	8	

Section B - Minimum Asset Amount		(A) Prior Year	(B) Current Year (optional)
1	Aggregate fair market value of all non-exempt-use assets (see instructions for short tax year or assets held for part of year):		
a	Average monthly value of securities	1a	
b	Average monthly cash balances	1b	
c	Fair market value of other non-exempt-use assets	1c	
d	Total (add lines 1a, 1b, and 1c)	1d	
e	Discount claimed for blockage or other factors (<i>explain in detail in Part VI</i>):		
2	Acquisition indebtedness applicable to non-exempt-use assets	2	
3	Subtract line 2 from line 1d.	3	
4	Cash deemed held for exempt use. Enter 0.015 of line 3 (for greater amount, see instructions).	4	
5	Net value of non-exempt-use assets (subtract line 4 from line 3)	5	
6	Multiply line 5 by 0.035.	6	
7	Recoveries of prior-year distributions	7	
8	Minimum Asset Amount (add line 7 to line 6)	8	

Section C - Distributable Amount			Current Year
1	Adjusted net income for prior year (from Section A, line 8, column A)	1	
2	Enter 0.85 of line 1.	2	
3	Minimum asset amount for prior year (from Section B, line 8, column A)	3	
4	Enter greater of line 2 or line 3.	4	
5	Income tax imposed in prior year	5	
6	Distributable Amount. Subtract line 5 from line 4, unless subject to emergency temporary reduction (see instructions).	6	
7	<input type="checkbox"/> Check here if the current year is the organization's first as a non-functionally integrated Type III supporting organization (see instructions).		

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

Section D - Distributions		Current Year
1	Amounts paid to supported organizations to accomplish exempt purposes	1
2	Amounts paid to perform activity that directly furthers exempt purposes of supported organizations, in excess of income from activity	2
3	Administrative expenses paid to accomplish exempt purposes of supported organizations	3
4	Amounts paid to acquire exempt-use assets	4
5	Qualified set-aside amounts (prior IRS approval required - <i>provide details in Part VI</i>)	5
6	Other distributions (describe in Part VI). See instructions.	6
7	Total annual distributions. Add lines 1 through 6.	7
8	Distributions to attentive supported organizations to which the organization is responsive (<i>provide details in Part VI</i>). See instructions.	8
9	Distributable amount for 2024 from Section C, line 6	9
10	Line 8 amount divided by line 9 amount	10

Section E - Distribution Allocations (see instructions)	(i) Excess Distributions	(ii) Underdistributions Pre-2024	(iii) Distributable Amount for 2024
1 Distributable amount for 2024 from Section C, line 6			
2 Underdistributions, if any, for years prior to 2024 (reasonable cause required - <i>explain in Part VI</i>). See instructions.			
3 Excess distributions carryover, if any, to 2024			
a From 2019			
b From 2020			
c From 2021			
d From 2022			
e From 2023			
f Total of lines 3a through 3e			
g Applied to under distributions of prior years			
h Applied to 2024 distributable amount			
i Carryover from 2019 not applied (see instructions)			
j Remainder. Subtract lines 3g, 3h, and 3i from line 3f.			
4 Distributions for 2024 from Section D, line 7: \$			
a Applied to underdistributions of prior years			
b Applied to 2024 distributable amount			
c Remainder. Subtract lines 4a and 4b from line 4.			
5 Remaining underdistributions for years prior to 2024, if any. Subtract lines 3g and 4a from line 2. For result greater than zero, <i>explain in Part VI</i> . See instructions.			
6 Remaining underdistributions for 2024. Subtract lines 3h and 4b from line 1. For result greater than zero, <i>explain in Part VI</i> . See instructions.			
7 Excess distributions carryover to 2025. Add lines 3j and 4c.			
8 Breakdown of line 7:			
a Excess from 2020			
b Excess from 2021			
c Excess from 2022			
d Excess from 2023			
e Excess from 2024			

Part VI Supplemental Information. Provide the explanations required by Part II, line 10; Part II, line 17a or 17b; Part III, line 12; Part IV, Section A, lines 1, 2, 3b, 3c, 4b, 4c, 5a, 6, 9a, 9b, 9c, 11a, 11b, and 11c; Part IV, Section B, lines 1 and 2; Part IV, Section C, line 1; Part IV, Section D, lines 2 and 3; Part IV, Section E, lines 1c, 2a, 2b, 3a and 3b; Part V, line 1; Part V, Section B, line 1e; Part V, Section D, lines 5, 6, and 8; and Part V, Section E, lines 2, 5, and 6. Also complete this part for any additional information.
(See instructions.)

SCHEDULE A, PART II, LINE 10, EXPLANATION FOR OTHER INCOME:

OTHER INCOME

2020 AMOUNT: \$ 63,093.

2021 AMOUNT: \$ 4,300.

2024 AMOUNT: \$ 1,015.

PROP INSURANCE CLAIM

2023 AMOUNT: \$ 1,000,000.

2024 AMOUNT: \$ 445,000.

CREDIT CARD REBATE

2024 AMOUNT: \$ 5,326.

IRS REFUND

2024 AMOUNT: \$ 1,576.

**Schedule B
(Form 990)**

(Rev. December 2024)
Department of the Treasury
Internal Revenue Service

Schedule of Contributors

Attach to Form 990, 990-EZ, or 990-PF.
Go to www.irs.gov/Form990 for the latest information.

OMB No. 1545-0047

Name of the organization

UNITED WAY OF KING COUNTY

Employer identification number

91-0565555

Organization type (check one):

Filers of:

Section:

Form 990 or 990-EZ

501(c)(3) (enter number) organization

4947(a)(1) nonexempt charitable trust **not** treated as a private foundation

527 political organization

Form 990-PF

501(c)(3) exempt private foundation

4947(a)(1) nonexempt charitable trust treated as a private foundation

501(c)(3) taxable private foundation

Check if your organization is covered by the **General Rule** or a **Special Rule**.

Note: Only a section 501(c)(7), (8), or (10) organization can check boxes for both the General Rule and a Special Rule. See instructions.

General Rule

For an organization filing Form 990, 990-EZ, or 990-PF that received, during the year, contributions totaling \$5,000 or more (in money or property) from any one contributor. Complete Parts I and II. See instructions for determining a contributor's total contributions.

Special Rules

For an organization described in section 501(c)(3) filing Form 990 or 990-EZ that met the 33 1/3% support test of the regulations under sections 509(a)(1) and 170(b)(1)(A)(vi), that checked Schedule A (Form 990), Part II, line 13, 16a, or 16b, and that received from any one contributor, during the year, total contributions of the greater of **(1)** \$5,000; or **(2)** 2% of the amount on (i) Form 990, Part VIII, line 1h; or (ii) Form 990-EZ, line 1. Complete Parts I and II.

For an organization described in section 501(c)(7), (8), or (10) filing Form 990 or 990-EZ that received from any one contributor, during the year, total contributions of more than \$1,000 *exclusively* for religious, charitable, scientific, literary, or educational purposes, or for the prevention of cruelty to children or animals. Complete Parts I (entering "N/A" in column (b) instead of the contributor name and address), II, and III.

For an organization described in section 501(c)(7), (8), or (10) filing Form 990 or 990-EZ that received from any one contributor, during the year, contributions *exclusively* for religious, charitable, etc., purposes, but no such contributions totaled more than \$1,000. If this box is checked, enter here the total contributions that were received during the year for an *exclusively* religious, charitable, etc., purpose. Don't complete any of the parts unless the **General Rule** applies to this organization because it received *nonexclusively* religious, charitable, etc., contributions totaling \$5,000 or more during the year \$ _____

Caution: An organization that isn't covered by the General Rule and/or the Special Rules doesn't file Schedule B (Form 990), but it **must** answer "No" on Part IV, line 2, of its Form 990; or check the box on line H of its Form 990-EZ or on its Form 990-PF, Part I, line 2, to certify that it doesn't meet the filing requirements of Schedule B (Form 990).

For Paperwork Reduction Act Notice, see the instructions for Form 990, 990-EZ, or 990-PF.

Schedule B (Form 990) (Rev. 12-2024)

Name of organization UNITED WAY OF KING COUNTY	Employer identification number 91-0565555
---	--

Part I Contributors (see instructions). Use duplicate copies of Part I if additional space is needed.

(a) No.	(b) Name, address, and ZIP + 4	(c) Total contributions	(d) Type of contribution
1	<hr/> <hr/> <hr/>	\$ 7,634,835.	Person <input checked="" type="checkbox"/> Payroll <input type="checkbox"/> Noncash <input type="checkbox"/> (Complete Part II for noncash contributions.)
2	<hr/> <hr/> <hr/>	\$ 4,467,600.	Person <input checked="" type="checkbox"/> Payroll <input type="checkbox"/> Noncash <input type="checkbox"/> (Complete Part II for noncash contributions.)
3	<hr/> <hr/> <hr/>	\$ 4,369,511.	Person <input checked="" type="checkbox"/> Payroll <input type="checkbox"/> Noncash <input type="checkbox"/> (Complete Part II for noncash contributions.)
4	<hr/> <hr/> <hr/>	\$ 1,435,332.	Person <input checked="" type="checkbox"/> Payroll <input type="checkbox"/> Noncash <input type="checkbox"/> (Complete Part II for noncash contributions.)
5	<hr/> <hr/> <hr/>	\$ 1,176,669.	Person <input checked="" type="checkbox"/> Payroll <input type="checkbox"/> Noncash <input type="checkbox"/> (Complete Part II for noncash contributions.)
6	<hr/> <hr/> <hr/>	\$ 1,000,000.	Person <input checked="" type="checkbox"/> Payroll <input type="checkbox"/> Noncash <input type="checkbox"/> (Complete Part II for noncash contributions.)

Name of organization UNITED WAY OF KING COUNTY	Employer identification number 91-0565555
---	--

Part II Noncash Property (see instructions). Use duplicate copies of Part II if additional space is needed.

(a) No. from Part I	(b) Description of noncash property given	(c) FMV (or estimate) (See instructions.)	(d) Date received
_____	_____ _____ _____	\$ _____	_____
_____	_____ _____ _____	\$ _____	_____
_____	_____ _____ _____	\$ _____	_____
_____	_____ _____ _____	\$ _____	_____
_____	_____ _____ _____	\$ _____	_____
_____	_____ _____ _____	\$ _____	_____
_____	_____ _____ _____	\$ _____	_____

Name of organization UNITED WAY OF KING COUNTY	Employer identification number 91-0565555
---	--

Part III Exclusively religious, charitable, etc., contributions to organizations described in section 501(c)(7), (8), or (10) that total more than \$1,000 for the year from any one contributor. Complete columns (a) through (e) and the following line entry. For organizations completing Part III, enter the total of exclusively religious, charitable, etc., contributions of \$1,000 or less for the year. (Enter this info. once.) \$ _____
Use duplicate copies of Part III if additional space is needed.

(a) No. from Part I	(b) Purpose of gift	(c) Use of gift	(d) Description of how gift is held
(e) Transfer of gift			
Transferee's name, address, and ZIP + 4		Relationship of transferor to transferee	
(a) No. from Part I	(b) Purpose of gift	(c) Use of gift	(d) Description of how gift is held
(e) Transfer of gift			
Transferee's name, address, and ZIP + 4		Relationship of transferor to transferee	
(a) No. from Part I	(b) Purpose of gift	(c) Use of gift	(d) Description of how gift is held
(e) Transfer of gift			
Transferee's name, address, and ZIP + 4		Relationship of transferor to transferee	
(a) No. from Part I	(b) Purpose of gift	(c) Use of gift	(d) Description of how gift is held
(e) Transfer of gift			
Transferee's name, address, and ZIP + 4		Relationship of transferor to transferee	

SCHEDULE C
(Form 990)

Political Campaign and Lobbying Activities

OMB No. 1545-0047

2024

Open to Public Inspection

Department of the Treasury
Internal Revenue Service

For Organizations Exempt From Income Tax Under Section 501(c) and Section 527
Complete if the organization is described below. Attach to Form 990 or Form 990-EZ.
Go to www.irs.gov/Form990 for instructions and the latest information.

If the organization answered "Yes" on Form 990, Part IV, line 3, or Form 990-EZ, Part V, line 46 (Political Campaign Activities), then:

- Section 501(c)(3) organizations: Complete Parts I-A and I-B. Do not complete Part I-C.
- Section 501(c) (other than section 501(c)(3)) organizations: Complete Parts I-A and I-C below. Do not complete Part I-B.
- Section 527 organizations: Complete Part I-A only.

If the organization answered "Yes" on Form 990, Part IV, line 4, or Form 990-EZ, Part VI, line 47 (Lobbying Activities), then:

- Section 501(c)(3) organizations that have filed Form 5768 (election under section 501(h)): Complete Part II-A. Do not complete Part II-B.
- Section 501(c)(3) organizations that have NOT filed Form 5768 (election under section 501(h)): Complete Part II-B. Do not complete Part II-A.

If the organization answered "Yes" on Form 990, Part IV, line 5 (Proxy Tax) (see separate instructions), or Form 990-EZ, Part V, line 35c (Proxy Tax) (see separate instructions), then:

- Section 501(c)(4), (5), or (6) organizations: Complete Part III.

Name of organization <p style="text-align:center;">UNITED WAY OF KING COUNTY</p>	Employer identification number (EIN) <p style="text-align:center;">91-0565555</p>
---	--

Part I-A Complete if the organization is exempt under section 501(c) or is a section 527 organization.

- 1 Provide a description of the organization's direct and indirect political campaign activities in Part IV.
- 2 Political campaign activity expenditures \$ _____
- 3 Volunteer hours for political campaign activities _____

Part I-B Complete if the organization is exempt under section 501(c)(3).

- 1 Enter the amount of any excise tax incurred by the organization under section 4955 \$ _____
- 2 Enter the amount of any excise tax incurred by organization managers under section 4955 \$ _____
- 3 If the organization incurred a section 4955 tax, did it file Form 4720 for this year? Yes No
- 4a Was a correction made? Yes No
- b If "Yes," describe in Part IV.

Part I-C Complete if the organization is exempt under section 501(c), except section 501(c)(3).

- 1 Enter the amount directly expended by the filing organization for section 527 exempt function activities \$ _____
- 2 Enter the amount of the filing organization's funds contributed to other organizations for section 527 exempt function activities \$ _____
- 3 Total exempt function expenditures. Add lines 1 and 2. Enter here and on Form 1120-POL, line 17b \$ _____
- 4 Did the filing organization file **Form 1120-POL** for this year? Yes No
- 5 Enter the names, addresses, and EINs of all section 527 political organizations to which the filing organization made payments. For each organization listed, enter the amount paid from the filing organization's funds. Also enter the amount of political contributions received that were promptly and directly delivered to a separate political organization, such as a separate segregated fund or a political action committee (PAC). If additional space is needed, provide information in Part IV.

(a) Name	(b) Address	(c) EIN	(d) Amount paid from filing organization's funds. If none, enter -0-.	(e) Amount of political contributions received and promptly and directly delivered to a separate political organization. If none, enter -0-.

Part II-A Complete if the organization is exempt under section 501(c)(3) and filed Form 5768 (election under section 501(h)).

- A Check if the filing organization belongs to an affiliated group (and list in Part IV each affiliated group member's name, address, EIN, expenses, and share of excess lobbying expenditures).
- B Check if the filing organization checked box A and "limited control" provisions apply.

Limits on Lobbying Expenditures (The term "expenditures" means amounts paid or incurred.)	(a) Filing organization's totals	(b) Affiliated group totals												
1a Total lobbying expenditures to influence public opinion (grassroots lobbying)														
b Total lobbying expenditures to influence a legislative body (direct lobbying)	135,452.													
c Total lobbying expenditures (add lines 1a and 1b)	135,452.													
d Other exempt purpose expenditures	64,096,679.													
e Total exempt purpose expenditures (add lines 1c and 1d)	64,232,131.													
f Lobbying nontaxable amount. Enter the amount from the following table in both columns.	1,000,000.													
<table border="1" style="width: 100%; border-collapse: collapse;"> <thead> <tr> <th style="width: 30%;">IF the amount on line 1e, column (a) or (b), is:</th> <th>THEN the lobbying nontaxable amount is:</th> </tr> </thead> <tbody> <tr> <td>not over \$500,000</td> <td>20% of the amount on line 1e.</td> </tr> <tr> <td>over \$500,000 but not over \$1,000,000</td> <td>\$100,000 plus 15% of the excess over \$500,000.</td> </tr> <tr> <td>over \$1,000,000 but not over \$1,500,000</td> <td>\$175,000 plus 10% of the excess over \$1,000,000.</td> </tr> <tr> <td>over \$1,500,000 but not over \$17,000,000</td> <td>\$225,000 plus 5% of the excess over \$1,500,000.</td> </tr> <tr> <td>over \$17,000,000</td> <td>\$1,000,000.</td> </tr> </tbody> </table>	IF the amount on line 1e, column (a) or (b), is:	THEN the lobbying nontaxable amount is:	not over \$500,000	20% of the amount on line 1e.	over \$500,000 but not over \$1,000,000	\$100,000 plus 15% of the excess over \$500,000.	over \$1,000,000 but not over \$1,500,000	\$175,000 plus 10% of the excess over \$1,000,000.	over \$1,500,000 but not over \$17,000,000	\$225,000 plus 5% of the excess over \$1,500,000.	over \$17,000,000	\$1,000,000.		
IF the amount on line 1e, column (a) or (b), is:	THEN the lobbying nontaxable amount is:													
not over \$500,000	20% of the amount on line 1e.													
over \$500,000 but not over \$1,000,000	\$100,000 plus 15% of the excess over \$500,000.													
over \$1,000,000 but not over \$1,500,000	\$175,000 plus 10% of the excess over \$1,000,000.													
over \$1,500,000 but not over \$17,000,000	\$225,000 plus 5% of the excess over \$1,500,000.													
over \$17,000,000	\$1,000,000.													
g Grassroots nontaxable amount (enter 25% of line 1f)	250,000.													
h Subtract line 1g from line 1a. If zero or less, enter -0-	0.													
i Subtract line 1f from line 1c. If zero or less, enter -0-	0.													
j If there is an amount other than zero on either line 1h or line 1i, did the organization file Form 4720 reporting section 4911 tax for this year?		<input type="checkbox"/> Yes <input type="checkbox"/> No												

4-Year Averaging Period Under Section 501(h)
 (Some organizations that made a section 501(h) election do not have to complete all of the five columns below.
 See the separate instructions for lines 2a through 2f.)

Lobbying Expenditures During 4-Year Averaging Period					
Calendar year (or fiscal year beginning in)	(a) 2021	(b) 2022	(c) 2023	(d) 2024	(e) Total
2a Lobbying nontaxable amount	1,000,000.	1,000,000.	1,000,000.	1,000,000.	4,000,000.
b Lobbying ceiling amount (150% of line 2a, column(e))					6,000,000.
c Total lobbying expenditures	123,895.	351,903.	42,166.	135,452.	653,416.
d Grassroots nontaxable amount	250,000.	250,000.	250,000.	250,000.	1,000,000.
e Grassroots ceiling amount (150% of line 2d, column (e))					1,500,000.
f Grassroots lobbying expenditures					

Part II-B Complete if the organization is exempt under section 501(c)(3) and has NOT filed Form 5768 (election under section 501(h)).

Table with 3 columns: (a) Yes/No, (b) Amount. Rows include: 1 During the year, did the filing organization attempt to influence foreign, national, state, or local legislation...; 2a Did the activities in line 1 cause the organization to not be described in section 501(c)(3)?

Part III-A Complete if the organization is exempt under section 501(c)(4), section 501(c)(5), or section 501(c)(6).

Table with 3 columns: Question, Yes, No. Rows include: 1 Were substantially all (90% or more) dues received nondeductible by members?; 2 Did the organization make only in-house lobbying expenditures of \$2,000 or less?; 3 Did the organization agree to carry over lobbying and political campaign activity expenditures from the prior year?

Part III-B Complete if the organization is exempt under section 501(c)(4), section 501(c)(5), or section 501(c)(6) and if either (a) BOTH Part III-A, lines 1 and 2, are answered "No," OR (b) Part III-A, line 3, is answered "Yes."

Table with 3 columns: Question, Yes, No. Rows include: 1 Dues, assessments, and similar amounts from members; 2 Section 162(e) nondeductible lobbying and political expenditures (do not include amounts of political expenses for which the section 527(f) tax was paid); 3 Aggregate amount reported in section 6033(e)(1)(A) notices of nondeductible section 162(e) dues; 4 If notices were sent and the amount on line 2c exceeds the amount on line 3, what portion of the excess does the organization agree to carryover to the reasonable estimate of nondeductible lobbying and political expenditures next year?; 5 Taxable amount of lobbying and political expenditures.

Part IV Supplemental Information

Provide the descriptions required for Part I-A, line 1; Part I-B, line 4; Part I-C, line 5; Part II-A (affiliated group list); Part II-A, lines 1 and 2 (see instructions); and Part II-B, line 1. Also, complete this part for any additional information.

Blank lines for providing supplemental information as required by the instructions.

SCHEDULE D
(Form 990)

(Rev. December 2024)

Department of the Treasury
Internal Revenue Service

Supplemental Financial Statements

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

Attach to Form 990.

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

OMB No. 1545-0047

**Open to Public
Inspection**

Name of the organization

UNITED WAY OF KING COUNTY

Employer identification number

91-0565555

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

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

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

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

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

Protection of natural habitat Preservation of a certified historic structure

Preservation of open space

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

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

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

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

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

Yes No

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

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

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

Yes No

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

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

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

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

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

(i) Revenue included on Form 990, Part VIII, line 1

(ii) Assets included in Form 990, Part X

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

a Revenue included on Form 990, Part VIII, line 1

b Assets included in Form 990, Part X

Part III Organizations Maintaining Collections of Art, Historical Treasures, or Other Similar Assets (continued)

- 3 Using the organization's acquisition, accession, and other records, check any of the following that make significant use of its collection items (check all that apply).
- a Public exhibition
 - b Scholarly research
 - c Preservation for future generations
 - d Loan or exchange program
 - e Other _____
- 4 Provide a description of the organization's collections and explain how they further the organization's exempt purpose in Part XIII.
- 5 During the year, did the organization solicit or receive donations of art, historical treasures, or other similar assets to be sold to raise funds rather than to be maintained as part of the organization's collection? Yes No

Part IV Escrow and Custodial Arrangements Complete if the organization answered "Yes" on Form 990, Part IV, line 9, or reported an amount on Form 990, Part X, line 21.

- 1a Is the organization an agent, trustee, custodian, or other intermediary for contributions or other assets not included on Form 990, Part X? Yes No
- b If "Yes," explain the arrangement in Part XIII and complete the following table:
- | | Amount |
|---------------------------------|--------|
| c Beginning balance | 1c |
| d Additions during the year | 1d |
| e Distributions during the year | 1e |
| f Ending balance | 1f |
- 2a Did the organization include an amount on Form 990, Part X, line 21, for escrow or custodial account liability? Yes No
- b If "Yes," explain the arrangement in Part XIII. Check here if the explanation has been provided in Part XIII

Part V Endowment Funds Complete if the organization answered "Yes" on Form 990, Part IV, line 10.

	(a) Current year	(b) Prior year	(c) Two years back	(d) Three years back	(e) Four years back
1a Beginning of year balance	15,364,506.	14,127,824.	13,192,277.	15,781,285.	12,456,046.
b Contributions					
c Net investment earnings, gains, and losses	1,948,810.	1,833,345.	1,571,900.	-2,022,900.	3,855,237.
d Grants or scholarships					
e Other expenditures for facilities and programs	584,263.	569,478.	602,032.	528,405.	497,932.
f Administrative expenses	29,916.	27,185.	34,321.	37,703.	32,066.
g End of year balance	16,699,137.	15,364,506.	14,127,824.	13,192,277.	15,781,285.

- 2 Provide the estimated percentage of the current year end balance (line 1g, column (a)) held as:
- a Board designated or quasi-endowment 49.3715 %
 - b Permanent endowment 50.6285 %
 - c Term endowment .0000 %
- The percentages on lines 2a, 2b, and 2c should equal 100%.
- 3a Are there endowment funds not in the possession of the organization that are held and administered for the organization by:
- | | Yes | No |
|--|-----|----|
| (i) Unrelated organizations? | X | |
| (ii) Related organizations? | | X |
| b If "Yes" on line 3a(ii), are the related organizations listed as required on Schedule R? | | |
- 4 Describe in Part XIII the intended uses of the organization's endowment funds.

Part VI Land, Buildings, and Equipment

Complete if the organization answered "Yes" on Form 990, Part IV, line 11a. See Form 990, Part X, line 10.

Description of property	(a) Cost or other basis (investment)	(b) Cost or other basis (other)	(c) Accumulated depreciation	(d) Book value
1a Land		2,352,000.		2,352,000.
b Buildings		8,733,903.	4,326,312.	4,407,591.
c Leasehold improvements				
d Equipment		111,512.	87,428.	24,084.
e Other		932,923.		932,923.
Total. Add lines 1a through 1e. (Column (d) must equal Form 990, Part X, line 10c, column (B))				7,716,598.

Part VII Investments - Other Securities

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

(a) Description of security or category (including name of security)	(b) Book value	(c) Method of valuation: Cost or end-of-year market value
(1) Financial derivatives		
(2) Closely held equity interests		
(3) Other		
(A) BENEFICIAL INTEREST IN TRUSTS	16,699,137.	END-OF-YEAR MARKET VALUE
(B)		
(C)		
(D)		
(E)		
(F)		
(G)		
(H)		
Total. (Col. (b) must equal Form 990, Part X, line 12, col. (B))	16,699,137.	

Part VIII Investments - Program Related.

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

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

Part IX Other Assets

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

(a) Description	(b) Book value
(1)	
(2)	
(3)	
(4)	
(5)	
(6)	
(7)	
(8)	
(9)	
Total. (Column (b) must equal Form 990, Part X, line 15, col. (B))	

Part X Other Liabilities

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

1. (a) Description of liability	(b) Book value
(1) Federal income taxes	
(2) CAPITAL LEASE PAYABLE	16,048.
(3)	
(4)	
(5)	
(6)	
(7)	
(8)	
(9)	
Total. (Column (b) must equal Form 990, Part X, line 25, col. (B))	16,048.

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

Part XI Reconciliation of Revenue per Audited Financial Statements With Revenue per Return

Complete if the organization answered "Yes" on Form 990, Part IV, line 12a.

1	Total revenue, gains, and other support per audited financial statements		1	51,573,994.
2	Amounts included on line 1 but not on Form 990, Part VIII, line 12:			
a	Net unrealized gains (losses) on investments	2a	6,018.	
b	Donated services and use of facilities	2b	145,535.	
c	Recoveries of prior year grants	2c		
d	Other (Describe in Part XIII.)	2d	1,735,457.	
e	Add lines 2a through 2d	2e		1,887,010.
3	Subtract line 2e from line 1		3	49,686,984.
4	Amounts included on Form 990, Part VIII, line 12, but not on line 1:			
a	Investment expenses not included on Form 990, Part VIII, line 7b	4a	29,916.	
b	Other (Describe in Part XIII.)	4b		
c	Add lines 4a and 4b	4c		29,916.
5	Total revenue. Add lines 3 and 4c . (This must equal Form 990, Part I, line 12.)		5	49,716,900.

Part XII Reconciliation of Expenses per Audited Financial Statements With Expenses per Return

Complete if the organization answered "Yes" on Form 990, Part IV, line 12a.

1	Total expenses and losses per audited financial statements		1	52,955,568.
2	Amounts included on line 1 but not on Form 990, Part IX, line 25:			
a	Donated services and use of facilities	2a	145,535.	
b	Prior year adjustments	2b		
c	Other losses	2c		
d	Other (Describe in Part XIII.)	2d		
e	Add lines 2a through 2d	2e		145,535.
3	Subtract line 2e from line 1		3	52,810,033.
4	Amounts included on Form 990, Part IX, line 25, but not on line 1:			
a	Investment expenses not included on Form 990, Part VIII, line 7b	4a	29,916.	
b	Other (Describe in Part XIII.)	4b	-3,309.	
c	Add lines 4a and 4b	4c		26,607.
5	Total expenses. Add lines 3 and 4c . (This must equal Form 990, Part I, line 18.)		5	52,836,640.

Part XIII Supplemental Information

Provide the descriptions required for Part II, lines 3, 5, and 9; Part III, lines 1a and 4; Part IV, lines 1b and 2b; Part V, line 4; Part X, line 2; Part XI, lines 2d and 4b; and Part XII, lines 2d and 4b. Also complete this part to provide any additional information.

PART IV, LINE 2B:

DONOR DESIGNATIONS AND CONTRIBUTIONS THAT ARE DESIGNATED TO NONPROFIT ORGANIZATIONS OTHER THAN TO UNITED WAY OF KING COUNTY.

PART V, LINE 4:

ENDOWMENT DISTRIBUTIONS ARE USED FOR ADMINISTRATIVE EXPENSES AND PROGRAM SERVICES AS DICTATED BY THE ENDOWMENT AGREEMENTS.

PART XI, LINE 2D - OTHER ADJUSTMENTS:

CHANGE IN BENEFICIAL INTEREST IN TRUST	1,732,148.
RENTAL ASSISTANCE REFUND	3,309.
TOTAL TO SCHEDULE D, PART XI, LINE 2D	1,735,457.

PART XII, LINE 4B - OTHER ADJUSTMENTS:

RENTAL ASSISTANCE REFUND	-3,309.
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**SCHEDULE I
(Form 990)**

(Rev. December 2024)

Department of the Treasury
Internal Revenue Service

**Grants and Other Assistance to Organizations,
Governments, and Individuals in the United States**
Complete if the organization answered "Yes" on Form 990, Part IV, line 21 or 22.
Attach to Form 990.
Go to www.irs.gov/Form990 for instructions and the latest information.

OMB No. 1545-0047

**Open to Public
Inspection**

Name of the organization UNITED WAY OF KING COUNTY Employer identification number 91-0565555

Part I General Information on Grants and Assistance

- 1 Does the organization maintain records to substantiate the amount of the grants or assistance, the grantees' eligibility for the grants or assistance, and the selection criteria used to award the grants or assistance? Yes No
- 2 Describe in Part IV the organization's procedures for monitoring the use of grant funds in the United States.

Part II Grants and Other Assistance to Domestic Organizations and Domestic Governments. Complete if the organization answered "Yes" on Form 990, Part IV, line 21, for any recipient that received more than \$5,000. Part II can be duplicated if additional space is needed.

1 (a) Name and address of organization or government	(b) EIN	(c) IRC section (if applicable)	(d) Amount of cash grant	(e) Amount of noncash assistance	(f) Method of valuation (book, FMV, appraisal, other)	(g) Description of noncash assistance	(h) Purpose of grant or assistance
NEIGHBORHOOD HOUSE 1225 S WELLER ST STE 510 SEATTLE, WA 98144	91-0568305	501(C)(3)	1,674,650.	0.			PROGRAMMATIC INVESTMENT
KING COUNTY BAR ASSOCIATION 1200 5TH AVE STE 700 SEATTLE, WA 98101	91-0721603	501(C)(6)	1,574,712.	0.			PROGRAMMATIC INVESTMENT
ATLANTIC STREET CENTER 2103 S ATLANTIC ST SEATTLE, WA 98144	91-0568710	501(C)(3)	1,117,190.	0.			PROGRAMMATIC INVESTMENT
SOUTHWEST YOUTH & FAMILY SVCS. 4555 DELRIDGE WAY SW SEATTLE, WA 98106	91-1117862	501(C)(3)	1,065,000.	0.			PROGRAMMATIC INVESTMENT
MARY'S PLACE SEATTLE 1830 9TH AVE SEATTLE, WA 98101	27-2087950	501(C)(3)	981,014.	0.			PROGRAMMATIC INVESTMENT
EL CENTRO DE LA RAZA 2524 16TH AVE S SEATTLE, WA 98144	91-0899927	501(C)(3)	795,102.	0.			PROGRAMMATIC INVESTMENT

2 Enter total number of section 501(c)(3) and government organizations listed in the line 1 table 188.

3 Enter total number of other organizations listed in the line 1 table 9.

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

Schedule I (Form 990) (Rev. 12-2024)

Part II Continuation of Grants and Other Assistance to Domestic Organizations and Domestic Governments (Schedule I (Form 990), Part II.)

(a) Name and address of organization or government	(b) EIN	(c) IRC section if applicable	(d) Amount of cash grant	(e) Amount of noncash assistance	(f) Method of valuation (book, FMV, appraisal, other)	(g) Description of non-cash assistance	(h) Purpose of grant or assistance
HORN OF AFRICA SERVICES 4714 RAINIER AVE S STE 105 SEATTLE, WA 98118	91-1897087	501(C)(3)	614,040.	0.			PROGRAMMATIC INVESTMENT
HOMESIGHT 5117 RAINIER AVE S SEATTLE, WA 98118	94-3117253	501(C)(3)	613,000.	0.			PROGRAMMATIC INVESTMENT
VOICES OF TOMORROW 15811 AMBAUM BLVD SW STE 170 BURIEN, WA 98166	46-5211499	501(C)(3)	575,108.	0.			PROGRAMMATIC INVESTMENT
CHINESE INFORMATION & SERVICES 611 S LANE ST SEATTLE, WA 98104	23-7438529	501(C)(3)	554,570.	0.			PROGRAMMATIC INVESTMENT
YWCA OF SEATTLE KING COUNTY & PO BOX 84202 SEATTLE, WA 98124	91-0482890	501(C)(3)	497,300.	0.			PROGRAMMATIC INVESTMENT
SOUTHEAST YOUTH & FAMILY SVCS. PO BOX 18225 SEATTLE, WA 98118	91-1036750	501(C)(3)	443,313.	0.			PROGRAMMATIC INVESTMENT
INTERCULTURAL CHILDREN & FAMILY SERVICES - 6320 EVERGREEN WAY STE 205 - EVERETT, WA 98203	46-3280147	501(C)(3)	431,752.	0.			PROGRAMMATIC INVESTMENT
EDQUITY, INC 125 COURT STREET APARTMENT 3NH BROOKLYN, NY 11201	81-4521518		430,404.	0.			PROGRAMMATIC INVESTMENT
IRAQI COMMUNITY CENTER OF WASHINGTON - 10610 SE KENT KANGLEY RD STE 207 - KENT, WA 98030	61-1729234	501(C)(3)	421,400.	0.			PROGRAMMATIC INVESTMENT

Schedule I (Form 990)

Part II Continuation of Grants and Other Assistance to Domestic Organizations and Domestic Governments (Schedule I (Form 990), Part II.)

(a) Name and address of organization or government	(b) EIN	(c) IRC section if applicable	(d) Amount of cash grant	(e) Amount of noncash assistance	(f) Method of valuation (book, FMV, appraisal, other)	(g) Description of non-cash assistance	(h) Purpose of grant or assistance
CONGOLESE INTEGRATION NETWORK 19550 INTERNATIONAL BLVD STE 103 SEATAC, WA 98188	81-3511834	501(C)(3)	411,250.	0.			PROGRAMMATIC INVESTMENT
HOUSING CONNECTOR 1301 5TH AVE STE 1500 SEATTLE, WA 98101	84-2100263	501(C)(3)	400,000.	0.			PROGRAMMATIC INVESTMENT
RECLAIMING OUR GREATNESS PO BOX 1385 RENTON, WA 98057	84-5039413	501(C)(3)	384,997.	0.			PROGRAMMATIC INVESTMENT
GLOVER EMPOWER MENTORING PO BOX 6471 KENT, WA 98031	47-1242835	501(C)(3)	339,717.	0.			PROGRAMMATIC INVESTMENT
YMCA OF GREATER SEATTLE 909 FOURTH AVE SEATTLE, WA 98104	91-0482710	501(C)(3)	310,000.	0.			PROGRAMMATIC INVESTMENT
RAINIER VALLEY CORPS 1225 S WELLER ST SEATTLE, WA 98144	47-4257834	501(C)(3)	308,519.	0.			PROGRAMMATIC INVESTMENT
ENCOMPASS 1407 BOALCH AVE NW NORTH BEND, WA 98045	91-0825232	501(C)(3)	297,800.	0.			PROGRAMMATIC INVESTMENT
COMMUNITY PASSAGEWAYS 7728 RAINIERAVE S SEATTLE, WA 98118	81-3806946	501(C)(3)	285,384.	0.			PROGRAMMATIC INVESTMENT
ALLIANCE FOR A JUST SOCIETY 3518 S EDMUNDS ST SEATTLE, WA 98118	91-1635554	501(C)(3)	243,134.	0.			PROGRAMMATIC INVESTMENT

Schedule I (Form 990)

Part II Continuation of Grants and Other Assistance to Domestic Organizations and Domestic Governments (Schedule I (Form 990), Part II.)

(a) Name and address of organization or government	(b) EIN	(c) IRC section if applicable	(d) Amount of cash grant	(e) Amount of noncash assistance	(f) Method of valuation (book, FMV, appraisal, other)	(g) Description of non-cash assistance	(h) Purpose of grant or assistance
BYRD BARR PLACE 722 18TH AVE SEATTLE, WA 98122	91-0786727	501(C)(3)	222,000.	0.			PROGRAMMATIC INVESTMENT
CLERGY COMMUNITY FOR CHILDREN & YOUTH COALITION - 1404 E YESLER WAY - SEATTLE, WA 98122	91-2064753	501(C)(3)	205,385.	0.			PROGRAMMATIC INVESTMENT
FEEST-FOOD EMPOWERMENT EDUCATION & SUSTAINABILITY TEAM - 605 SW 108TH ST - SEATTLE, WA 98146	46-2268038	501(C)(3)	205,385.	0.			PROGRAMMATIC INVESTMENT
FALIS COMMUNITY SERVICE 10615 SE 256TH ST STE 104 KENT, WA 98030	82-2923129	501(C)(3)	205,384.	0.			PROGRAMMATIC INVESTMENT
FILIPINO COMMUNITY OF SEATTLE 5740 M L KING JR WAY S SEATTLE, WA 98118	91-6055858	501(C)(3)	196,260.	0.			PROGRAMMATIC INVESTMENT
OPEN DOORS FOR MULTICULTURAL FAMILIES - 24437 RUSSELL ROAD - KENT, WA 98032	27-1206272	501(C)(3)	195,385.	0.			PROGRAMMATIC INVESTMENT
PARA LOS NINOS DE HIGHLINE 15220 6TH AVE SW BURIEN, WA 98166	20-0502368	501(C)(3)	195,385.	0.			PROGRAMMATIC INVESTMENT
POWERFUL VOICES 1620 18TH AVE #100 SEATTLE, WA 98122	91-1679907	501(C)(3)	195,385.	0.			PROGRAMMATIC INVESTMENT
RED EAGLE SOARING PO BOX 20175 SEATTLE, WA 98102	91-1862731	501(C)(3)	195,385.	0.			PROGRAMMATIC INVESTMENT

Schedule I (Form 990)

Part II Continuation of Grants and Other Assistance to Domestic Organizations and Domestic Governments (Schedule I (Form 990), Part II.)

(a) Name and address of organization or government	(b) EIN	(c) IRC section if applicable	(d) Amount of cash grant	(e) Amount of noncash assistance	(f) Method of valuation (book, FMV, appraisal, other)	(g) Description of non-cash assistance	(h) Purpose of grant or assistance
ASIAN COUNSELING AND REFERRAL 3639 MARTIN LUTHER KING WAY S SEATTLE, WA 98144	91-0916176	501(C)(3)	195,384.	0.			PROGRAMMATIC INVESTMENT
EDUCATION WITH PURPOSE FOUNDATION FOR PACIFIC ISLANDERS - 1615 W SMITH ST G104 - KENT, WA 98032	27-5022461	501(C)(3)	195,384.	0.			PROGRAMMATIC INVESTMENT
HIGHLINE COLLEGE FOUNDATION MS 99-248 PO BOX 98000 DES MOINES, WA 98198	23-7428279	501(C)(3)	190,500.	0.			PROGRAMMATIC INVESTMENT
SEATTLE COLLEGES 1500 HARVARD AVE SEATTLE, WA 98122	91-0826872	501(C)(3)	189,650.	0.			PROGRAMMATIC INVESTMENT
URBAN LEAGUE OF METROPOLITAN 105 14TH AVE SEATTLE, WA 98122	91-0575954	501(C)(3)	169,365.	0.			PROGRAMMATIC INVESTMENT
CATHOLIC COMMUNITY SERVICES 100 23RD AVE S SEATTLE, WA 98144	91-1585652	501(C)(3)	166,000.	0.			PROGRAMMATIC INVESTMENT
NATIVE ACTION NETWORK 300 LENORA ST SEATTLE, WA 98121	27-0884032	501(C)(3)	153,134.	0.			PROGRAMMATIC INVESTMENT
DUWAMISH TRIBAL SERVICES 4705 W MARGINAL WAY SW SEATTLE, WA 98106	91-1122115	501(C)(3)	144,434.	0.			PROGRAMMATIC INVESTMENT
SEATTLE-KING COUNTY WORKFORCE DEV.COUNCIL - PO BOX 4605 - SEATTLE, WA 98194	91-2051978	501(C)(3)	135,200.	0.			PROGRAMMATIC INVESTMENT

Schedule I (Form 990)

Part II Continuation of Grants and Other Assistance to Domestic Organizations and Domestic Governments (Schedule I (Form 990), Part II.)

(a) Name and address of organization or government	(b) EIN	(c) IRC section if applicable	(d) Amount of cash grant	(e) Amount of noncash assistance	(f) Method of valuation (book, FMV, appraisal, other)	(g) Description of non-cash assistance	(h) Purpose of grant or assistance
NORTHWEST NATIVE ASSET BUILDING COALITION - 23615 79TH AVE W - EDMONDS, WA 98026	33-2868359	501(C)(3)	135,000.	0.			PROGRAMMATIC INVESTMENT
FEED SEVEN GENERATIONS 3156 GARFIELD STREET ENUMCLAW, WA 98022	82-2874353	501(C)(3)	133,134.	0.			PROGRAMMATIC INVESTMENT
NA'AH ILLAHEE FUND PO BOX 17844 SEATTLE, WA 98127	05-0630992	501(C)(3)	130,000.	0.			PROGRAMMATIC INVESTMENT
LIVING WELL KENT 515 W HARRISON STE #208 KENT, WA 98032	81-4451307	501(C)(3)	127,134.	0.			PROGRAMMATIC INVESTMENT
GREEN RIVER COLLEGE FOUNDATION 12401 SE 320TH ST AUBURN, WA 98092	51-0168649	501(C)(3)	115,000.	0.			PROGRAMMATIC INVESTMENT
HUNGER INTERVENTION PROGRAM 3841 NE 123RD ST SEATTLE, WA 98125	26-3716527	501(C)(3)	113,700.	0.			PROGRAMMATIC INVESTMENT
SANARTE 943 24TH AVE APT 3 SEATTLE, WA 98122	92-0720187	501(C)(3)	107,134.	0.			PROGRAMMATIC INVESTMENT
ALLIED MEDIA PROJECTS INC 4731 GRAND RIVER AVENUE DETROIT, MI 48208	01-0559608	501(C)(3)	103,134.	0.			PROGRAMMATIC INVESTMENT
ARTE NOIR 2301 E UNION ST. SEATTLE, WA 98122	87-1329926	501(C)(3)	103,134.	0.			PROGRAMMATIC INVESTMENT

Schedule I (Form 990)

Part II Continuation of Grants and Other Assistance to Domestic Organizations and Domestic Governments (Schedule I (Form 990), Part II.)

(a) Name and address of organization or government	(b) EIN	(c) IRC section if applicable	(d) Amount of cash grant	(e) Amount of noncash assistance	(f) Method of valuation (book, FMV, appraisal, other)	(g) Description of non-cash assistance	(h) Purpose of grant or assistance
COLECTIVA LEGAL DEL PUEBLO P.O. BOX 48159 BURIEN, WA 98148	46-1470709	501(C)(3)	103,134.	0.			PROGRAMMATIC INVESTMENT
ENTRE HERMANOS PO BOX 12187 SEATTLE, WA 98102	31-1775429	501(C)(3)	103,134.	0.			PROGRAMMATIC INVESTMENT
FIRST AME CHURCH 1522 14TH AVE SEATTLE, WA 98122	91-0773120	501(C)(3)	103,134.	0.			PROGRAMMATIC INVESTMENT
HEALTHY SMART HOMES 1133 LAKE WA BLVD NORTH #401 RENTON, WA 98056	85-1662823	501(C)(3)	103,134.	0.			PROGRAMMATIC INVESTMENT
LAKE BURIEN PRESBYTERIAN CHURCH 15003 14TH AVE SW BURIEN, WA 98166	91-0616446	501(C)(3)	103,134.	0.			PROGRAMMATIC INVESTMENT
NORTHWEST CREDIBLE MESSENGERS 500 SOUTH 336TH ST. SUITE 102 FEDERAL WAY, WA 98003	84-4251414	501(C)(3)	103,134.	0.			PROGRAMMATIC INVESTMENT
PUGET SOUND OPPORTUNITIES INDUSTRIALIZATION CENTER - 270 SW 43RD STREET - RENTON, WA 98057	91-2036279	501(C)(3)	103,134.	0.			PROGRAMMATIC INVESTMENT
RVC SEATTLE 3715 S HUDSON ST STE 103 SEATTLE, WA 98118	47-4257834	501(C)(3)	103,134.	0.			PROGRAMMATIC INVESTMENT
SCHOLAR FUND 300 LENORA ST. PMB #1750 SEATTLE, WA 98121	81-3153433	501(C)(3)	103,134.	0.			PROGRAMMATIC INVESTMENT

Schedule I (Form 990)

Part II Continuation of Grants and Other Assistance to Domestic Organizations and Domestic Governments (Schedule I (Form 990), Part II.)

(a) Name and address of organization or government	(b) EIN	(c) IRC section if applicable	(d) Amount of cash grant	(e) Amount of noncash assistance	(f) Method of valuation (book, FMV, appraisal, other)	(g) Description of non-cash assistance	(h) Purpose of grant or assistance
TABOR 100 7100 FORT DENT WAY, STE 100 TUKWILA, WA 98188	91-2013635	501(C)(3)	103,134.	0.			PROGRAMMATIC INVESTMENT
THE PRAXIS PROJECT 548 MARKET ST. PMB 87527 SAN FRANCISCO, CA 98104	30-0044814	501(C)(3)	103,134.	0.			PROGRAMMATIC INVESTMENT
WHITE CENTER COMMUNITY 605 SW 108TH ST SEATTLE, WA 98146	72-1526567	501(C)(3)	103,134.	0.			PROGRAMMATIC INVESTMENT
RENTON TECHNICAL COLLEGE 3000 NE FOURTH ST RENTON, WA 98056	91-1522175	501(C)(3)	103,000.	0.			PROGRAMMATIC INVESTMENT
EAGLE'S NEST COMMUNITY KITCHEN PO BOX 1414 KENT, WA 98035	82-5341952	501(C)(3)	101,634.	0.			PROGRAMMATIC INVESTMENT
ALIMENTANDO AL PUEBLO 15003 14TH AVE SW BURIEN, WA 98166	86-3983808	501(C)(3)	101,134.	0.			PROGRAMMATIC INVESTMENT
FEEDING FEASIBLE FEASTS 1509 97TH AVE CT E EDGEWOOD, WA 98371	85-3289326	501(C)(3)	101,134.	0.			PROGRAMMATIC INVESTMENT
PACIFIC ISLANDER HEALTH BOARD OF WASHINGTON - 6519 EASTSIDE DR NE - TACOMA, WA 98422	86-2588152	501(C)(3)	101,134.	0.			PROGRAMMATIC INVESTMENT
WAKULIMA USA 23830 PACIFIC HIGHWAY S #333 KENT, WA 98032	83-3464668	501(C)(3)	101,134.	0.			PROGRAMMATIC INVESTMENT

Schedule I (Form 990)

Part II Continuation of Grants and Other Assistance to Domestic Organizations and Domestic Governments (Schedule I (Form 990), Part II.)

(a) Name and address of organization or government	(b) EIN	(c) IRC section if applicable	(d) Amount of cash grant	(e) Amount of noncash assistance	(f) Method of valuation (book, FMV, appraisal, other)	(g) Description of non-cash assistance	(h) Purpose of grant or assistance
YOUNG WOMEN EMPOWERED 5623 RAINIER AVE S SEATTLE, WA 98118	47-2230647	501(C)(3)	101,134.	0.			PROGRAMMATIC INVESTMENT
BASEBALL BEYOND BORDERS PO BOX 5555 KENT, WA 98064	46-5283802	501(C)(3)	100,000.	0.			PROGRAMMATIC INVESTMENT
SHORELINE COMMUNITY COLLEGE FOUNDATION - 16101 GREENWOOD AVE N ROOM 1005 - SHORELINE, WA 98133	91-1265475	501(C)(3)	100,000.	0.			PROGRAMMATIC INVESTMENT
UNIVERSITY OF WASHINGTON 4300 ROOSEVELT WAY NE 3RD FL SEATTLE, WA 98105	91-6001537	501(C)(3)	100,000.	0.			PROGRAMMATIC INVESTMENT
BLACK FARMERS COLLECTIVE 1114 31ST AVE S. SEATTLE, WA 98144	82-5059908	501(C)(3)	97,134.	0.			PROGRAMMATIC INVESTMENT
THE COMMUNITY LEADERS ROUNDTABLE OF SEATTLE - 1416 SW 151ST ST - BURIEN, WA 98166	46-4242313	501(C)(3)	90,000.	0.			PROGRAMMATIC INVESTMENT
WASHINGTON IMMIGRANT SOLIDARITY NETWORK - 13838 1ST AVE S - BURIEN, WA 98168	83-3341588	501(C)(3)	85,000.	0.			PROGRAMMATIC INVESTMENT
FAMILY WORKS 1501 N 45TH ST SEATTLE, WA 98103	91-1757277	501(C)(3)	80,000.	0.			PROGRAMMATIC INVESTMENT
TECHNOLOGY ACCESS FOUNDATION 605 SW 108TH ST SEATTLE, WA 98146	91-1731833	501(C)(3)	80,000.	0.			PROGRAMMATIC INVESTMENT

Schedule I (Form 990)

Part II Continuation of Grants and Other Assistance to Domestic Organizations and Domestic Governments (Schedule I (Form 990), Part II.)

(a) Name and address of organization or government	(b) EIN	(c) IRC section if applicable	(d) Amount of cash grant	(e) Amount of noncash assistance	(f) Method of valuation (book, FMV, appraisal, other)	(g) Description of non-cash assistance	(h) Purpose of grant or assistance
RAINIER BEACH ACTION COALITION 3703 S EDMUNDS ST #19 SEATTLE, WA 98118	20-3758788	501(C)(3)	75,750.	0.			PROGRAMMATIC INVESTMENT
EAST AFRICAN COMMUNITYSERVICES 7050 32ND AVE S SEATTLE, WA 98118	91-2138852	501(C)(3)	75,000.	0.			PROGRAMMATIC INVESTMENT
EVERGREEN SOCIAL IMPACT PO BOX 429 BOTHHELL, WA 98041	86-2954398	501(C)(3)	70,750.	0.			PROGRAMMATIC INVESTMENT
NURTURING ROOTS 5708 RENTON AVE S SEATTLE, WA 98118	46-3115382	501(C)(3)	70,000.	0.			PROGRAMMATIC INVESTMENT
SHORELINE COMMUNITY COLLEGE 16101 GREENWOOD AVE N SHORELINE, WA 98133	91-0822848	501(C)(3)	70,000.	0.			PROGRAMMATIC INVESTMENT
UNIVERSITY DISTRIC FOOD BANK 5017 ROOSEVELT WAY NE SEATTLE, WA 98105	91-1224834	501(C)(3)	70,000.	0.			PROGRAMMATIC INVESTMENT
AFRICAN AMERICAN LEADERSHIP FORUM 21451 SE 297TH ST KENT, WA 98042	87-3276268	501(C)(3)	55,000.	0.			PROGRAMMATIC INVESTMENT
CASCADIA COLLEGE FOUNDATION 18345 CAMPUS WAY NE BOTHHELL, WA 98011	91-1986593	501(C)(3)	55,000.	0.			PROGRAMMATIC INVESTMENT
AMERICORPS VISTA 250 E STREET SW WASHINGTON, DC 20525	52-0971471	GOVERNMENT	52,317.	0.			PROGRAMMATIC INVESTMENT

Schedule I (Form 990)

Part II Continuation of Grants and Other Assistance to Domestic Organizations and Domestic Governments (Schedule I (Form 990), Part II.)

(a) Name and address of organization or government	(b) EIN	(c) IRC section if applicable	(d) Amount of cash grant	(e) Amount of noncash assistance	(f) Method of valuation (book, FMV, appraisal, other)	(g) Description of non-cash assistance	(h) Purpose of grant or assistance
REFUGEE WOMEN'S ALLIANCE 4008 MARTIN LUTHER KING JR WAY S SEATTLE, WA 98108	91-1296964	501(C)(3)	51,370.	0.			PROGRAMMATIC INVESTMENT
DE'VONTE' PARSON (PRO SE POTENTIAL) - 621 I ST NE APT B19 - AUBURN, WA 98002	87-2544290	501(C)(3)	51,250.	0.			PROGRAMMATIC INVESTMENT
CENTRO CULTURAL MEXICANO 7945 GILMAN ST REDMOND, WA 98052	83-3001688	501(C)(3)	50,061.	0.			PROGRAMMATIC INVESTMENT
CHIEF SEATTLE CLUB 410 2ND AVE EXTENSION S SEATTLE, WA 98104	91-0852503	501(C)(3)	50,000.	0.			PROGRAMMATIC INVESTMENT
HUMMINGBIRD INDIGENOUS FAMILY SERVICES - 3712 S FERDINANCE ST - SEATTLE, WA 98118	87-1513844	501(C)(3)	50,000.	0.			PROGRAMMATIC INVESTMENT
LINKED ARMS 5707 S GOVE ST TACOMA, WA 98409	87-2241883	501(C)(3)	50,000.	0.			PROGRAMMATIC INVESTMENT
MOTHER NATION 801 23RD AVE S SEATTLE, WA 98144	46-2691773	501(C)(3)	50,000.	0.			PROGRAMMATIC INVESTMENT
NORTH SEATTLE COMMUNITY COLLEGE FOUNDATION - 600 UNIVERSITY ST STE 2409 - SEATTLE, WA 98101	91-1163554	501(C)(3)	50,000.	0.			PROGRAMMATIC INVESTMENT
UNKITAWA PO BOX 127 KENT, WA 98035	83-2398323	501(C)(3)	50,000.	0.			PROGRAMMATIC INVESTMENT

Schedule I (Form 990)

Part II Continuation of Grants and Other Assistance to Domestic Organizations and Domestic Governments (Schedule I (Form 990), Part II.)

(a) Name and address of organization or government	(b) EIN	(c) IRC section if applicable	(d) Amount of cash grant	(e) Amount of noncash assistance	(f) Method of valuation (book, FMV, appraisal, other)	(g) Description of non-cash assistance	(h) Purpose of grant or assistance
URBAN NATIVE EDUCATION ALLIANCE 1810 N 103RD ST APT 101 SEATTLE, WA 98103	27-4272577	501(C)(3)	50,000.	0.			PROGRAMMATIC INVESTMENT
(THE) DES MOINES AREA FOODBANK PO BOX 98788 DES MOINES, WA 98198	91-1183154	501(C)(3)	49,000.	0.			PROGRAMMATIC INVESTMENT
WELLSPRING FAMILY SERVICES 1900 RAINIER AVE S SEATTLE, WA 98144	91-0567261	501(C)(3)	46,673.	0.			PROGRAMMATIC INVESTMENT
WASHINGTON STUDENT ASSOCIATION 906 COLUMBIA ST SW #201 OLYMPIA, WA 98501	91-1192925	501(C)(4)	40,000.	0.			PROGRAMMATIC INVESTMENT
INDIGENOUS CREATIVE COLLECTIVE 3815 S OTHELLO ST STE 100/348 SEATTLE, WA 98118	86-1235460	501(C)(3)	40,000.	0.			PROGRAMMATIC INVESTMENT
MULTI-SERVICE CENTER 1200 S 336TH ST FEDERAL WAY, WA 98093	23-7120815	501(C)(3)	40,000.	0.			PROGRAMMATIC INVESTMENT
RISE ABOVE INC 10531 DENSMORE AVE N SEATTLE, WA 98133	47-4992433	501(C)(3)	40,000.	0.			PROGRAMMATIC INVESTMENT
WEST SEATTLE FOOD BANK 3419 SW MORGAN ST SEATTLE, WA 98126	91-1464412	501(C)(3)	40,000.	0.			PROGRAMMATIC INVESTMENT
WHITE CENTER FOOD BANK WHITE CENTER FOOD BANK SEATTLE, WA 98146	91-1167830	501(C)(3)	40,000.	0.			PROGRAMMATIC INVESTMENT

Schedule I (Form 990)

Part II Continuation of Grants and Other Assistance to Domestic Organizations and Domestic Governments (Schedule I (Form 990), Part II.)

(a) Name and address of organization or government	(b) EIN	(c) IRC section if applicable	(d) Amount of cash grant	(e) Amount of noncash assistance	(f) Method of valuation (book, FMV, appraisal, other)	(g) Description of non-cash assistance	(h) Purpose of grant or assistance
JEWISH FAMILY SERVICE 1601 16TH AVE SEATTLE, WA 98122	91-0565537	501(C)(3)	37,360.	0.			PROGRAMMATIC INVESTMENT
SEATTLE PARKS FOUNDATION 615 2ND AVE STE 550 SEATTLE, WA 98104	91-1998597	501(C)(3)	37,000.	0.			PROGRAMMATIC INVESTMENT
TUKWILA PANTRY 3118 S 140TH ST TUKWILA, WA 98168	75-2974441	501(C)(3)	36,000.	0.			PROGRAMMATIC INVESTMENT
SNOQUALMIE INDIAN TRIBE PO BOX 969 SNOQUALMIE, WA 98065	91-2084464	TRIBAL GOVERNMEN	35,000.	0.			PROGRAMMATIC INVESTMENT
HOPELINK 8990 154TH AVENUE NE REDMOND, WA 98052	91-0982116	501(C)(3)	35,000.	0.			PROGRAMMATIC INVESTMENT
IMMANUEL COMMUNITY SERVICES 1215 THOMAS ST SEATTLE, WA 98109	26-0881300	501(C)(3)	35,000.	0.			PROGRAMMATIC INVESTMENT
PIKE MARKET SENIOR CENTER 85 PIKE ST STE 200 SEATTLE, WA 98101	91-1034838	501(C)(3)	35,000.	0.			PROGRAMMATIC INVESTMENT
SOUTHEAST EFFECTIVE DEVELOPMENT 5117 RAINIER AVE S SEATTLE, WA 98118	91-0947619	501(C)(3)	35,000.	0.			PROGRAMMATIC INVESTMENT
HUY PO BOX 15146 SEATTLE, WA 98115	45-5358556	501(C)(3)	30,000.	0.			PROGRAMMATIC INVESTMENT

Schedule I (Form 990)

Part II Continuation of Grants and Other Assistance to Domestic Organizations and Domestic Governments (Schedule I (Form 990), Part II.)

(a) Name and address of organization or government	(b) EIN	(c) IRC section if applicable	(d) Amount of cash grant	(e) Amount of noncash assistance	(f) Method of valuation (book, FMV, appraisal, other)	(g) Description of non-cash assistance	(h) Purpose of grant or assistance
NATIVE PROGRAM COMMITTEE 814 NE 40TH ST SEATTLE, WA 98105	82-2361294	501(C)(3)	30,000.	0.			PROGRAMMATIC INVESTMENT
RAINIER VALLEY FOOD BANK 4205 RAINIER AVE S SEATTLE, WA 98118	91-1500768	501(C)(3)	30,000.	0.			PROGRAMMATIC INVESTMENT
SEATTLE FOUNDATION 1601 5TH AVE STE 1900 SEATTLE, WA 98101	91-6013536	501(C)(3)	30,000.	0.			PROGRAMMATIC INVESTMENT
SEATTLE INDIAN HEALTH BOARD 611 12TH AVE S SEATTLE, WA 98144	91-0869056	501(C)(3)	30,000.	0.			PROGRAMMATIC INVESTMENT
UNITED INDIANS OF ALL TRIBES PO BOX 99100 SEATTLE, WA 98139	91-0889016	501(C)(3)	30,000.	0.			PROGRAMMATIC INVESTMENT
KENT FOOD BANK AND 515 W HARRISON ST STE 107 KENT, WA 98032	91-0881434	501(C)(3)	29,000.	0.			PROGRAMMATIC INVESTMENT
VASHON MAURY COMMUNITY FOOD PO BOX 1205 VASHON, WA 98070	94-3165664	501(C)(3)	29,000.	0.			PROGRAMMATIC INVESTMENT
BALLARD FOOD BANK 5130 LEARY AVE NW SEATTLE, WA 98107	91-1428805	501(C)(3)	27,000.	0.			PROGRAMMATIC INVESTMENT
SOVEREIGN ROOTS 2006 E COLUMBIA AVE TACOMA, WA 98404	88-2964048	501(C)(3)	26,000.	0.			PROGRAMMATIC INVESTMENT

Schedule I (Form 990)

Part II Continuation of Grants and Other Assistance to Domestic Organizations and Domestic Governments (Schedule I (Form 990), Part II.)

(a) Name and address of organization or government	(b) EIN	(c) IRC section if applicable	(d) Amount of cash grant	(e) Amount of noncash assistance	(f) Method of valuation (book, FMV, appraisal, other)	(g) Description of non-cash assistance	(h) Purpose of grant or assistance
AUBURN FOOD BANK, THE PO BOX 464 AUBURN, WA 98071	91-1215485	501(C)(3)	25,000.	0.			PROGRAMMATIC INVESTMENT
CENTRAL COUNCIL TLINGIT AND HAIDA INDIAN TRIBES OF ALASKA - PO BOX 25500 - JUNEAU, AK 99802	92-0036505	501(C)(3)	25,000.	0.			PROGRAMMATIC INVESTMENT
HAIDA ROOTS PO BOC 78075 SEATTLE, WA 98178	84-2997493	501(C)(3)	25,000.	0.			PROGRAMMATIC INVESTMENT
NORTHWEST JUSTICE PROJECT 401 2ND AVE S #407 SEATTLE, WA 98104	91-1687791	501(C)(3)	25,000.	0.			PROGRAMMATIC INVESTMENT
THE STOREHOUSE INC. 26201 180TH AVE SE COVINGTON, WA 98042	02-0551015	501(C)(3)	25,000.	0.			PROGRAMMATIC INVESTMENT
UNITED WAYS OF THE PACIFIC NORTHWEST - 400 UNION AVE SE, SUITE 200 - OLYMPIA, WA 98501	91-1055031	501(C)(3)	22,500.	0.			PROGRAMMATIC INVESTMENT
PUGET SOUND LABOR AGENCY 5300 4TH AVE S SEATTLE, WA 98108	91-0927902	501(C)(3)	22,000.	0.			PROGRAMMATIC INVESTMENT
EQUITABLE DEVELOPMENT LLC 10016 59TH AVE S SEATTLE, WA 98178	82-3617618	501(C)(3)	20,000.	0.			PROGRAMMATIC INVESTMENT
CULTIVATE SOUTH PARK 1251 S CLOVERDALE ST UNIT B SEATTLE, WA 98108	84-4251891	501(C)(3)	20,000.	0.			PROGRAMMATIC INVESTMENT

Schedule I (Form 990)

Part II Continuation of Grants and Other Assistance to Domestic Organizations and Domestic Governments (Schedule I (Form 990), Part II.)

(a) Name and address of organization or government	(b) EIN	(c) IRC section if applicable	(d) Amount of cash grant	(e) Amount of noncash assistance	(f) Method of valuation (book, FMV, appraisal, other)	(g) Description of non-cash assistance	(h) Purpose of grant or assistance
HOMESTEAD COMMUNITY LAND TRUST 412 MAYNARD AVE S, SUITE 201 SEATTLE, WA 98104	91-1565651	501(C)(3)	20,000.	0.			PROGRAMMATIC INVESTMENT
SOVEREIGNTY RISES 11711 SE 8TH ST STE 315 BELLEVUE, WA 98005	33-2348241	501(C)(3)	20,000.	0.			PROGRAMMATIC INVESTMENT
LOCUS GUARANTEES, LLC 7814 CAROUSEL LANE, SUITE 100 HENRICO, WA 23294	33-2604148		19,840.	0.			PROGRAMMATIC INVESTMENT
BACKPACK BRIGADE 4111 MADISON ST #21 SEATTLE, WA 98112	47-4086877	501(C)(3)	15,000.	0.			PROGRAMMATIC INVESTMENT
HIGHLINE COLLEGE PO BOX 98000 DES MOINES, WA 98198	91-0752489	501(C)(3)	15,000.	0.			PROGRAMMATIC INVESTMENT
PHILANTHROPY NORTHWEST 600 UNIVERSITY ST, SUITE 1725 SEATTLE, WA 98101	91-1110995	501(C)(3)	14,000.	0.			PROGRAMMATIC INVESTMENT
CASCADIA PRODUCE LLC PO BOX 47440 SEATTLE, WA 98146	82-1377227		12,800.	0.			PROGRAMMATIC INVESTMENT
BELLEVUE COLLEGE 3000 LANDERHOLM CIRCLE SE BELLEVUE, WA 98007	91-0819265	501(C)(3)	12,000.	0.			PROGRAMMATIC INVESTMENT
NORTH HELPLINE 12736 33RD AVE NE SEATTLE, WA 98125	91-1475182	501(C)(3)	12,000.	0.			PROGRAMMATIC INVESTMENT

Schedule I (Form 990)

Part II Continuation of Grants and Other Assistance to Domestic Organizations and Domestic Governments (Schedule I (Form 990), Part II.)

(a) Name and address of organization or government	(b) EIN	(c) IRC section if applicable	(d) Amount of cash grant	(e) Amount of noncash assistance	(f) Method of valuation (book, FMV, appraisal, other)	(g) Description of non-cash assistance	(h) Purpose of grant or assistance
350 SEATTLE 5031 UNIVERSITY WAY NE SEATTLE, WA 98105	46-4201865	501(C)(3)	10,000.	0.			PROGRAMMATIC INVESTMENT
ACE ACADEMY 3120 RAINIER AVE S SEATTLE, WA 98144	81-2983424	501(C)(3)	10,000.	0.			PROGRAMMATIC INVESTMENT
ACTS ON STAGE, INC 10806 12TH AVE SW SEATTLE, WA 98146	85-0694752	501(C)(3)	10,000.	0.			PROGRAMMATIC INVESTMENT
AGAPE LOVE OF RENTON 11417 163RD AVE SE RENTON, WA 98059	92-2678634	501(C)(3)	10,000.	0.			PROGRAMMATIC INVESTMENT
ANGELS FOR ANGELS 12704 8TH AVE SW BURIEN, WA 98146	27-5180670	501(C)(3)	10,000.	0.			PROGRAMMATIC INVESTMENT
BLACK COFFEE NORTHWEST 2300 S JACKSON ST SEATTLE, WA 98144	85-3310755	501(C)(3)	10,000.	0.			PROGRAMMATIC INVESTMENT
BLACK EDUCATION STRATEDY ROUNDTABLE - 33530 1ST WAY S - FEDERAL WAY, WA 98003	46-4958125	501(C)(3)	10,000.	0.			PROGRAMMATIC INVESTMENT
CAMERA KIDS FOUNDATION 13744 12TH AVE SW #102 BURIEN, WA 98166	36-5068123	501(C)(3)	10,000.	0.			PROGRAMMATIC INVESTMENT
COCREATIVE CULTURE 14900 INTERURBAN AVE S #266 TUKWILA, WA 98168	93-2495246	501(C)(3)	10,000.	0.			PROGRAMMATIC INVESTMENT

Schedule I (Form 990)

Part II Continuation of Grants and Other Assistance to Domestic Organizations and Domestic Governments (Schedule I (Form 990), Part II.)

(a) Name and address of organization or government	(b) EIN	(c) IRC section if applicable	(d) Amount of cash grant	(e) Amount of noncash assistance	(f) Method of valuation (book, FMV, appraisal, other)	(g) Description of non-cash assistance	(h) Purpose of grant or assistance
COMMUNITY NETWORK COUNCIL 1819 CENTRAL AVENUE S KENT, WA 98032	27-3613359	501(C)(3)	10,000.	0.			PROGRAMMATIC INVESTMENT
CONCEIVABLE FUTURES 4200 S OTHELLO ST, UNIT 124 SEATTLE, WA 98118	81-3505060	501(C)(3)	10,000.	0.			PROGRAMMATIC INVESTMENT
FAMILY FIRST COMMUNITY CENTER 16200 116TH AVE SE RENTON, WA 98058	83-1031937	501(C)(3)	10,000.	0.			PROGRAMMATIC INVESTMENT
FOUNDATION BUILDERS 300 LENORA ST SUITE #613 SEATTLE, WA 98121	92-3676212	501(C)(3)	10,000.	0.			PROGRAMMATIC INVESTMENT
GIVING GIFTS OF HOPE WA 3932 SOUTH MORGAN STREET SEATTLE, WA 98118	92-1286955	501(C)(3)	10,000.	0.			PROGRAMMATIC INVESTMENT
INSPIRATIONAL WORKSHOPS PO BOX 88113 SEATTLE, WA 98138	82-4494610	501(C)(3)	10,000.	0.			PROGRAMMATIC INVESTMENT
LATINO COMMUNITY FUND OF WASHINGTON STATE - PO BOX 30669 - SEATTLE, WA 98103	20-5987399	501(C)(3)	10,000.	0.			PROGRAMMATIC INVESTMENT
LOOK, LISTEN, AND LEARN TV 100 ANDOVER PARK W TUKWILA, WA 98188	87-1974554	501(C)(3)	10,000.	0.			PROGRAMMATIC INVESTMENT
MAPLE VALLEY FOOD BANK PO BOX 322 MAPLE VALLEY, WA 98038	91-6057006	501(C)(3)	10,000.	0.			PROGRAMMATIC INVESTMENT

Schedule I (Form 990)

Part II Continuation of Grants and Other Assistance to Domestic Organizations and Domestic Governments (Schedule I (Form 990), Part II.)

(a) Name and address of organization or government	(b) EIN	(c) IRC section if applicable	(d) Amount of cash grant	(e) Amount of noncash assistance	(f) Method of valuation (book, FMV, appraisal, other)	(g) Description of non-cash assistance	(h) Purpose of grant or assistance
NEHEMIAH INITIATIVE SEATTLE 126 15TH AVE SEATTLE, WA 98122	86-1348581	501(C)(3)	10,000.	0.			PROGRAMMATIC INVESTMENT
NEW YOUNG SCHOLARS 14205 SE 36TH ST BELLEVUE, WA 98006	99-0415589	501(C)(3)	10,000.	0.			PROGRAMMATIC INVESTMENT
NORTHWEST FILM FORUM 1515 12TH AVE SEATTLE, WA 98122	91-1702331	501(C)(3)	10,000.	0.			PROGRAMMATIC INVESTMENT
ONEAMERICA 1225 S WELLER, SUITE 430 SEATTLE, WA 98144	20-0384893	501(C)(3)	10,000.	0.			PROGRAMMATIC INVESTMENT
OUTREACH & TRANSFORM LIVES 1900 SW CAMPUS DRIVE APT 4-204 FEDERAL WAY, WA 98023	88-4069599	501(C)(3)	10,000.	0.			PROGRAMMATIC INVESTMENT
POTLATCH FUND 800 FIFTH AVE 101-257 SEATTLE, WA 98104	73-1712905	501(C)(3)	10,000.	0.			PROGRAMMATIC INVESTMENT
PRAISEALUJAH DISCIPLESHIP 19825 DES MOINES MEMORIAL DR S DES MOINES, WA 98148		501(C)(3)	10,000.	0.			PROGRAMMATIC INVESTMENT
RAINIER VALLEY COMMUNITY DEVELOPMENT FUND - 6951 MARTIN LUTHER KING JR WAY S - SEATTLE, WA 98118	33-1030838	501(C)(3)	10,000.	0.			PROGRAMMATIC INVESTMENT
RESILIENT IN SUSTAINING EMPOWERMENT - 31811 PACIFIC HIGHWAY SOUTH - FEDERAL WAY, WA 98003	85-1218118	501(C)(3)	10,000.	0.			PROGRAMMATIC INVESTMENT

Schedule I (Form 990)

Part II Continuation of Grants and Other Assistance to Domestic Organizations and Domestic Governments (Schedule I (Form 990), Part II.)

(a) Name and address of organization or government	(b) EIN	(c) IRC section if applicable	(d) Amount of cash grant	(e) Amount of noncash assistance	(f) Method of valuation (book, FMV, appraisal, other)	(g) Description of non-cash assistance	(h) Purpose of grant or assistance
SEATTLE COLLEGES - NORTH SEATTLE COLLEGE - 9600 COLLEGE WAY NORTH - SEATTLE, WA 98103	91-0826872	501(C)(3)	10,000.	0.			PROGRAMMATIC INVESTMENT
SOUTHEAST SEATTLE EDUCATION COALITION - 2524 - 16TH AVENUE SOUTH - SEATTLE, WA 98144	81-3543228	501(C)(3)	10,000.	0.			PROGRAMMATIC INVESTMENT
SPEAK WITH PURPOSE 315 NW 2ND PL RENTON, WA 98057	85-4312183	501(C)(3)	10,000.	0.			PROGRAMMATIC INVESTMENT
THE HARRIET TUBMAN FOUNDATION FOR SAFE PASSAGE - 1107 TACOMA AVE S - TACOMA, WA 98402	82-4154435	501(C)(3)	10,000.	0.			PROGRAMMATIC INVESTMENT
TRINITY HELPING HANDS 930 S 336TH ST FEDERAL WAY, WA 98003	99-4364274	501(C)(3)	10,000.	0.			PROGRAMMATIC INVESTMENT
UMOJA PEACE CENTER PO BOX 22328 SEATTLE, WA 98122	46-3934123	501(C)(3)	10,000.	0.			PROGRAMMATIC INVESTMENT
UNIFIED OUTREACH 12345 LAKE CITY WAY NE #132 SEATTLE, WA 98125	33-1070577	501(C)(3)	10,000.	0.			PROGRAMMATIC INVESTMENT
UNITED IN PURPOSE 235 FIRST AVE S KENT, WA 98032	92-0714022	501(C)(3)	10,000.	0.			PROGRAMMATIC INVESTMENT
UNITED TERRIT. OF PACIFIC ISLANDERS ALLIANCE - PO BOX 68206 - SEATTLE, WA 98168	61-1668192	501(C)(3)	10,000.	0.			PROGRAMMATIC INVESTMENT

Schedule I (Form 990)

Part II Continuation of Grants and Other Assistance to Domestic Organizations and Domestic Governments (Schedule I (Form 990), Part II.)

(a) Name and address of organization or government	(b) EIN	(c) IRC section if applicable	(d) Amount of cash grant	(e) Amount of noncash assistance	(f) Method of valuation (book, FMV, appraisal, other)	(g) Description of non-cash assistance	(h) Purpose of grant or assistance
URBAN FAMILY CENTER ASSOCIATION 746 INDUSTRY DR TUKWILA, WA 98188	27-3962439	501(C)(3)	10,000.	0.			PROGRAMMATIC INVESTMENT
VILLA COMUNITARIA 8201 10TH AVE S #8 SEATTLE, WA 98108	83-3561540	501(C)(3)	10,000.	0.			PROGRAMMATIC INVESTMENT
WA THERAPY FUND FOUNDATION 4501 15TH AVE S SEATTLE, WA 98108	85-2607648	501(C)(3)	10,000.	0.			PROGRAMMATIC INVESTMENT
WONDER OF WOMEN INTERNATIONAL 115 PREFONTAINE PL S #510 SEATTLE, WA 98104	81-4221805	501(C)(3)	10,000.	0.			PROGRAMMATIC INVESTMENT
YOU'RE SEEN 3815 S. OTHELLO ST #100-379 SEATTLE, WA 98118	93-4072846	501(C)(3)	10,000.	0.			PROGRAMMATIC INVESTMENT
LEADERSHIP TOMORROW 1301 5TH AVE, SUITE 1500 SEATTLE, WA 98101	91-1196293	501(C)(3)	10,000.	0.			PROGRAMMATIC INVESTMENT
GREEN RIVER COMMUNITY COLLEGE 12401 SE 320TH ST AUBURN, WA 98092	91-0814013	501(C)(3)	8,500.	0.			PROGRAMMATIC INVESTMENT
UNIVERSITY OF WASHINGTON BOTHELL PO BOX 24967 SEATTLE, WA 98124	91-6001537	501(C)(3)	8,500.	0.			PROGRAMMATIC INVESTMENT
AMAZON 410 TERRY AVE N SEATTLE, WA 98109	91-1646860		8,488.	0.			PROGRAMMATIC INVESTMENT

Schedule I (Form 990)

Part II Continuation of Grants and Other Assistance to Domestic Organizations and Domestic Governments (Schedule I (Form 990), Part II.)

(a) Name and address of organization or government	(b) EIN	(c) IRC section if applicable	(d) Amount of cash grant	(e) Amount of noncash assistance	(f) Method of valuation (book, FMV, appraisal, other)	(g) Description of non-cash assistance	(h) Purpose of grant or assistance
CITY OF RENTON 1055 S GRADY WAY 6TH FL RENTON, WA 98057	91-6001271	501(C)(3)	8,000.	0.			PROGRAMMATIC INVESTMENT
HIGHLINE AREA FOOD BANK PO BOX 66427 BURIEN, WA 98166	91-1665389	501(C)(3)	8,000.	0.			PROGRAMMATIC INVESTMENT
SEATTLE CENTRAL COLLEGE 1701 BROADWAY SEATTLE, WA 98122	91-0826872	501(C)(3)	7,547.	0.			PROGRAMMATIC INVESTMENT
PLATEAU OUTREACH MINISTRIES INC PO BOX 391 ENUMCLAW, WA 98022	91-1965830	501(C)(3)	7,000.	0.			PROGRAMMATIC INVESTMENT
FISH 804 ELMVIEW RD ELLENSBURG, WA 98926	91-1059920	501(C)(3)	6,300.	0.			PROGRAMMATIC INVESTMENT
ASSET FUNDERS NETWORK 2045 W GRAND AVE CHICAGO, IL 60612	83-1215288	501(C)(3)	6,000.	0.			PROGRAMMATIC INVESTMENT
SOLID GROUND PO BOX 31066 SEATTLE, WA 98103	23-7421892	501(C)(3)	5,515.	0.			PROGRAMMATIC INVESTMENT
DENKYEM SPC 241 WILLIAMS AVE S STE E RENTON, WA 98057	83-3111620	501(C)(3)	5,000.	0.			PROGRAMMATIC INVESTMENT
BUILDING CHANGES 1200 12TH AVE S STE 1200 SEATTLE, WA 98144	91-1410450	501(C)(3)	5,000.	0.			PROGRAMMATIC INVESTMENT

Schedule I (Form 990)

Part III Grants and Other Assistance to Domestic Individuals. Complete if the organization answered "Yes" on Form 990, Part IV, line 22.
Part III can be duplicated if additional space is needed.

(a) Type of grant or assistance	(b) Number of recipients	(c) Amount of cash grant	(d) Amount of non-cash assistance	(e) Method of valuation (book, FMV, appraisal, other)	(f) Description of noncash assistance
RENTAL ASSISTANCE TO LANDLORDS	251	0.	3,094,360.	BOOK VALUE	RENTAL ASSISTANCE PAID DIRECTLY TO LANDLORD ON BEHALF OF INDIVIDUAL
FOOD BOXES TO INDIVIDUALS-WE FEED WA	6853	0.	154,194.	BOOK VALUE	FOOD BOXES DISTRIBUTED DIRECTLY TO INDIVIDUALS
FOOD BOXES TO INDIVIDUALS	8268	0.	186,043.	BOOK VALUE	FOOD BOXES DISTRIBUTED DIRECTLY TO INDIVIDUALS
RENTAL ASSISTANCE	54	427,723.	0.		

Part IV Supplemental Information. Provide the information required in Part I, line 2; Part III, column (b); and any other additional information.

PART I, LINE 2:

UNITED WAY OF KING COUNTY (UWKC) FUNDS GRANTED DIRECTLY TO UWKC PARTNER AGENCIES ARE MONITORED THROUGH ROUTINE REPORTING OF GRANTEES, AUDIT INFORMATION AND REVIEW AND PERIODIC SITE VISITS. FOR MOST AGENCIES, WE VERIFY THEIR 501(C)(3) STATUS USING DATA FILES THAT WE RECEIVE FROM THE IRS. THE IRS UPDATES THESE FILES ABOUT ONCE A MONTH AND MAKES THEM AVAILABLE FOR RETRIEVAL FROM THEIR WEBSITE. WE INCORPORATE THIS DATA INTO A SEARCHABLE DATABASE. FOR ORGANIZATIONS NOT FOUND IN THE IRS DATA FILES, WE REQUIRE A COPY OF THE 501(C)(3) DETERMINATION LETTER ISSUED TO THE ORGANIZATION BY THE IRS OR IN A FEW INSTANCES, WE VERIFY THE 501(C)(3) ELIGIBILITY WITH AN IRS AGENT OVER THE PHONE. SEVERAL TIMES A YEAR, WE REVIEW THE 501(C)(3) ORGANIZATIONS WE HAVE SET UP IN OUR DATABASE AGAINST NEW DATA WE RECEIVE FROM THE IRS TO ENSURE THAT WE ONLY PAY OUT TO THOSE AGENCIES THAT ARE CURRENTLY ELIGIBLE. UWKC MAY ENCOUNTER CIRCUMSTANCES WHERE IT MUST HOLD DOLLARS DUE TO LEGAL COMPULSION, THREAT OF COMPULSION, OR OTHER REASONS.

**SCHEDULE J
(Form 990)**

(Rev. December 2024)
Department of the Treasury
Internal Revenue Service

Compensation Information

For certain Officers, Directors, Trustees, Key Employees, and Highest
Compensated Employees
Complete if the organization answered "Yes" on Form 990, Part IV, line 23.
Attach to Form 990.
Go to www.irs.gov/Form990 for instructions and the latest information.

OMB No. 1545-0047

**Open to Public
Inspection**

Name of the organization UNITED WAY OF KING COUNTY	Employer identification number 91-0565555
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Part I Questions Regarding Compensation

	Yes	No
1a Check the appropriate box(es) if the organization provided any of the following to or for a person listed on Form 990, Part VII, Section A, line 1a. Complete Part III to provide any relevant information regarding these items. <input type="checkbox"/> First-class or charter travel <input type="checkbox"/> Travel for companions <input type="checkbox"/> Tax indemnification and gross-up payments <input type="checkbox"/> Discretionary spending account <input type="checkbox"/> Housing allowance or residence for personal use <input type="checkbox"/> Payments for business use of personal residence <input type="checkbox"/> Health or social club dues or initiation fees <input type="checkbox"/> Personal services (such as maid, chauffeur, chef)		
b If any of the boxes on line 1a are checked, did the organization follow a written policy regarding payment or reimbursement or provision of all of the expenses described above? If "No," complete Part III to explain	1b	
2 Did the organization require substantiation prior to reimbursing or allowing expenses incurred by all directors, trustees, and officers, including the CEO/Executive Director, regarding the items checked on line 1a?	2	
3 Indicate which, if any, of the following the organization used to establish the compensation of the organization's CEO/Executive Director. Check all that apply. Do not check any boxes for methods used by a related organization to establish compensation of the CEO/Executive Director, but explain in Part III. <input type="checkbox"/> Compensation committee <input type="checkbox"/> Independent compensation consultant <input type="checkbox"/> Form 990 of other organizations <input checked="" type="checkbox"/> Written employment contract <input checked="" type="checkbox"/> Compensation survey or study <input checked="" type="checkbox"/> Approval by the board or compensation committee		
4 During the year, did any person listed on Form 990, Part VII, Section A, line 1a, with respect to the filing organization or a related organization:		
a Receive a severance payment or change-of-control payment?	4a	X
b Participate in or receive payment from a supplemental nonqualified retirement plan?	4b	X
c Participate in or receive payment from an equity-based compensation arrangement?	4c	X
If "Yes" to any of lines 4a-c, list the persons and provide the applicable amounts for each item in Part III.		
Only section 501(c)(3), 501(c)(4), and 501(c)(29) organizations must complete lines 5-9.		
5 For persons listed on Form 990, Part VII, Section A, line 1a, did the organization pay or accrue any compensation contingent on the revenues of:		
a The organization?	5a	X
b Any related organization?	5b	X
If "Yes" on line 5a or 5b, describe in Part III.		
6 For persons listed on Form 990, Part VII, Section A, line 1a, did the organization pay or accrue any compensation contingent on the net earnings of:		
a The organization?	6a	X
b Any related organization?	6b	X
If "Yes" on line 6a or 6b, describe in Part III.		
7 For persons listed on Form 990, Part VII, Section A, line 1a, did the organization provide any nonfixed payments not described on lines 5 and 6? If "Yes," describe in Part III	7	X
8 Were any amounts reported on Form 990, Part VII, paid or accrued pursuant to a contract that was subject to the initial contract exception described in Regulations section 53.4958-4(a)(3)? If "Yes," describe in Part III	8	X
9 If "Yes" on line 8, did the organization also follow the rebuttable presumption procedure described in Regulations section 53.4958-6(c)?	9	

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

Schedule J (Form 990) (Rev. 12-2024)

Part II Officers, Directors, Trustees, Key Employees, and Highest Compensated Employees. Use duplicate copies if additional space is needed.

For each individual whose compensation must be reported on Schedule J, report compensation from the organization on row (i) and from related organizations, described in the instructions, on row (ii). Do not list any individuals that aren't listed on Form 990, Part VII.

Note: The sum of columns (B)(i)-(iii) for each listed individual must equal the total amount of Form 990, Part VII, Section A, line 1a, applicable column (D) and (E) amounts for that individual.

(A) Name and Title		(B) Breakdown of W-2 and/or 1099-MISC and/or 1099-NEC compensation			(C) Retirement and other deferred compensation	(D) Nontaxable benefits	(E) Total of columns (B)(i)-(D)	(F) Compensation in column (B) reported as deferred on prior Form 990
		(i) Base compensation	(ii) Bonus & incentive compensation	(iii) Other reportable compensation				
(1) GORDON MCHENRY JR. PRESIDENT CEO	(i)	418,401.	12,500.	21,335.	15,770.	16,845.	484,851.	0.
	(ii)	0.	0.	0.	0.	0.	0.	0.
(2) ELIZABETH SANTO DOMINGO CHIEF HUMAN RESOURCES OFFICER	(i)	226,446.	0.	4,434.	5,687.	10,549.	247,116.	0.
	(ii)	0.	0.	0.	0.	0.	0.	0.
(3) LINDSAY HARPER CHIEF PHILANTHROPY OFFICER	(i)	221,098.	0.	4,100.	6,245.	10,549.	241,992.	0.
	(ii)	0.	0.	0.	0.	0.	0.	0.
(4) REGINA MALVEAUX CHIEF IMPACT OFFICER	(i)	211,532.	0.	4,223.	0.	10,549.	226,304.	0.
	(ii)	0.	0.	0.	0.	0.	0.	0.
(5) JENNIFER JOHNSTON CHIEF FINANCIAL OFFICER	(i)	215,893.	0.	4,223.	5,685.	0.	225,801.	0.
	(ii)	0.	0.	0.	0.	0.	0.	0.
(6) CHRISTINE HYNES CHIEF MARKETING OFFICER	(i)	138,387.	0.	58,731.	4,818.	13,932.	215,868.	0.
	(ii)	0.	0.	0.	0.	0.	0.	0.
(7) LAURIE SAMUELSON SENIOR DIRECTOR, IT	(i)	138,200.	0.	2,715.	5,663.	15,173.	161,751.	0.
	(ii)	0.	0.	0.	0.	0.	0.	0.
	(i)							
	(ii)							
	(i)							
	(ii)							
	(i)							
	(ii)							
	(i)							
	(ii)							
	(i)							
	(ii)							
	(i)							
	(ii)							
	(i)							
	(ii)							

Part III Supplemental Information

Provide the information, explanation, or descriptions required for Part I, lines 1a, 1b, 3, 4a, 4b, 4c, 5a, 5b, 6a, 6b, 7, and 8, and for Part II. Also complete this part for any additional information.

PART I, LINE 4A:

CHRISTINE HYNES RECEIVED A SEVERANCE OF \$54,381.

**SCHEDULE M
(Form 990)**

Noncash Contributions

OMB No. 1545-0047

2024

Open to Public Inspection

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

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

Department of the Treasury
Internal Revenue Service

Name of the organization: UNITED WAY OF KING COUNTY
Employer identification number: 91-0565555

Part I Types of Property

	(a) Check if applicable	(b) Number of contributions or items contributed	(c) Noncash contribution amounts reported on Form 990, Part VIII, line 1g	(d) Method of determining noncash contribution amounts
1 Art - Works of art				
2 Art - Historical treasures				
3 Art - Fractional interests				
4 Books and publications				
5 Clothing and household goods				
6 Cars and other vehicles				
7 Boats and planes				
8 Intellectual property				
9 Securities - Publicly traded	X	42	1,728,517.	FAIR MARKET VALUE
10 Securities - Closely held stock				
11 Securities - Partnership, LLC, or trust interests				
12 Securities - Miscellaneous				
13 Qualified conservation contribution - Historic structures				
14 Qualified conservation contribution - Other				
15 Real estate - Residential				
16 Real estate - Commercial				
17 Real estate - Other				
18 Collectibles				
19 Food inventory				
20 Drugs and medical supplies				
21 Taxidermy				
22 Historical artifacts				
23 Scientific specimens				
24 Archeological artifacts				
25 Other (TICKETS)	X	37	34,600.	FAIR MARKET VALUE
26 Other (GOODS)	X	125	1,652.	FAIR MARKET VALUE
27 Other ()				
28 Other ()				

29 Number of Forms 8283 received by the organization during the tax year for contributions for which the organization completed Form 8283, Part V, Donee Acknowledgement 29 0

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

For Paperwork Reduction Act Notice, see the Instructions for Form 990. Schedule M (Form 990) 2024

**SCHEDULE O
(Form 990)**

(Rev. December 2024)

Department of the Treasury
Internal Revenue Service

Supplemental Information to Form 990 or 990-EZ

Complete to provide information for responses to specific questions on
Form 990 or 990-EZ or to provide any additional information.

Attach to Form 990 or Form 990-EZ.

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

OMB No. 1545-0047

**Open to Public
Inspection**

Name of the organization <p style="text-align: center;">UNITED WAY OF KING COUNTY</p>	Employer identification number <p style="text-align: center;">91-0565555</p>
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FORM 990, PART I, LINE 6:

VOLUNTEER COUNTS WERE DETERMINED BY TRACKING OF VOLUNTEER COUNTS
THROUGHOUT THE YEAR. VOLUNTEERS WERE ENGAGED IN MANY ASPECTS OF DIRECT
PROGRAM SERVICE DELIVERY.

FORM 990, PART III, LINE 4C, PROGRAM SERVICE ACCOMPLISHMENTS:

REQUESTS, AND MAKE FUNDING DECISIONS. IN FY25 WE SUPPORTED 29
ORGANIZATIONS. OUR CRP PROJECT MADE GRANTS TO APPROXIMATELY 80
ORGANIZATIONS, PRIORITIZING THOSE WITH ANNUAL BUDGETS OF LESS THAN \$2
MILLION

FORM 990, PART III, LINE 4D, OTHER PROGRAM SERVICES:

ACCESS TO RESOURCES & FINANCIAL STABILITY:

FINANCIAL STABILITY ENCOMPASSES UWKC'S FOOD SECURITY, FREE TAX
PREPARATION, AND BRIDGE TO FINISH PROGRAMS. ALL THREE OF THESE BODIES
OF WORK SEEK TO ADDRESS POVERTY AND INCREASE ACCESS TO RESOURCES.
UNITED WAY OF KING COUNTY'S HOME GROCERY DELIVERY PROGRAM DELIVERED
CULTURALLY SPECIFIC FOOD BOXES TO OVER 5,000 HOUSEHOLD WEEKLY.
ADDITIONALLY, THE SUMMER MEALS PROGRAM SERVED OVER 15,000 YOUTH IN
2025. UNITED WAY'S FREE TAX PREPARATION CAMPAIGN PROVIDED IN-PERSON
SERVICES WITH MORE THAN 500 VOLUNTEERS PREPARING TAX RETURNS FOR
COMMUNITY MEMBERS. THE PROGRAM SERVED OVER 18,200 COMMUNITY MEMBERS WHO
RECEIVED MORE THAN \$17 MILLION IN TAX RETURNS. FINALLY, THE BRIDGE TO
FINISH PROGRAM SERVED 5,430 POST-SECONDARY STUDENTS ENSURING THEY COULD
ACCESS BASIC NEEDS RESOURCES SO THEY CAN FOCUS ON THEIR EDUCATION AND
GRADUATE.
EXPENSES \$ 7,842,322. INCLUDING GRANTS OF \$ 2,886,273. REVENUE \$ 0.

OTHER PROGRAM: SUPPORTING YOUTH ACHIEVEMENTS: OTHER PROGRAMS INCLUDE

BRIDGE TO FINISH, HELPING COMMUNITY COLLEGE STUDENTS PERSIST TO
GRADUATION. INTERVENTIONS WERE PROVIDED TO STUDENTS, INCLUDING
EMERGENCY NEEDS GRANTS, FINANCIAL COUNSELING, ACCESS TO FOOD, AND MORE.
EXPENSES \$ 5,444,724. INCLUDING GRANTS OF \$ 350,025. REVENUE \$ 260,508.

BRIDGING THE WEALTH GAP:

THE GOAL OF THE BRIDGING THE WEALTH GAP PROGRAM WAS TO SUPPORT WEALTH
BUILDING AMONG ASSET-LIMITED, INCOME-CONSTRAINED, EMPLOYED HOUSEHOLDS
IN THE PUGET SOUND. THIS WOULD BE ACHIEVED BY UNITED WAY OF KING COUNTY
(UWKC) OPERATING A LOAN GUARANTY PROGRAM THAT WOULD DRIVE ACCESS TO
CAPITAL IN ORDER TO START OR GROW SMALL BUSINESSES AND FOR
HOMEOWNERSHIP. FURTHERMORE, UWKC WOULD SERVE AS A CONVENER BETWEEN
COMMUNITY DEVELOPMENT FINANCIAL INSTITUTIONS (CDFIS), COMMUNITY-BASED
ORGANIZATIONS (CBOS), AND INDIVIDUALS AND NEIGHBORHOODS.
EXPENSES \$ 500,945. INCLUDING GRANTS OF \$ 300,000. REVENUE \$ 0.

NATIONAL SERVICE (AMERICORPS):

THE UWKC AMERICORPS PROGRAM PLACED HOSTED OVER 60 MEMBERS ANNUALLY WHO
PROVIDED BOTH DIRECT SERVICE AND CAPACITY BUILDING. MEMBERS SERVED BOTH
INTERNALLY AT UWKC AND AT EXTERNAL COMMUNITY SITES WITH PARTNER
ORGANIZATIONS. THEY SUPPORTED THE WORK OF THE BRIDGE TO FINISH, FOOD
SECURITY, HOUSING STABILITY, AND EDUCATION PROGRAMS. MEMBERS PLAYED A
CRITICAL ROLE IN INCREASING COMMUNITY IMPACT THROUGH THESE PROGRAMS.

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

Schedule O (Form 990) (Rev. 12-2024)

Name of the organization UNITED WAY OF KING COUNTY	Employer identification number 91-0565555
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THESE PROGRAMS WERE ENDED IN LATE APRIL OF 2025 BECAUSE MULTIPLE CONTRACTS WERE CANCELLED BY THE FEDERAL GOVERNMENT ACROSS THE COUNTRY. THE UWKC CONTRACTS WERE AMONG THOSE IMPACTED. EXPENSES \$ 152,772. INCLUDING GRANTS OF \$ 0. REVENUE \$ 0.

FORM 990, PART VI, SECTION A, LINE 4:
THE BOARD REVIEWED AND APPROVED AMENDMENTS TO THE BOARD CODE OF ETHICS FORM TO STRENGTHEN EXPECTATIONS REGARDING DIRECTOR CONDUCT. THE REVISIONS INCLUDE THE ADDITION OF PROVISIONS ADDRESSING STANDARDS OF CONDUCT AND ACCOUNTABILITY, CLARIFYING THAT BOARD MEMBERS ARE HELD TO THE HIGHEST STANDARDS BOTH WITHIN AND OUTSIDE THE ORGANIZATION, INCLUDING CONDUCT THAT MAY IMPACT THE ORGANIZATION'S REPUTATION. THE UPDATED LANGUAGE PROVIDES FLEXIBILITY FOR THE BOARD TO EVALUATE POTENTIAL MISCONDUCT ON A CASE-BY-CASE BASIS WHILE ENSURING APPROPRIATE OVERSIGHT OF REPUTATIONAL RISK. THESE CHANGES WERE DISCUSSED AND APPROVED BY THE GOVERNANCE COMMITTEE AT ITS OCTOBER 16, 2024 MEETING.

FORM 990, PART VI, SECTION B, LINE 11B:
THE REVIEW OF THE FORM 990 IS INITIALLY COMPLETED BY THE SENIOR ACCOUNTANT, CONTROLLER, AND CFO, THEN IT IS REVIEWED BY THE TREASURER AND AUDIT & FINANCE COMMITTEE OF THE BOARD, AND ULTIMATELY THE CEO WHEN SIGNED ON BEHALF OF THE ORGANIZATION. THE FILED FINAL RETURN WILL BE PROVIDED TO THE BOARD OF DIRECTORS AT THE NEXT SCHEDULED MEETING AFTER FILING.

FORM 990, PART VI, SECTION B, LINE 12C:
ANNUALLY, EACH BOARD MEMBER REVIEWS THE CONFLICT OF INTEREST AND ETHICS POLICY. AFTER THE REVIEW, EACH BOARD MEMBER SIGNS THE POLICY AND RETURNS IT TO THE EXECUTIVE OFFICE TO BE KEPT ON FILE. IF THERE IS FOUND TO BE A CONFLICT OF INTEREST, IT IS REPORTED TO THE BOARD PRESIDENT AND THE CEO, AND THE BOARD MEMBER IS ASKED TO RECUSE HIM OR HERSELF FROM ANY VOTE ON THE MATTER.

FORM 990, PART VI, SECTION B, LINE 15:
UNITED WAY OF KING COUNTY USES A UNITED WAY WORLD WIDE SURVEY (US). THE UWKC CEO'S PAY IS SET AT THE MEDIAN OF SALARIES FOR METRO UWS CEOS (ANNUAL BUDGET ABOVE 25 MILLION). ANNUAL BONUS IS SET BY THE BOARD AT THEIR DISCRETION USING ANNUAL UWKC PERFORMANCE.

ANNUALLY, THE CEO'S SALARY IS REVIEWED BY THE EXECUTIVE COMMITTEE AND APPROVED BY THE BOARD. ANNUALLY, THE CFO'S SALARY IS REVIEWED AND APPROVED BY THE CHIEF EXECUTIVE OFFICER. THE LAST COMPENSATION REVIEW WAS PERFORMED IN OCTOBER 2024.

FORM 990, PART VI, SECTION C, LINE 19:
CURRENT AUDITED FINANCIAL STATEMENTS AND THE CURRENT IRS FORM 990 ARE AVAILABLE ON OUR WEBSITE. OUR CONFLICT OF INTEREST POLICY AND OTHER GOVERNING DOCUMENTS ARE AVAILABLE UPON WRITTEN REQUEST.

FORM 990, PART VIII, LINE 1F:
FORM 990, PART VIII, LINE 1F DOES NOT INCLUDE DONOR DESIGNATIONS WHICH ARE CONTRIBUTIONS DESIGNATED TO NONPROFIT ORGANIZATIONS OTHER THAN UNITED WAY OF KING COUNTY.

CAMPAIGN RESULTS	\$27,819,473
LESS DONOR DESIGNATIONS	\$11,395,491
NET CAMPAIGN REVENUE	\$16,423,982 AS REPORTED ON FORM 990

Name of the organization UNITED WAY OF KING COUNTY	Employer identification number 91-0565555
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FORM 990, PART IX, LINES 1 & 2:
 FORM 990, PART IX, LINES 1 & 2 DOES NOT INCLUDE DONOR DESIGNATIONS
 WHICH ARE CONTRIBUTIONS DESIGNATED TO NONPROFIT ORGANIZATIONS OTHER
 THAN UNITED WAY OF KING COUNTY.

GRANT FUNDS AWARDED & DESIGNATED	\$39,673,426
LESS DONOR DESIGNATIONS	\$11,395,491
NET FUNDS AWARDED	\$28,277,935 AS REPORTED ON FORM 990

FORM 990, PART XI, LINE 9, CHANGES IN NET ASSETS:
 CHANGE IN BENEFICIAL INTEREST IN TRUST 1,732,140.