

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 **APR 1, 2024** and ending **MAR 31, 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 Greater Houston		D Employer identification number 74-1167964
	Doing business as		E Telephone number 713-685-2300
	Number and street (or P.O. box if mail is not delivered to street address)	Room/suite	
	50 Waugh Drive		G Gross receipts \$ 88,398,167.
	City or town, state or province, country, and ZIP or foreign postal code Houston, TX 77007-5813		H(a) Is this a group return for subordinates? <input type="checkbox"/> Yes <input checked="" type="checkbox"/> No H(b) Are all subordinates included? <input type="checkbox"/> Yes <input type="checkbox"/> No If "No," attach a list. See instructions
F Name and address of principal officer: Amanda McMillian same as C above		H(c) Group exemption number	
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			
J Website: www.unitedwayhouston.org			
K Form of organization: <input checked="" type="checkbox"/> Corporation <input type="checkbox"/> Trust <input type="checkbox"/> Association <input type="checkbox"/> Other			L Year of formation: 1922 M State of legal domicile: TX

Part I Summary

Activities & Governance	1 Briefly describe the organization's mission or most significant activities: See Schedule O		
	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	50
	4 Number of independent voting members of the governing body (Part VI, line 1b)	4	50
	5 Total number of individuals employed in calendar year 2024 (Part V, line 2a)	5	248
	6 Total number of volunteers (estimate if necessary)	6	8579
	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)	63,485,292.	77,600,724.
	10 Investment income (Part VIII, column (A), lines 3, 4, and 7d)	654,574.	649,520.
	11 Other revenue (Part VIII, column (A), lines 5, 6d, 8c, 9c, 10c, and 11e)	1,507,857.	1,332,083.
	12 Total revenue - add lines 8 through 11 (must equal Part VIII, column (A), line 12)	-350,646.	44,241.
		65,297,077.	79,626,568.
Expenses	13 Grants and similar amounts paid (Part IX, column (A), lines 1-3)	34,673,364.	40,797,345.
	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)	17,693,081.	18,923,726.
	16a Professional fundraising fees (Part IX, column (A), line 11e)	96,000.	96,000.
	b Total fundraising expenses (Part IX, column (D), line 25)	6,742,046.	
	17 Other expenses (Part IX, column (A), lines 11a-11d, 11f-24e)	8,846,884.	9,912,341.
18 Total expenses. Add lines 13-17 (must equal Part IX, column (A), line 25)	61,309,329.	69,729,412.	
19 Revenue less expenses. Subtract line 18 from line 12	3,987,748.	9,897,156.	
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)	92,353,745.	99,530,404.
	22 Net assets or fund balances. Subtract line 21 from line 20	38,100,013.	34,731,471.
	54,253,732.	64,798,933.	

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	<i>Electronically Filed</i>			
	Signature of officer Bart Ferrell, Chief Strategy & Fin Officer	Date		
Paid Preparer Use Only	Preparer's name Barbara Murphy	Preparer's signature Barbara Murphy	Date 10/04/25	Check if self-employed <input type="checkbox"/> PTIN P01386215
	Firm's name Blazek & Vetterling	Firm's EIN 76-0269860	Phone no. 713-439-5739	
	Firm's address 2900 Wesleyan, Suite 200 Houston, TX 77027			

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:
United Way works together to improve lives, build a stronger community, and create meaningful opportunities for people to prosper.

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
If "Yes," describe these new services on Schedule O.

3 Did the organization cease conducting, or make significant changes in how it conducts, any program services? [] Yes [X] No
If "Yes," describe these changes on Schedule O.

4 Describe the organization's program service accomplishments for each of its three largest program services, as measured by expenses. Section 501(c)(3) and 501(c)(4) organizations are required to report the amount of grants and allocations to others, the total expenses, and revenue, if any, for each program service reported.

4a (Code:) (Expenses \$ 46,997,484. including grants of \$ 32,233,064.) (Revenue \$ 297,446.)
Creating Opportunities for People to Prosper - See Schedule O

4b (Code:) (Expenses \$ 2,399,435. including grants of \$ 87,077.) (Revenue \$ 352,074.)
Community Outreach - See Schedule O

4c (Code:) (Expenses \$ 9,046,827. including grants of \$ 8,477,204.) (Revenue \$)
Disaster Recovery, Resiliency, and Preparedness - See Schedule O

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

4e Total program service expenses 58,443,746.

Part IV Checklist of Required Schedules

	Yes	No
1 Is the organization described in section 501(c)(3) or 4947(a)(1) (other than a private foundation)? <i>If "Yes," complete Schedule A</i>	X	
2 Is the organization required to complete <i>Schedule B, Schedule of Contributors</i> ? See instructions	X	
3 Did the organization engage in direct or indirect political campaign activities on behalf of or in opposition to candidates for public office? <i>If "Yes," complete Schedule C, Part I</i>		X
4 Section 501(c)(3) organizations. Did the organization engage in lobbying activities, or have a section 501(h) election in effect during the tax year? <i>If "Yes," complete Schedule C, Part II</i>	X	
5 Is the organization a section 501(c)(4), 501(c)(5), or 501(c)(6) organization that receives membership dues, assessments, or similar amounts as defined in Rev. Proc. 98-19? <i>If "Yes," complete Schedule C, Part III</i>		X
6 Did the organization maintain any donor advised funds or any similar funds or accounts for which donors have the right to provide advice on the distribution or investment of amounts in such funds or accounts? <i>If "Yes," complete Schedule D, Part I</i>		X
7 Did the organization receive or hold a conservation easement, including easements to preserve open space, the environment, historic land areas, or historic structures? <i>If "Yes," complete Schedule D, Part II</i>		X
8 Did the organization maintain collections of works of art, historical treasures, or other similar assets? <i>If "Yes," complete Schedule D, Part III</i>		X
9 Did the organization report an amount in Part X, line 21, for escrow or custodial account liability; serve as a custodian for amounts not listed in Part X; or provide credit counseling, debt management, credit repair, or debt negotiation services? <i>If "Yes," complete Schedule D, Part IV</i>	X	
10 Did the organization, directly or through a related organization, hold assets in donor-restricted endowments or in quasi-endowments? <i>If "Yes," complete Schedule D, Part V</i>		X
11 If the organization's answer to any of the following questions is "Yes," then complete Schedule D, Parts VI, VII, VIII, IX, or X, as applicable.		
a Did the organization report an amount for land, buildings, and equipment in Part X, line 10? <i>If "Yes," complete Schedule D, Part VI</i>	X	
b Did the organization report an amount for investments - other securities in Part X, line 12, that is 5% or more of its total assets reported in Part X, line 16? <i>If "Yes," complete Schedule D, Part VII</i>		X
c Did the organization report an amount for investments - program related in Part X, line 13, that is 5% or more of its total assets reported in Part X, line 16? <i>If "Yes," complete Schedule D, Part VIII</i>		X
d Did the organization report an amount for other assets in Part X, line 15, that is 5% or more of its total assets reported in Part X, line 16? <i>If "Yes," complete Schedule D, Part IX</i>		X
e Did the organization report an amount for other liabilities in Part X, line 25? <i>If "Yes," complete Schedule D, Part X</i>	X	
f Did the organization's separate or consolidated financial statements for the tax year include a footnote that addresses the organization's liability for uncertain tax positions under FIN 48 (ASC 740)? <i>If "Yes," complete Schedule D, Part X</i>		X
12a Did the organization obtain separate, independent audited financial statements for the tax year? <i>If "Yes," complete Schedule D, Parts XI and XII</i>	X	
b Was the organization included in consolidated, independent audited financial statements for the tax year? <i>If "Yes," and if the organization answered "No" to line 12a, then completing Schedule D, Parts XI and XII is optional</i>		X
13 Is the organization a school described in section 170(b)(1)(A)(ii)? <i>If "Yes," complete Schedule E</i>		X
14a Did the organization maintain an office, employees, or agents outside of the United States?		X
b Did the organization have aggregate revenues or expenses of more than \$10,000 from grantmaking, fundraising, business, investment, and program service activities outside the United States, or aggregate foreign investments valued at \$100,000 or more? <i>If "Yes," complete Schedule F, Parts I and IV</i>		X
15 Did the organization report on Part IX, column (A), line 3, more than \$5,000 of grants or other assistance to or for any foreign organization? <i>If "Yes," complete Schedule F, Parts II and IV</i>		X
16 Did the organization report on Part IX, column (A), line 3, more than \$5,000 of aggregate grants or other assistance to or for foreign individuals? <i>If "Yes," complete Schedule F, Parts III and IV</i>		X
17 Did the organization report a total of more than \$15,000 of expenses for professional fundraising services on Part IX, column (A), lines 6 and 11e? <i>If "Yes," complete Schedule G, Part I.</i> See instructions	X	
18 Did the organization report more than \$15,000 total of fundraising event gross income and contributions on Part VIII, lines 1c and 8a? <i>If "Yes," complete Schedule G, Part II</i>	X	
19 Did the organization report more than \$15,000 of gross income from gaming activities on Part VIII, line 9a? <i>If "Yes," complete Schedule G, Part III</i>		X
20a Did the organization operate one or more hospital facilities? <i>If "Yes," complete Schedule H</i>		X
b If "Yes" to line 20a, did the organization attach a copy of its audited financial statements to this return?		
21 Did the organization report more than \$5,000 of grants or other assistance to any domestic organization or domestic government on Part IX, column (A), line 1? <i>If "Yes," complete Schedule I, Parts I and II</i>	X	

Part IV Checklist of Required Schedules (continued)

	Yes	No
22 Did the organization report more than \$5,000 of grants or other assistance to or for domestic individuals on Part IX, column (A), line 2? <i>If "Yes," complete Schedule I, Parts I and III</i>	22 X	
23 Did the organization answer "Yes" to Part VII, Section A, line 3, 4, or 5, about compensation of the organization's current and former officers, directors, trustees, key employees, and highest compensated employees? <i>If "Yes," complete Schedule J</i>	23 X	
24a Did the organization have a tax-exempt bond issue with an outstanding principal amount of more than \$100,000 as of the last day of the year, that was issued after December 31, 2002? <i>If "Yes," answer lines 24b through 24d and complete Schedule K. If "No," go to line 25a</i>	24a	X
b Did the organization invest any proceeds of tax-exempt bonds beyond a temporary period exception?	24b	
c Did the organization maintain an escrow account other than a refunding escrow at any time during the year to defease any tax-exempt bonds?	24c	
d Did the organization act as an "on behalf of" issuer for bonds outstanding at any time during the year?	24d	
25a Section 501(c)(3), 501(c)(4), and 501(c)(29) organizations. Did the organization engage in an excess benefit transaction with a disqualified person during the year? <i>If "Yes," complete Schedule L, Part I</i>	25a	X
b Is the organization aware that it engaged in an excess benefit transaction with a disqualified person in a prior year, and that the transaction has not been reported on any of the organization's prior Forms 990 or 990-EZ? <i>If "Yes," complete Schedule L, Part I</i>	25b	X
26 Did the organization report any amount on Part X, line 5 or 22, for receivables from or payables to any current or former officer, director, trustee, key employee, creator or founder, substantial contributor, or 35% controlled entity or family member of any of these persons? <i>If "Yes," complete Schedule L, Part II</i>	26	X
27 Did the organization provide a grant or other assistance to any current or former officer, director, trustee, key employee, creator or founder, substantial contributor or employee thereof, a grant selection committee member, or to a 35% controlled entity (including an employee thereof) or family member of any of these persons? <i>If "Yes," complete Schedule L, Part III</i>	27	X
28 Was the organization a party to a business transaction with one of the following parties? (See the Schedule L, Part IV, instructions for applicable filing thresholds, conditions, and exceptions):		
a A current or former officer, director, trustee, key employee, creator or founder, or substantial contributor? <i>If "Yes," complete Schedule L, Part IV</i>	28a	X
b A family member of any individual described in line 28a? <i>If "Yes," complete Schedule L, Part IV</i>	28b	X
c A 35% controlled entity of one or more individuals and/or organizations described in line 28a or 28b? <i>If "Yes," complete Schedule L, Part IV</i>	28c	X
29 Did the organization receive more than \$25,000 in noncash contributions? <i>If "Yes," complete Schedule M</i>	29 X	
30 Did the organization receive contributions of art, historical treasures, or other similar assets, or qualified conservation contributions? <i>If "Yes," complete Schedule M</i>	30	X
31 Did the organization liquidate, terminate, or dissolve and cease operations? <i>If "Yes," complete Schedule N, Part I</i>	31	X
32 Did the organization sell, exchange, dispose of, or transfer more than 25% of its net assets? <i>If "Yes," complete Schedule N, Part II</i>	32	X
33 Did the organization own 100% of an entity disregarded as separate from the organization under Regulations sections 301.7701-2 and 301.7701-3? <i>If "Yes," complete Schedule R, Part I</i>	33	X
34 Was the organization related to any tax-exempt or taxable entity? <i>If "Yes," complete Schedule R, Part II, III, or IV, and Part V, line 1</i>	34	X
35a Did the organization have a controlled entity within the meaning of section 512(b)(13)?	35a	X
b If "Yes" to line 35a, did the organization receive any payment from or engage in any transaction with a controlled entity within the meaning of section 512(b)(13)? <i>If "Yes," complete Schedule R, Part V, line 2</i>	35b	
36 Section 501(c)(3) organizations. Did the organization make any transfers to an exempt non-charitable related organization? <i>If "Yes," complete Schedule R, Part V, line 2</i>	36	X
37 Did the organization conduct more than 5% of its activities through an entity that is not a related organization and that is treated as a partnership for federal income tax purposes? <i>If "Yes," complete Schedule R, Part VI</i>	37	X
38 Did the organization complete Schedule O and provide explanations on Schedule O for Part VI, lines 11b and 19?	38 X	

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

Part V Statements Regarding Other IRS Filings and Tax Compliance

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

	Yes	No
1a Enter the number reported in box 3 of Form 1096. Enter -0- if not applicable	1a 50	
b Enter the number of Forms W-2G included on line 1a. Enter -0- if not applicable	1b 0	
c Did the organization comply with backup withholding rules for reportable payments to vendors and reportable gaming (gambling) winnings to prize winners?	1c X	

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, unrelated business 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

Section A. Governing Body and Management

		Yes	No
1a	Enter the number of voting members of the governing body at the end of the tax year If there are material differences in voting rights among members of the governing body, or if the governing body delegated broad authority to an executive committee or similar committee, explain on Schedule O.		
	1a 50		
b	Enter the number of voting members included on line 1a, above, who are independent		
	1b 50		
2	Did any officer, director, trustee, or key employee have a family relationship or a business relationship with any other officer, director, trustee, or key employee?		X
3	Did the organization delegate control over management duties customarily performed by or under the direct supervision of officers, directors, trustees, or key employees to a management company or other person?		X
4	Did the organization make any significant changes to its governing documents since the prior Form 990 was filed?		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	
b	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.)

		Yes	No
10a	Did the organization have local chapters, branches, or affiliates?		X
b	If "Yes," did the organization have written policies and procedures governing the activities of such chapters, affiliates, and branches to ensure their operations are consistent with the organization's exempt purposes?		
11a	Has the organization provided a complete copy of this Form 990 to all members of its governing body before filing the form?	X	
b	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	
b	Were officers, directors, or trustees, and key employees required to disclose annually interests that could give rise to conflicts?	X	
c	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	
	If "Yes" to line 15a or 15b, describe the process on Schedule O. See instructions.		
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
b	If "Yes," did the organization follow a written policy or procedure requiring the organization to evaluate its participation in joint venture arrangements under applicable federal tax law, and take steps to safeguard the organization's exempt status with respect to such arrangements?		

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.
 Own website Another's website 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
Bart Ferrell, CPA - 713-685-2300
50 Waugh Dr, Houston, TX 77007-5813

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) Amanda McMillian President & CEO	50.00			X			425,321.	0.	57,201.	
(2) Angel Harris VP & Chief Adv. Officer	50.00				X		322,080.	0.	26,523.	
(3) Mary Vazquez VP, Community Outreach	50.00				X		190,393.	0.	46,302.	
(4) Margaret M. Oser VP, Mission & Strategy	50.00				X		207,135.	0.	27,050.	
(5) Jaideep Hebbar VP & CSFO (thru 8/24)	50.00			X			211,319.	0.	20,232.	
(6) Barbara L. Walker AVP, Principal Gifts Officer	50.00					X	199,451.	0.	28,376.	
(7) Jeffrey Nash AVP, Innovation & Data Management	50.00					X	169,890.	0.	35,577.	
(8) Henry J. Adaso AVP, Marketing & Communications	50.00					X	138,942.	0.	42,433.	
(9) Kenneth W. Miller Sr. Dir IT Technology & Security	50.00					X	150,337.	0.	24,501.	
(10) Veronica Hagerty Sr. Dir. Board Dev & NP Training	50.00					X	148,890.	0.	24,164.	
(11) Bart Ferrell CSFO (from 12/24)	50.00			X			30,283.	0.	0.	
(12) Steve Stephens Chair	2.00	X		X			0.	0.	0.	
(13) Kelly Hackett Secretary	2.00	X		X			0.	0.	0.	
(14) Dorothy Ables Trustee	2.00	X					0.	0.	0.	
(15) Esi Akinosho Trustee	2.00	X					0.	0.	0.	
(16) Camilo Amezquita Trustee	2.00	X					0.	0.	0.	
(17) David Baker Trustee	2.00	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) Marc Boom Trustee	2.00	X						0.	0.	0.
(19) David L. Callender Trustee	2.00	X						0.	0.	0.
(20) Chris Champion Trustee	2.00	X						0.	0.	0.
(21) Willie Chiang Trustee	2.00	X						0.	0.	0.
(22) Shauna Johnson Clark Trustee	2.00	X						0.	0.	0.
(23) Cynthia Colbert Trustee	2.00	X						0.	0.	0.
(24) Paula DesRoches Trustee	2.00	X						0.	0.	0.
(25) Daniel Cardinal DiNardo Trustee	2.00	X						0.	0.	0.
(26) Jose Espinel Trustee	2.00	X						0.	0.	0.
1b Subtotal								2,194,041.	0.	332,359.
c Total from continuation sheets to Part VII, Section A								0.	0.	0.
d Total (add lines 1b and 1c)								2,194,041.	0.	332,359.

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 45

	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
Patient Care Intervention Center 3701 Kirby Dr #1086, Houston, TX 77098	Consulting	740,670.
Ward & Ames Special Events 7500 San Felipe #350, Houston, TX 77063	Event coordination	284,089.
Boston Children's Hospital 300 Longwood Ave, Boston, MA 02115	Evaluation services	257,300.
Brazos Commercial Roofing 440 Louisiana St, Houston, TX 77002	Roof construction	230,542.
Childrenflow LLC 5233 Bellaire Blvd #563, Bellaire, TX 77401	Childhood dev. services	229,260.

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 14

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) Tina Faraca Trustee	2.00	X					0.	0.	0.	
(28) Clint Follette Trustee	2.00	X					0.	0.	0.	
(29) Jesse Gelsomini Trustee	2.00	X					0.	0.	0.	
(30) Martyn E. Goossen Trustee	2.00	X					0.	0.	0.	
(31) Mary Beth Gracy Trustee	2.00	X					0.	0.	0.	
(32) Greg Grissom Trustee	2.00	X					0.	0.	0.	
(33) Scott Hallam Trustee	2.00	X					0.	0.	0.	
(34) Cynthia Hansen Trustee	2.00	X					0.	0.	0.	
(35) John Johnson Trustee	2.00	X					0.	0.	0.	
(36) Sandy Johnson Trustee	2.00	X					0.	0.	0.	
(37) Daniel Kalms Trustee	2.00	X					0.	0.	0.	
(38) Steve Kean Trustee	2.00	X					0.	0.	0.	
(39) Ryan Lance Trustee	2.00	X					0.	0.	0.	
(40) Liam Mallon Trustee	2.00	X					0.	0.	0.	
(41) Nataly Marks Trustee	2.00	X					0.	0.	0.	
(42) Lilyanne McClean Trustee	2.00	X					0.	0.	0.	
(43) Wayne McConnell Trustee	2.00	X					0.	0.	0.	
(44) Nancy A. Meyer Trustee	2.00	X					0.	0.	0.	
(45) Desrye Morgan Trustee	2.00	X					0.	0.	0.	
(46) Tandra Perkins Trustee	2.00	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	52,584,600.				
	b	Membership dues	1b					
	c	Fundraising events	1c	484,956.				
	d	Related organizations	1d					
	e	Government grants (contributions)	1e	4,554,684.				
	f	All other contributions, gifts, grants, and similar amounts not included above ...	1f	19,976,484.				
	g	Noncash contributions included in lines 1a-1f	1g	\$ 3,099,997.				
	h	Total. Add lines 1a-1f			77,600,724.			
Program Service Revenue	2 a	Support services	Business Code	561000	352,074.	352,074.		
	b	Referral services/other		561000	199,700.	199,700.		
	c	MAP registration		561000	97,746.	97,746.		
	d							
	e							
	f	All other program service revenue						
	g	Total. Add lines 2a-2f			649,520.			
Other Revenue	3	Investment income (including dividends, interest, and other similar amounts)			1,307,614.		1307614.	
	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				
				(ii) Other				
					8,652,164.			
	b	Less: cost or other basis and sales expenses	7b	8,627,695.				
	c	Gain or (loss)	7c	24,469.				
d	Net gain or (loss)			24,469.		24,469.		
8 a	Gross income from fundraising events (not including \$ 484,956. of contributions reported on line 1c). See Part IV, line 18	8a		188,145.				
				143,904.				
					44,241.		44,241.	
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		Business Code					
	b							
	c							
	d	All other revenue						
	e	Total. Add lines 11a-11d						
12	Total revenue. See instructions			79,626,568.	649,520.	0.	1376324.	

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

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	40,701,876.	40,701,876.		
2 Grants and other assistance to domestic individuals. See Part IV, line 22	95,469.	95,469.		
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	1,563,838.	953,435.	247,121.	363,282.
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	13,527,611.	8,247,469.	2,137,652.	3,142,490.
8 Pension plan accruals and contributions (include section 401(k) and 403(b) employer contributions)	941,438.	573,973.	148,767.	218,698.
9 Other employee benefits	1,844,858.	1,124,767.	291,527.	428,564.
10 Payroll taxes	1,045,981.	637,710.	165,288.	242,983.
11 Fees for services (nonemployees):				
a Management				
b Legal	12,129.	1,740.	10,389.	
c Accounting	89,115.		89,115.	
d Lobbying				
e Professional fundraising services. See Part IV, line 17	96,000.			96,000.
f Investment management fees	52,454.		52,454.	
g Other. (If line 11g amount exceeds 10% of line 25, column (A), amount, list line 11g expenses on Sch O.)	2,130,323.	1,171,030.	548,251.	411,042.
12 Advertising and promotion	148,454.	74,227.		74,227.
13 Office expenses	867,542.	549,510.	150,248.	167,784.
14 Information technology	892,023.	545,186.	46,149.	300,688.
15 Royalties				
16 Occupancy	2,611,428.	2,195,381.	177,295.	238,752.
17 Travel	107,897.	79,377.	3,353.	25,167.
18 Payments of travel or entertainment expenses for any federal, state, or local public officials				
19 Conferences, conventions, and meetings	854,129.	229,728.	37,172.	587,229.
20 Interest				
21 Payments to affiliates	644,434.	382,381.	118,025.	144,028.
22 Depreciation, depletion, and amortization	1,265,868.	776,737.	208,488.	280,643.
23 Insurance	60,227.		60,227.	
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 <u>Prof. development</u>	146,933.	91,996.	34,711.	20,226.
b <u>Dues & subscriptions</u>	29,385.	11,754.	17,388.	243.
c _____				
d _____				
e All other expenses _____				
25 Total functional expenses. Add lines 1 through 24e	69,729,412.	58,443,746.	4,543,620.	6,742,046.
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)		(B)
		Beginning of year		End of year
Assets	1 Cash - non-interest-bearing		1	
	2 Savings and temporary cash investments	13,538,242.	2	8,823,232.
	3 Pledges and grants receivable, net	25,795,015.	3	27,547,184.
	4 Accounts receivable, net	101,185.	4	271,279.
	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	29,241.	8	26,372.
	9 Prepaid expenses and deferred charges	625,585.	9	616,644.
	10a Land, buildings, and equipment: cost or other basis. Complete Part VI of Schedule D	10a 48,861,053.		
	b Less: accumulated depreciation	10b 21,712,666.		
	11 Investments - publicly traded securities	27,940,761.	10c	27,148,387.
	12 Investments - other securities. See Part IV, line 11	22,192,796.	11	33,630,413.
	13 Investments - program-related. See Part IV, line 11		12	
	14 Intangible assets		13	
	15 Other assets. See Part IV, line 11	2,130,920.	14	
16 Total assets. Add lines 1 through 15 (must equal line 33)	92,353,745.	15	1,466,893.	
		16	99,530,404.	
Liabilities	17 Accounts payable and accrued expenses	1,632,467.	17	1,960,911.
	18 Grants payable	33,109,147.	18	30,318,000.
	19 Deferred revenue		19	135,000.
	20 Tax-exempt bond liabilities		20	
	21 Escrow or custodial account liability. Complete Part IV of Schedule D	1,370,923.	21	1,042,316.
	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	1,987,476.	25	1,275,244.
	26 Total liabilities. Add lines 17 through 25	38,100,013.	26	34,731,471.
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	44,873,700.	27	50,306,532.
	28 Net assets with donor restrictions	9,380,032.	28	14,492,401.
	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	54,253,732.	32	64,798,933.
	33 Total liabilities and net assets/fund balances	92,353,745.	33	99,530,404.

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	79,626,568.
2	Total expenses (must equal Part IX, column (A), line 25)	2	69,729,412.
3	Revenue less expenses. Subtract line 2 from line 1	3	9,897,156.
4	Net assets or fund balances at beginning of year (must equal Part X, line 32, column (A))	4	54,253,732.
5	Net unrealized gains (losses) on investments	5	648,045.
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	0.
10	Net assets or fund balances at end of year. Combine lines 3 through 9 (must equal Part X, line 32, column (B))	10	64,798,933.

Part XII Financial Statements and Reporting

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

		Yes	No
1	Accounting method used to prepare the Form 990: <input type="checkbox"/> Cash <input checked="" type="checkbox"/> Accrual <input type="checkbox"/> 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: <input type="checkbox"/> Separate basis <input type="checkbox"/> Consolidated basis <input type="checkbox"/> Both consolidated and separate basis		X
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: <input checked="" type="checkbox"/> Separate basis <input type="checkbox"/> Consolidated basis <input type="checkbox"/> Both consolidated and separate basis	X	
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.	X	
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? _____	X	
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 _____	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.")	89960688.	61358826.	61540572.	63485292.	77600724.	353946102
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	89960688.	61358826.	61540572.	63485292.	77600724.	353946102
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)						5975391.
6 Public support. Subtract line 5 from line 4.						347970711

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	89960688.	61358826.	61540572.	63485292.	77600724.	353946102
8 Gross income from interest, dividends, payments received on securities loans, rents, royalties, and income from similar sources	419,203.	495,299.	533,786.	979,618.	1307614.	3735520.
9 Net income from unrelated business activities, whether or not the business is regularly carried on					44,241.	44,241.
10 Other income. Do not include gain or loss from the sale of capital assets (Explain in Part VI.)						
11 Total support. Add lines 7 through 10						357725863
12 Gross receipts from related activities, etc. (see instructions)					12	7,249,923.
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						<input type="checkbox"/>

Section C. Computation of Public Support Percentage

14 Public support percentage for 2024 (line 6, column (f), divided by line 11, column (f))	14	97.27 %
15 Public support percentage from 2023 Schedule A, Part II, line 14	15	97.48 %
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		<input checked="" type="checkbox"/>
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		<input type="checkbox"/>
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		<input type="checkbox"/>
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		<input type="checkbox"/>
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		<input type="checkbox"/>

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

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

Section A. Public Support

Calendar year (or fiscal year beginning in)	(a) 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.")						
2 Gross receipts from admissions, merchandise sold or services performed, or facilities furnished in any activity that is related to the organization's tax-exempt purpose						
3 Gross receipts from activities that are not an unrelated trade or business under section 513						
4 Tax revenues levied for the organization's benefit and either paid to or expended on its behalf						
5 The value of services or facilities furnished by a governmental unit to the organization without charge ...						
6 Total. Add lines 1 through 5						
7a Amounts included on lines 1, 2, and 3 received from disqualified persons						
b Amounts included on lines 2 and 3 received from other than disqualified persons that exceed the greater of \$5,000 or 1% of the amount on line 13 for the year						
c Add lines 7a and 7b						
8 Public support. (Subtract line 7c from line 6.)						

Section B. Total Support

Calendar year (or fiscal year beginning in)	(a) 2020	(b) 2021	(c) 2022	(d) 2023	(e) 2024	(f) Total
9 Amounts from line 6						
10a Gross income from interest, dividends, payments received on securities loans, rents, royalties, and income from similar sources ...						
b Unrelated business taxable income (less section 511 taxes) from businesses acquired after June 30, 1975						
c Add lines 10a and 10b						
11 Net income from unrelated business activities not included on line 10b, whether or not the business is regularly carried on						
12 Other income. Do not include gain or loss from the sale of capital assets (Explain in Part VI.)						
13 Total support. (Add lines 9, 10c, 11, and 12.)						

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

Section C. Computation of Public Support Percentage

15 Public support percentage for 2024 (line 8, column (f), divided by line 13, column (f))	15	%
16 Public support percentage from 2023 Schedule A, Part III, line 15	16	%

Section D. Computation of Investment Income Percentage

17 Investment income percentage for 2024 (line 10c, column (f), divided by line 13, column (f))	17	%
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 (explain in detail in Part VI):		
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			

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 Greater Houston

Employer identification number

74-1167964

Organization type (check one):

Filers of:

Section:

Form 990 or 990-EZ

[X] 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

[X] 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).

Name of organization United Way of Greater Houston	Employer identification number 74-1167964
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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/>	\$ <u>8,813,832.</u>	Person <input type="checkbox"/> Payroll <input checked="" type="checkbox"/> Noncash <input type="checkbox"/> (Complete Part II for noncash contributions.)
2	<hr/> <hr/> <hr/>	\$ <u>1,800,000.</u>	Person <input checked="" type="checkbox"/> Payroll <input type="checkbox"/> Noncash <input type="checkbox"/> (Complete Part II for noncash contributions.)
3	<hr/> <hr/> <hr/>	\$ <u>2,205,000.</u>	Person <input checked="" type="checkbox"/> Payroll <input type="checkbox"/> Noncash <input type="checkbox"/> (Complete Part II for noncash contributions.)
4	<hr/> <hr/> <hr/>	\$ <u>1,768,009.</u>	Person <input type="checkbox"/> Payroll <input checked="" type="checkbox"/> Noncash <input type="checkbox"/> (Complete Part II for noncash contributions.)
5	<hr/> <hr/> <hr/>	\$ <u>3,000,000.</u>	Person <input checked="" type="checkbox"/> Payroll <input type="checkbox"/> Noncash <input type="checkbox"/> (Complete Part II for noncash contributions.)
6	<hr/> <hr/> <hr/>	\$ <u>2,341,367.</u>	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 Greater Houston	Employer identification number 74-1167964
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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
7	<hr/> <hr/> <hr/>	\$ <u>1,645,855.</u>	Person <input checked="" type="checkbox"/> Payroll <input type="checkbox"/> Noncash <input type="checkbox"/> (Complete Part II for noncash contributions.)
	<hr/> <hr/> <hr/>	\$ _____	Person <input type="checkbox"/> Payroll <input type="checkbox"/> Noncash <input type="checkbox"/> (Complete Part II for noncash contributions.)
	<hr/> <hr/> <hr/>	\$ _____	Person <input type="checkbox"/> Payroll <input type="checkbox"/> Noncash <input type="checkbox"/> (Complete Part II for noncash contributions.)
	<hr/> <hr/> <hr/>	\$ _____	Person <input type="checkbox"/> Payroll <input type="checkbox"/> Noncash <input type="checkbox"/> (Complete Part II for noncash contributions.)
	<hr/> <hr/> <hr/>	\$ _____	Person <input type="checkbox"/> Payroll <input type="checkbox"/> Noncash <input type="checkbox"/> (Complete Part II for noncash contributions.)
	<hr/> <hr/> <hr/>	\$ _____	Person <input type="checkbox"/> Payroll <input type="checkbox"/> Noncash <input type="checkbox"/> (Complete Part II for noncash contributions.)
	<hr/> <hr/> <hr/>	\$ _____	Person <input type="checkbox"/> Payroll <input type="checkbox"/> Noncash <input type="checkbox"/> (Complete Part II for noncash contributions.)

Name of organization United Way of Greater Houston	Employer identification number 74-1167964
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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 Greater Houston	Employer identification number 74-1167964
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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: United Way of Greater Houston
Employer identification number (EIN): 74-1167964

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.

Table with 5 columns: (a) Name, (b) Address, (c) EIN, (d) Amount paid from filing organization's funds, (e) Amount of political contributions received and promptly and directly delivered to a separate political organization.

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)														
c Total lobbying expenditures (add lines 1a and 1b)														
d Other exempt purpose expenditures	69,580,958.													
e Total exempt purpose expenditures (add lines 1c and 1d)	69,580,958.													
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					
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					

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 Greater Houston

Employer identification number

74-1167964

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					
b Contributions					
c Net investment earnings, gains, and losses					
d Grants or scholarships					
e Other expenditures for facilities and programs					
f Administrative expenses					
g End of year balance					

- 2** Provide the estimated percentage of the current year end balance (line 1g, column (a)) held as:
- a** Board designated or quasi-endowment _____%
 - b** Permanent endowment _____%
 - c** Term endowment _____%
- 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? | 3a(i) | |
| (ii) Related organizations? | 3a(ii) | |
| b If "Yes" on line 3a(ii), are the related organizations listed as required on Schedule R? | 3b | |
- 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	3,084,292.	4,515,520.		7,599,812.
b Buildings		30,485,273.	12,189,681.	18,295,592.
c Leasehold improvements				
d Equipment		10,750,968.	9,522,985.	1,227,983.
e Other		25,000.		25,000.
Total. Add lines 1a through 1e. (Column (d) must equal Form 990, Part X, line 10c, column (B))				27,148,387.

Part VII Investments - Other Securities

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

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

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) Lease liability	1,275,244.
(3)	
(4)	
(5)	
(6)	
(7)	
(8)	
(9)	
Total. (Column (b) must equal Form 990, Part X, line 25, col. (B))	1,275,244.

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	81,295,504.
2	Amounts included on line 1 but not on Form 990, Part VIII, line 12:			
a	Net unrealized gains (losses) on investments	2a	648,045.	
b	Donated services and use of facilities	2b	1,073,345.	
c	Recoveries of prior year grants	2c		
d	Other (Describe in Part XIII.)	2d		
e	Add lines 2a through 2d	2e	1,721,390.	
3	Subtract line 2e from line 1		3	79,574,114.
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	52,454.	
b	Other (Describe in Part XIII.)	4b		
c	Add lines 4a and 4b	4c	52,454.	
5	Total revenue. Add lines 3 and 4c . (This must equal Form 990, Part I, line 12.)		5	79,626,568.

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	70,750,303.
2	Amounts included on line 1 but not on Form 990, Part IX, line 25:			
a	Donated services and use of facilities	2a	1,073,345.	
b	Prior year adjustments	2b		
c	Other losses	2c		
d	Other (Describe in Part XIII.)	2d		
e	Add lines 2a through 2d	2e	1,073,345.	
3	Subtract line 2e from line 1		3	69,676,958.
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	52,454.	
b	Other (Describe in Part XIII.)	4b		
c	Add lines 4a and 4b	4c	52,454.	
5	Total expenses. Add lines 3 and 4c . (This must equal Form 990, Part I, line 18.)		5	69,729,412.

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:

Each year, United Way facilitates workplace campaigns with numerous national and multi-national corporations whose employees are located throughout the United States. Some of these employees designate their gifts to United Way organizations (and affiliated agencies) outside of the Houston area. These gifts are not recorded as revenue, rather, a liability is created and funds are distributed to those other United Way entities as received.

Part II Fundraising Events. Complete if the organization answered "Yes" on Form 990, Part IV, line 18, or reported more than \$15,000 of fundraising event contributions and gross income on Form 990-EZ, lines 1 and 6b. List events with gross receipts greater than \$5,000.

		(a) Event #1	(b) Event #2	(c) Other events	(d) Total events (add col. (a) through col. (c))	
		Women Who Rock (event type)	Rappel for a Reason (event type)	1 (total number)		
Revenue	1	Gross receipts	349,661.	200,541.	122,899.	673,101.
	2	Less: Contributions	182,401.	193,656.	108,899.	484,956.
	3	Gross income (line 1 minus line 2)	167,260.	6,885.	14,000.	188,145.
Direct Expenses	4	Cash prizes				
	5	Noncash prizes				
	6	Rent/facility costs			3,650.	3,650.
	7	Food and beverages	50,000.		11,867.	61,867.
	8	Entertainment	5,000.		6,280.	11,280.
	9	Other direct expenses	52,455.	7,750.	6,902.	67,107.
	10	Direct expense summary. Add lines 4 through 9 in column (d)				143,904.
11	Net income summary. Subtract line 10 from line 3, column (d)				44,241.	

Part III Gaming. Complete if the organization answered "Yes" on Form 990, Part IV, line 19, or reported more than \$15,000 on Form 990-EZ, line 6a.

		(a) Bingo	(b) Pull tabs/instant bingo/progressive bingo	(c) Other gaming	(d) Total gaming (add col. (a) through col. (c))
Revenue	1	Gross revenue			
	2	Cash prizes			
Direct Expenses	3	Noncash prizes			
	4	Rent/facility costs			
	5	Other direct expenses			
6	Volunteer labor	<input type="checkbox"/> Yes _____ % <input type="checkbox"/> No	<input type="checkbox"/> Yes _____ % <input type="checkbox"/> No	<input type="checkbox"/> Yes _____ % <input type="checkbox"/> No	
7	Direct expense summary. Add lines 2 through 5 in column (d)				
8	Net gaming income summary. Subtract line 7 from line 1, column (d)				

9 Enter the state(s) in which the organization conducts gaming activities: _____
 a Is the organization licensed to conduct gaming activities in each of these states? Yes No
 b If "No," explain: _____

10a Were any of the organization's gaming licenses revoked, suspended, or terminated during the tax year? Yes No
 b If "Yes," explain: _____

- 11 Does the organization conduct gaming activities with nonmembers? Yes No
- 12 Is the organization a grantor, beneficiary or trustee of a trust, or a member of a partnership or other entity formed to administer charitable gaming? Yes No
- 13 Indicate the percentage of gaming activity conducted in:

a The organization's facility	13a	%
b An outside facility	13b	%
- 14 Enter the name and address of the person who prepares the organization's gaming/special events books and records:

Name _____

Address _____

- 15a Does the organization have a contract with a third party from whom the organization receives gaming revenue? Yes No
- b If "Yes," enter the amount of gaming revenue received by the organization \$ _____ and the amount of gaming revenue retained by the third party \$ _____
- c If "Yes," enter the name and address of the third party:

Name _____

Address _____

16 Gaming manager information:

Name _____

Gaming manager compensation \$ _____

Description of services provided _____

- Director/officer
- Employee
- Independent contractor

17 Mandatory distributions:

- a Is the organization required under state law to make charitable distributions from the gaming proceeds to retain the state gaming license? Yes No
- b Enter the amount of distributions required under state law to be distributed to other exempt organizations or spent in the organization's own exempt activities during the tax year \$ _____

Part IV Supplemental Information. Provide the explanations required by Part I, line 2b, columns (iii) and (v); and Part III, lines 9, 9b, 10b, 15b, 15c, 16, and 17b, as applicable. Also provide any additional information. See instructions.

Schedule G, Part I, Line 2b, List of Ten Highest Paid Fundraisers:

(i) Name of Fundraiser: Dini Spheris

(i) Address of Fundraiser: 2727 Allen Pkwy #1650, Houston, TX 77019

**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 Greater Houston** Employer identification number **74-1167964**

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
Advocates for Immigrant Survivors 1305 W 11th St #145 Houston, TX 77008	84-1933792	501(c)(3)	100,000.	0.			Legal
Alliance for Multicultural Community Services - 6420 Hillcroft Ave #411 - Houston, TX 77081	76-0171217	501(c)(3)	30,000.	0.			Strategic Opportunity
Alliance of Community Assistance Ministries (ACAM) - 710 N Post Oak Rd #210 - Houston, TX 77024	27-5410988	501(c)(3)	50,000.	0.			Strategic Opportunity
Allice Collective for Mental Health & Community Engagement - 7457 Harwin Dr - Houston, TX 77036	86-3986124	501(c)(3)	10,000.	0.			Early childhood and youth education
Allice Collective for Mental Health & Community Engagement - 7457 Harwin Dr - Houston, TX 77036	86-3986124	501(c)(3)	10,000.	0.			Healthcare
American Leadership Forum 1801 Main St, Ste 910 Houston, TX 77002	76-0284248	501(c)(3)	10,000.	0.			Capacity Building

2 Enter total number of section 501(c)(3) and government organizations listed in the line 1 table 141.

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

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
Angel Reach, Inc. 900 W Dallas St Conroe, TX 77301	20-5665097	501(c)(3)	240,000.	0.			Financial Stability
Angel Reach, Inc. 900 W Dallas St Conroe, TX 77301	20-5665097	501(c)(3)	15,000.	0.			Health Care
Art in the Heart 8321 Jensen Dr Houston, TX 77093	92-3885430	501(c)(3)	16,666.	0.			Early childhood and youth education
Attack Poverty 3727 Greenbriar Dr #100 Stafford, TX 77477	45-2401548	501(c)(3)	49,536.	0.			Strategic Opportunity
AVANCE-Houston, Inc. 4281 Dacoma Houston, TX 77092	75-1397148	501(c)(3)	300,000.	0.			Early childhood and youth education
AVANCE-Houston, Inc. 4281 Dacoma Houston, TX 77092	75-1397148	501(c)(3)	53,000.	0.			Financial Stability
AVDA (Aid to Victims of Domestic Abuse) - 1001 Texas Ave, Ste 600 - Houston, TX 77002	74-2141981	501(c)(3)	193,800.	0.			Legal
BakerRipley 4450 Harrisburg Blvd, Ste 200 Houston, TX 77011	23-7062976	501(c)(3)	200,000.	0.			Basic Needs
BakerRipley 4450 Harrisburg Blvd, Ste 200 Houston, TX 77011	23-7062976	501(c)(3)	30,000.	0.			Strategic Opportunity

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
BakerRipley 4450 Harrisburg Blvd, Ste 200 Houston, TX 77011	23-7062976	501(c)(3)	75,000.	0.			Disaster - Beryl
BakerRipley 4450 Harrisburg Blvd, Ste 200 Houston, TX 77011	23-7062976	501(c)(3)	1,298,000.	0.			Financial Stability
BakerRipley 4450 Harrisburg Blvd, Ste 200 Houston, TX 77011	23-7062976	501(c)(3)	238,000.	0.			Navigation
Bay Area Council on Drugs & Alcohol (BACODA) - 1300 A Bay Area Blvd - Houston, TX 77058	74-1842507	501(c)(3)	100,000.	0.			Health Care
Bay Area Homeless Services 3406 Wisconsin St Baytown, TX 77520	76-0034478	501(c)(3)	100,000.	0.			Financial Stability
Bay Area Turning Point Inc. PO Box 58537 Webster, TX 77598	76-0353058	501(c)(3)	160,000.	0.			Basic Needs
Big Brothers Big Sisters Lone Star 1003 Washington Ave Houston, TX 77002	75-0800632	501(c)(3)	587,500.	0.			Early childhood and youth education
Boat People SOS-Houston 11360 Bellaire Blvd #910 Houston, TX 77072	45-4040991	501(c)(3)	50,000.	0.			Disaster - Beryl
Boy Scouts of America - Sam Houston Area Council - 2225 North Loop W - Houston, TX 77008	76-0239833	501(c)(3)	500,000.	0.			Early childhood and youth education

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
Boys and Girls Clubs of Greater Houston, Inc. - 815 Crosby St - Houston, TX 77019	76-0270942	501(c)(3)	592,500.	0.			Early childhood and youth education
Bread of Life 2019 Crawford Houston, TX 77002	76-0386510	501(c)(3)	100,000.	0.			Basic Needs
Bridges 2 Empowerment 2722 Facet Creek Dr Fresno, TX 77545	84-2403321	501(c)(3)	10,000.	0.			Capacity Building
By Our Hands 10921 Foy Ln, Bldg B #103 Houston, TX 77093	47-3289864	501(c)(3)	10,000.	0.			Early childhood and youth education
Capital IDEA Houston 2101 Crawford St #211 Houston, TX 77002	47-2462360	501(c)(3)	104,000.	0.			Financial Stability
Capital IDEA Houston 2101 Crawford St #211 Houston, TX 77002	47-2462360	501(c)(3)	10,000.	0.			Early childhood and youth education
Career and Recovery Resources, Inc. - 2525 San Jacinto - Houston, TX 77002	74-1161942	501(c)(3)	15,000.	0.			Health Care
Career and Recovery Resources, Inc. - 2525 San Jacinto - Houston, TX 77002	74-1161942	501(c)(3)	270,000.	0.			Financial Stability
Career Gear Houston 8020 Westglen Dr Houston, TX 77063	20-0383035	501(c)(3)	150,000.	0.			Financial Stability

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
Catholic Charities of the Archdiocese of Galveston-Houston - 2900 Louisiana St - Houston, TX 77006	74-1109733	501(c)(3)	321,000.	0.			Basic Needs
Catholic Charities of the Archdiocese of Galveston-Houston - 2900 Louisiana St - Houston, TX 77006	74-1109733	501(c)(3)	85,000.	0.			Health Care
Catholic Charities of the Archdiocese of Galveston-Houston - 2900 Louisiana St - Houston, TX 77006	74-1109733	501(c)(3)	30,000.	0.			Strategic Opportunity
Catholic Charities of the Archdiocese of Galveston-Houston - 2900 Louisiana St - Houston, TX 77006	74-1109733	501(c)(3)	50,000.	0.			Disaster - Derecho
Catholic Charities of the Archdiocese of Galveston-Houston - 2900 Louisiana St - Houston, TX 77006	74-1109733	501(c)(3)	160,000.	0.			Financial Stability
Catholic Charities of the Archdiocese of Galveston-Houston - 2900 Louisiana St - Houston, TX 77006	74-1109733	501(c)(3)	238,000.	0.			Navigation
Catholic Charities of the Archdiocese of Galveston-Houston - 2900 Louisiana St - Houston, TX 77006	74-1109733	501(c)(3)	210,000.	0.			Legal
Catholic Charities of the Archdiocese of Galveston-Houston - 2900 Louisiana St - Houston, TX 77006	74-1109733	501(c)(3)	75,000.	0.			Disaster - Beryl
Children at Risk 2900 Wesleyan St #400 Houston, TX 77027	76-0360533	501(c)(3)	25,000.	0.			Basic Needs

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
Children's Safe Harbor 1519 Oddfellow St Conroe, TX 77301	76-0388402	501(c)(3)	40,000.	0.			Health Care
Children's Safe Harbor 1519 Oddfellow St Conroe, TX 77301	76-0388402	501(c)(3)	80,000.	0.			Basic Needs
Chinese Community Center, Inc. 9800 Town Park Dr Houston, TX 77036	76-0067885	501(c)(3)	175,000.	0.			Financial Stability
Chinese Community Center, Inc. 9800 Town Park Dr Houston, TX 77036	76-0067885	501(c)(3)	135,000.	0.			Early childhood and youth education
Chinese Community Center, Inc. 9800 Town Park Dr Houston, TX 77036	76-0067885	501(c)(3)	75,000.	0.			Disaster - Beryl
CollegeCommunityCareer 15 Sovereign Cir Richmond, TX 77469	46-0623034	501(c)(3)	100,000.	0.			Early childhood and youth education
Communities In Schools of Houston, Inc. - 1111 North Loop W, Ste 300 - Houston, TX 77008	76-0031827	501(c)(3)	55,000.	0.			Financial Stability
Community Assistance Center 1022 McCall Ave Conroe, TX 77301	76-0000798	501(c)(3)	30,000.	0.			Disaster - Derecho
Community Assistance Center 1022 McCall Ave Conroe, TX 77301	76-0000798	501(c)(3)	218,000.	0.			Basic Needs

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 Assistance Center 1022 McCall Ave Conroe, TX 77301	76-0000798	501(c)(3)	75,000.	0.			Disaster - Beryl
Community Assistance Center 1022 McCall Ave Conroe, TX 77301	76-0000798	501(c)(3)	40,000.	0.			Financial Stability
Community Christian Legal Aid 1600 Lake Front Cir Spring, TX 77380	83-3541978	501(c)(3)	100,000.	0.			Legal
Community Family Centers, Inc. 7524 Ave E Houston, TX 77012	74-1691632	501(c)(3)	100,000.	0.			Disaster - Derecho
Community Family Centers, Inc. 7524 Ave E Houston, TX 77012	74-1691632	501(c)(3)	216,000.	0.			Basic Needs
Connective 515 Post Oak Blvd, Ste 1000 Houston, TX 77027	85-3567749	501(c)(3)	121,500.	0.			Disaster - Derecho
Connective 515 Post Oak Blvd, Ste 1000 Houston, TX 77027	85-3567749	501(c)(3)	143,188.	0.			Disaster - Beryl
Count It All Joy Community Outreach - 18541 Branchdale Ln - Spring, TX 77379	84-5057806	501(c)(3)	10,000.	0.			Basic Needs
Covenant Community Capital PO Box 15398 Houston, TX 77220	76-0573676	501(c)(3)	492,000.	0.			Disaster - Beryl

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
Covenant Community Capital PO Box 15398 Houston, TX 77220	76-0573676	501(c)(3)	266,200.	0.			Financial Stability
Cy-Hope Inc. 12715 Telge Rd Cypress, TX 77429	45-2346150	501(c)(3)	180,000.	0.			Early childhood and youth education
Cy-Hope Inc. 12715 Telge Rd Cypress, TX 77429	45-2346150	501(c)(3)	25,000.	0.			Basic Needs
DaCamera 1402 Sul Ross St Houston, TX 77006	76-0232578	501(c)(3)	10,000.	0.			Capacity Building
Dar-Us-Sakina 16000 Barkers Point Ln #226 Houston, TX 77520	85-3996086	501(c)(3)	10,000.	0.			Capacity Building
DePelchin Children's Center 4950 Memorial Dr Houston, TX 77007	76-0318867	501(c)(3)	10,000.	0.			Capacity Building
East Harris County Empowerment Council - 11821 East Freeway, Ste 500 - Houston, TX 77029	27-0377576	501(c)(3)	100,000.	0.			Disaster - Derecho
East Harris County Empowerment Council - 11821 East Freeway, Ste 500 - Houston, TX 77029	27-0377576	501(c)(3)	200,000.	0.			Disaster - Beryl
Easter Seals of Greater Houston, Inc. - 4888 Loop Central Dr, Ste 200 - Houston, TX 77081	74-1238418	501(c)(3)	100,000.	0.			Disaster - Derecho

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
Easter Seals of Greater Houston, Inc. - 4888 Loop Central Dr, Ste 200 - Houston, TX 77081	74-1238418	501(c)(3)	50,000.	0.			Disaster - Beryl
Easter Seals of Greater Houston, Inc. - 4888 Loop Central Dr, Ste 200 - Houston, TX 77081	74-1238418	501(c)(3)	112,000.	0.			Early childhood and youth education
Easter Seals of Greater Houston, Inc. - 4888 Loop Central Dr, Ste 200 - Houston, TX 77081	74-1238418	501(c)(3)	15,000.	0.			Strategic Opportunity
Easter Seals of Greater Houston, Inc. - 4888 Loop Central Dr, Ste 200 - Houston, TX 77081	74-1238418	501(c)(3)	150,000.	0.			Health Care
Easter Seals of Greater Houston, Inc. - 4888 Loop Central Dr, Ste 200 - Houston, TX 77081	74-1238418	501(c)(3)	419,000.	0.			Financial Stability
Easter Seals of Greater Houston, Inc. - 4888 Loop Central Dr, Ste 200 - Houston, TX 77081	74-1238418	501(c)(3)	241,000.	0.			Navigation
El Centro de Corazon PO Box 230209 Houston, TX 77223	76-0442781	501(c)(3)	106,000.	0.			Health Care
Epiphany Community Health Outreach Services (ECHOS) - 9600 South Gessner, Bldg E - Houston, TX 77071	76-0645238	501(c)(3)	100,000.	0.			Disaster - Beryl
Epiphany Community Health Outreach Services (ECHOS) - 9600 South Gessner, Bldg E - Houston, TX 77071	76-0645238	501(c)(3)	110,000.	0.			Basic Needs

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
Evelyn Rubenstein Jewish Community Center - 5601 South Braeswood - Houston, TX 77096	74-1198298	501(c)(3)	100,000.	0.			Basic Needs
Family Houston PO Box 70068 Houston, TX 77270	74-1152613	501(c)(3)	460,000.	0.			Financial Stability
Family Houston PO Box 70068 Houston, TX 77270	74-1152613	501(c)(3)	90,000.	0.			Financial Stability
Family Houston PO Box 70068 Houston, TX 77270	74-1152613	501(c)(3)	10,000.	0.			Basic Needs
Family Houston PO Box 70068 Houston, TX 77270	74-1152613	501(c)(3)	466,200.	0.			Health Care
Family Houston PO Box 70068 Houston, TX 77270	74-1152613	501(c)(3)	100,000.	0.			Disaster - Derecho
Family Houston PO Box 70068 Houston, TX 77270	74-1152613	501(c)(3)	10,000.	0.			Early childhood and youth education
Family Houston PO Box 70068 Houston, TX 77270	74-1152613	501(c)(3)	50,000.	0.			Disaster - Beryl
Family Service Center of Galveston County - 2200 Market St, Ste 600 - Galveston, TX 77550	74-1157849	501(c)(3)	10,000.	0.			Capacity Building

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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
Family Ties, Family Resource Services - PO Box 175 - Waller, TX 77484	20-8560835	501(c)(3)	10,000.	0.			Basic Needs
Family Ties, Family Resource Services - PO Box 175 - Waller, TX 77484	20-8560835	501(c)(3)	124,500.	0.			Basic Needs
Family Ties, Family Resource Services - PO Box 175 - Waller, TX 77484	20-8560835	501(c)(3)	116,000.	0.			Financial Stability
Fifth Ward Community Redevelopment Corp. - 4300 Lyons Ave #300 - Houston, TX 77020	76-0288037	501(c)(3)	50,000.	0.			Disaster - Derecho
Fifth Ward Community Redevelopment Corp. - 4300 Lyons Ave #300 - Houston, TX 77020	76-0288037	501(c)(3)	450,000.	0.			Disaster - Beryl
Focusing Families PO Box 1053 Hempstead, TX 77445	76-0631349	501(c)(3)	24,000.	0.			Basic Needs
Focusing Families PO Box 1053 Hempstead, TX 77445	76-0631349	501(c)(3)	10,000.	0.			Health Care
Fort Bend County Women's Center PO Box 183 Richmond, TX 77406	76-0032451	501(c)(3)	110,000.	0.			Basic Needs
Fort Bend County Women's Center PO Box 183 Richmond, TX 77406	76-0032451	501(c)(3)	30,000.	0.			Health Care

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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
Fort Bend County Women's Center PO Box 183 Richmond, TX 77406	76-0032451	501(c)(3)	57,000.	0.			Financial Stability
Fort Bend Family Health Center dba AccessHealth - 400 Austin St - Richmond, TX 77469	74-1951476	501(c)(3)	15,000.	0.			Strategic Opportunity
Fort Bend Family Health Center dba AccessHealth - 400 Austin St - Richmond, TX 77469	74-1951476	501(c)(3)	238,000.	0.			Navigation
Fort Bend Family Health Center dba AccessHealth - 400 Austin St - Richmond, TX 77469	74-1951476	501(c)(3)	345,000.	0.			Health Care
Fort Bend Family Health Center dba AccessHealth - 400 Austin St - Richmond, TX 77469	74-1951476	501(c)(3)	19,600.	0.			Legal
Fort Bend Family Health Center dba AccessHealth - 400 Austin St - Richmond, TX 77469	74-1951476	501(c)(3)	25,000.	0.			Basic Needs
Fort Bend Habitat for Humanity 505 Julie Rivers, Ste 150 Sugarland, TX 77478	76-0355468	501(c)(3)	200,000.	0.			Disaster - Beryl
Fort Bend Regional Council on Substance Abuse - 10435 Greenbough Dr #250 - Stafford, TX 77477	74-1873333	501(c)(3)	100,000.	0.			Health Care
Fort Bend Seniors Meals on Wheels PO Box 1488 Rosenberg, TX 77471	74-1918313	501(c)(3)	210,000.	0.			Basic Needs

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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
Girl Scouts of San Jacinto Council 3110 Southwest Freeway Houston, TX 77098	74-6001254	501(c)(3)	119,000.	0.			Navigation
Girl Scouts of San Jacinto Council 3110 Southwest Freeway Houston, TX 77098	74-6001254	501(c)(3)	550,000.	0.			Early childhood and youth education
Girls Incorporated 2190 North Loop W Houston, TX 77018	76-0483812	501(c)(3)	100,000.	0.			Early childhood and youth education
Goodwill Industries 1140 West Loop N Houston, TX 77055	74-1285095	501(c)(3)	10,000.	0.			Early childhood and youth education
Goodwill Industries 1140 West Loop N Houston, TX 77055	74-1285095	501(c)(3)	400,000.	0.			Financial Stability
Goodwill Industries 1140 West Loop N Houston, TX 77055	74-1285095	501(c)(3)	15,000.	0.			Legal
Habitat for Humanity NW Harris County - PO Box 682785 - Houston, TX 77268	76-0273510	501(c)(3)	450,000.	0.			Disaster - Beryl
Harris County Domestic Violence Coordinating Council - 2990 Richmond Ave Ste 550 - Houston, TX 77098	76-0533828	501(c)(3)	75,000.	0.			Strategic Opportunity
Harris County Master Gardner Association - 13105 Northwest Freeway, Ste 1000 - Houston, TX 77040	20-8753042	501(c)(3)	7,000.	0.			Early childhood and youth education

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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
Hope and Healing Center & Institute - 717 Sage Rd - Houston, TX 77056	45-3305276	501(c)(3)	100,000.	0.			Health Care
Hope Disaster Recovery 12715 Telge Rd Cypress, TX 77429	82-5013278	501(c)(3)	450,000.	0.			Disaster - Derecho
Hope Disaster Recovery 12715 Telge Rd Cypress, TX 77429	82-5013278	501(c)(3)	300,000.	0.			Disaster - Beryl
Hope Disaster Recovery 12715 Telge Rd Cypress, TX 77429	82-5013278	501(c)(3)	119,000.	0.			Navigation
Hope Disaster Recovery 12715 Telge Rd Cypress, TX 77429	82-5013278	501(c)(3)	110,000.	0.			Basic Needs
Hope Disaster Recovery 12715 Telge Rd Cypress, TX 77429	82-5013278	501(c)(3)	15,000.	0.			Strategic Opportunity
Houston Area Urban League, Inc. 1301 Texas Ave Houston, TX 77002	74-1611455	501(c)(3)	401,500.	0.			Financial Stability
Houston Area Urban League, Inc. 1301 Texas Ave Houston, TX 77002	74-1611455	501(c)(3)	167,000.	0.			Basic Needs
Houston Area Urban League, Inc. 1301 Texas Ave Houston, TX 77002	74-1611455	501(c)(3)	62,500.	0.			Early childhood and youth education

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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
Houston Area Women's Center 1010 Waugh Dr Houston, TX 77019	74-2029166	501(c)(3)	286,000.	0.			Basic Needs
Houston Area Women's Center 1010 Waugh Dr Houston, TX 77019	74-2029166	501(c)(3)	160,000.	0.			Financial Stability
Houston Area Women's Center 1010 Waugh Dr Houston, TX 77019	74-2029166	501(c)(3)	20,000.	0.			Health Care
Houston Food Bank 535 Portwall St Houston, TX 77029	74-2181456	501(c)(3)	150,000.	0.			Disaster - Beryl
Houston Habitat for Humanity 3750 N McCarty Houston, TX 77029	76-0207084	501(c)(3)	525,000.	0.			Disaster - Beryl
Houston Habitat for Humanity 3750 N McCarty Houston, TX 77029	76-0207084	501(c)(3)	392,200.	0.			Disaster - Derecho
Houston Immigration and Legal Services Collab. - 3605 Katy Frwy, Ste 100 - Houston, TX 77007	30-0098254	501(c)(3)	10,000.	0.			Capacity Building
Houston Volunteer Lawyers Program 1111 Bagby St, Fl B300 Houston, TX 77002	76-0090652	501(c)(3)	290,000.	0.			Legal
Humble Area Assistance Ministries 1302 First St East Humble, TX 77338	76-0298820	501(c)(3)	15,000.	0.			Strategic Opportunity

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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
Humble Area Assistance Ministries 1302 First St East Humble, TX 77338	76-0298820	501(c)(3)	100,000.	0.			Disaster - Beryl
Humble Area Assistance Ministries 1302 First St East Humble, TX 77338	76-0298820	501(c)(3)	100,000.	0.			Financial Stability
Humble Area Assistance Ministries 1302 First St East Humble, TX 77338	76-0298820	501(c)(3)	115,000.	0.			Basic Needs
Humble Area Assistance Ministries 1302 First St East Humble, TX 77338	76-0298820	501(c)(3)	30,000.	0.			Disaster - Derecho
Humble Area Assistance Ministries 1302 First St East Humble, TX 77338	76-0298820	501(c)(3)	119,000.	0.			Navigation
Humble Area Assistance Ministries 1302 First St East Humble, TX 77338	76-0298820	501(c)(3)	50,000.	0.			Health Care
HYPE Freedom School, Inc. 1801 Brighton Brook Ln Pearland, TX 77581	46-5133254	501(c)(3)	8,799.	0.			Early childhood and youth education
HYPE Freedom School, Inc. 1801 Brighton Brook Ln Pearland, TX 77581	46-5133254	501(c)(3)	50,000.	0.			Early childhood and youth education
Interfaith Caring Ministries 151 Park Ave League City, TX 77573	76-0143694	501(c)(3)	190,000.	0.			Basic Needs

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

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Interfaith Ministries for Greater Houston - 3303 Main St - Houston, TX 77002	74-1488102	501(c)(3)	46,600.	0.			Legal
Interfaith Ministries for Greater Houston - 3303 Main St - Houston, TX 77002	74-1488102	501(c)(3)	808,000.	0.			Basic Needs
Jewish Family Service 4131 South Braeswood Blvd Houston, TX 77025	74-1152607	501(c)(3)	240,000.	0.			Financial Stability
Jewish Family Service 4131 South Braeswood Blvd Houston, TX 77025	74-1152607	501(c)(3)	100,000.	0.			Disaster - Beryl
Jewish Family Service 4131 South Braeswood Blvd Houston, TX 77025	74-1152607	501(c)(3)	145,000.	0.			Basic Needs
Jewish Family Service 4131 South Braeswood Blvd Houston, TX 77025	74-1152607	501(c)(3)	350,000.	0.			Health Care
JJs I'm Me Foundation 3300 Sage Rd, Ste 5105 Houston, TX 77056	27-4967374	501(c)(3)	7,750.	0.			Early childhood and youth education
Katy Christian Ministries 3506 Porter Rd Katy, TX 77493	76-0157123	501(c)(3)	121,000.	0.			Basic Needs
Katy Christian Ministries 3506 Porter Rd Katy, TX 77493	76-0157123	501(c)(3)	45,000.	0.			Health Care

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

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Katy Christian Ministries 3506 Porter Rd Katy, TX 77493	76-0157123	501(c)(3)	50,000.	0.			Disaster - Beryl
Katy Responds 22765 Westheimer Pkwy Katy, TX 77450	83-1220489	501(c)(3)	475,000.	0.			Disaster - Beryl
Legacy Community Health Services, Inc. - PO Box 66308 - Houston, TX 77266	76-0009637	501(c)(3)	125,000.	0.			Health Care
Local Infant Formula for Emergencies (LIFE) - 2002 S Wayside Dr Ste 113 - Houston, TX 77023	76-0296548	501(c)(3)	100,000.	0.			Basic Needs
Local Initiatives Support Corporation - 602 Sawyer St - Houston, TX 77007	13-3030229	501(c)(3)	175,000.	0.			Strategic Opportunity
Meals on Wheels Montgomery Country 111 S 2nd St Conroe, TX 77301	23-7310650	501(c)(3)	100,000.	0.			Basic Needs
Memorial Assistance Ministries 1625 Blalock Rd Houston, TX 77080	76-0044172	501(c)(3)	15,000.	0.			Strategic Opportunity
Memorial Assistance Ministries 1625 Blalock Rd Houston, TX 77080	76-0044172	501(c)(3)	220,000.	0.			Basic Needs
Memorial Assistance Ministries 1625 Blalock Rd Houston, TX 77080	76-0044172	501(c)(3)	100,000.	0.			Disaster - Derecho

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

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Memorial Assistance Ministries 1625 Blalock Rd Houston, TX 77080	76-0044172	501(c)(3)	158,756.	0.			Early childhood and youth education
Memorial Assistance Ministries 1625 Blalock Rd Houston, TX 77080	76-0044172	501(c)(3)	466,000.	0.			Financial Stability
Memorial Assistance Ministries 1625 Blalock Rd Houston, TX 77080	76-0044172	501(c)(3)	60,000.	0.			Health Care
Memorial Assistance Ministries 1625 Blalock Rd Houston, TX 77080	76-0044172	501(c)(3)	357,000.	0.			Navigation
Mental Health America of Greater Houston, Inc. - 2211 Norfolk, Ste 810 - Houston, TX 77098	74-1272394	501(c)(3)	100,000.	0.			Strategic Opportunity
Mental Health America of Greater Houston, Inc. - 2211 Norfolk, Ste 810 - Houston, TX 77098	74-1272394	501(c)(3)	10,000.	0.			Capacity Building
Montgomery County Habitat for Humanity - 1501 S 7th St - Conroe, TX 77301	76-0276330	501(c)(3)	200,000.	0.			Disaster - Beryl
Montgomery County Women's Center 1401 Airport Rd Conroe, TX 77301	76-0061208	501(c)(3)	190,000.	0.			Basic Needs
Montgomery County Women's Center 1401 Airport Rd Conroe, TX 77301	76-0061208	501(c)(3)	20,000.	0.			Health Care

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

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Montgomery County Women's Center 1401 Airport Rd Conroe, TX 77301	76-0061208	501(c)(3)	7,500.	0.			Financial Stability
Montgomery County Youth Services dba YES to YOUTH - 105 W Lewis St - Conroe, TX 77301	74-2035878	501(c)(3)	100,000.	0.			Health Care
Multicultural Education & Counseling thru Arts (MECA) - 1900 Kane St - Houston, TX 77007	74-2044904	501(c)(3)	100,000.	0.			Early childhood and youth education
My Brother's & Sister's Restoration dba Today's Youth - 925 S Mason Rd, Ste 544 - Katy, TX 77450	03-0569572	501(c)(3)	7,000.	0.			Early childhood and youth education
My Brother's Keeper Outreach Center - PO Box 722385 - Houston, TX 77272	20-1966843	501(c)(3)	50,000.	0.			Early childhood and youth education
National Society to Prevent Blindness - 2180 North Loop W #435 - Houston, TX 77018	74-6075105	501(c)(3)	100,000.	0.			Health Care
Neighbors in Action, Inc. 1320 Main St Houston, TX 77002	20-1279113	501(c)(3)	100,000.	0.			Basic Needs
Northwest Assistance Ministries 15555 Kuykendahl Houston, TX 77090	76-0088702	501(c)(3)	100,000.	0.			Health Care
Northwest Assistance Ministries 15555 Kuykendahl Houston, TX 77090	76-0088702	501(c)(3)	15,000.	0.			Strategic Opportunity

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

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Northwest Assistance Ministries 15555 Kuykendahl Houston, TX 77090	76-0088702	501(c)(3)	223,240.	0.			Basic Needs
Northwest Assistance Ministries 15555 Kuykendahl Houston, TX 77090	76-0088702	501(c)(3)	119,000.	0.			Navigation
Northwest Assistance Ministries 15555 Kuykendahl Houston, TX 77090	76-0088702	501(c)(3)	275,000.	0.			Financial Stability
On the Right Path 839 Dunleigh Meadows Ln Houston, TX 77055	83-1734222	501(c)(3)	5,500.	0.			Early childhood and youth education
Partnership for Advancement & Immersion of Refugees - 3300 Chimney Rock, Ste 104 - Houston, TX 77056	75-3239990	501(c)(3)	100,000.	0.			Early childhood and youth education
Partnership for Advancement & Immersion of Refugees - 3300 Chimney Rock, Ste 104 - Houston, TX 77056	75-3239990	501(c)(3)	40,000.	0.			Financial Stability
Petra Cares 11085 Regency Green Dr Cypress, TX 77429	88-3058909	501(c)(3)	10,000.	0.			Early childhood and youth education
Phenomenal Pearls Educational & Charitable Foundation - PO Box 941014 - Houston, TX 77094	47-3861088	501(c)(3)	8,000.	0.			Early childhood and youth education
Prison Entrepreneurship Program (PEP) - 6501 Navigation Blvd H7 - Houston, TX 77011	20-1384253	501(c)(3)	160,000.	0.			Financial Stability

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

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ReBuilding Together Houston PO Box 15315 Houston, TX 77220	76-0027902	501(c)(3)	175,000.	0.			Disaster - Derecho
ReBuilding Together Houston PO Box 15315 Houston, TX 77220	76-0027902	501(c)(3)	275,000.	0.			Disaster - Beryl
reVision 6856 Bellaire Blvd Houston, TX 77074	45-5138803	501(c)(3)	10,000.	0.			Capacity Building
Sam Houston HS PTO 9400 Irvington Blvd Houston, TX 77076	84-1923711	501(c)(3)	16,666.	0.			Early childhood and youth education
San Jose Clinic 2615 Fannin St Houston, TX 77002	76-0373703	501(c)(3)	400,000.	0.			Health Care
Santa Maria Hostel, Inc. 2605 Parker Rd Houston, TX 77093	74-1669131	501(c)(3)	295,000.	0.			Health Care
Santa Maria Hostel, Inc. 2605 Parker Rd Houston, TX 77093	74-1669131	501(c)(3)	130,000.	0.			Basic Needs
Second Mile Mission Center 1135 Highway 90A Missouri City, TX 77489	81-0556112	501(c)(3)	50,000.	0.			Disaster - Beryl
Second Mile Mission Center 1135 Highway 90A Missouri City, TX 77489	81-0556112	501(c)(3)	240,000.	0.			Basic Needs

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

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SER-Jobs for Progress 1710 Telephone Rd Houston, TX 77023	74-1590387	501(c)(3)	608,000.	0.			Financial Stability
SER-Jobs for Progress 1710 Telephone Rd Houston, TX 77023	74-1590387	501(c)(3)	20,000.	0.			Early childhood and youth education
Sewa International 1000 West Oaks Mall, Ste 100 Houston, TX 77082	20-0638718	501(c)(3)	50,000.	0.			Disaster - Beryl
Small Steps Nurturing Center 2902 Jensen Dr Houston, TX 77026	76-0471755	501(c)(3)	150,000.	0.			Early childhood and youth education
Society of St. Vincent de Paul Galveston-Houston - 2403 Holcombe Blvd - Houston, TX 77021	74-1464210	501(c)(3)	100,000.	0.			Disaster - Derecho
Society of St. Vincent de Paul Galveston-Houston - 2403 Holcombe Blvd - Houston, TX 77021	74-1464210	501(c)(3)	100,000.	0.			Basic Needs
Sojourn Landing dba The Landing 9894 Bissonnet St #605 Houston, TX 77036	47-4507618	501(c)(3)	80,000.	0.			Basic Needs
Sojourn Landing dba The Landing 9894 Bissonnet St #605 Houston, TX 77036	47-4507618	501(c)(3)	33,000.	0.			Financial Stability
Target Hunger 1260 Shotwell St Houston, TX 77020	31-1548849	501(c)(3)	240,000.	0.			Basic Needs

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
Target Hunger 1260 Shotwell St Houston, TX 77020	31-1548849	501(c)(3)	119,000.	0.			Navigation
Target Hunger 1260 Shotwell St Houston, TX 77020	31-1548849	501(c)(3)	50,000.	0.			Disaster - Derecho
Target Hunger 1260 Shotwell St Houston, TX 77020	31-1548849	501(c)(3)	15,000.	0.			Strategic Opportunity
Tejano Center for Community Concerns - 2950 Broadway - Houston, TX 77017	76-0377101	501(c)(3)	25,000.	0.			Legal
Tejano Center for Community Concerns - 2950 Broadway - Houston, TX 77017	76-0377101	501(c)(3)	50,000.	0.			Basic Needs
Tejano Center for Community Concerns - 2950 Broadway - Houston, TX 77017	76-0377101	501(c)(3)	195,000.	0.			Financial Stability
Tejano Center for Community Concerns - 2950 Broadway - Houston, TX 77017	76-0377101	501(c)(3)	225,000.	0.			Disaster - Derecho
Tejano Center for Community Concerns - 2950 Broadway - Houston, TX 77017	76-0377101	501(c)(3)	300,000.	0.			Disaster - Beryl
Tejano Center for Community Concerns - 2950 Broadway - Houston, TX 77017	76-0377101	501(c)(3)	81,715.	0.			Digital Divide campaign

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
Texas Hearing Institute (Ctr for Hearing and Speech) - 3100 Shenandoah St - Houston, TX 77021	74-6003178	501(c)(3)	120,000.	0.			Health Care
Texas Hearing Institute (Ctr for Hearing and Speech) - 3100 Shenandoah St - Houston, TX 77021	74-6003178	501(c)(3)	100,000.	0.			Early childhood and youth education
The Bridge Over Troubled Waters PO Box 3488 Pasadena, TX 77501	74-1989590	501(c)(3)	250,000.	0.			Basic Needs
The Children's Assessment Center Foundation - 2500 Bolsover - Houston, TX 77005	76-0458780	501(c)(3)	100,000.	0.			Health Care
The Children's Museum 1500 Binz Houston, TX 77004	74-2178563	501(c)(3)	240,000.	0.			Early childhood and youth education
The Coalition for the Homeless 2000 Crawford St Houston, TX 77002	76-0257018	501(c)(3)	325,000.	0.			Strategic Opportunity
The Council on Recovery PO Box 2768 Houston, TX 77252	76-0252103	501(c)(3)	250,000.	0.			Health Care
The Council on Recovery PO Box 2768 Houston, TX 77252	76-0252103	501(c)(3)	30,000.	0.			Strategic Opportunity
The Council on Recovery PO Box 2768 Houston, TX 77252	76-0252103	501(c)(3)	238,000.	0.			Navigation

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
The Montrose Center 401 Branard, 2nd Fl Houston, TX 77006	74-2050245	501(c)(3)	15,000.	0.			Strategic Opportunity
The Montrose Center 401 Branard, 2nd Fl Houston, TX 77006	74-2050245	501(c)(3)	119,000.	0.			Navigation
The Montrose Center 401 Branard, 2nd Fl Houston, TX 77006	74-2050245	501(c)(3)	192,000.	0.			Basic Needs
The Montrose Center 401 Branard, 2nd Fl Houston, TX 77006	74-2050245	501(c)(3)	83,000.	0.			Financial Stability
The Montrose Center 401 Branard, 2nd Fl Houston, TX 77006	74-2050245	501(c)(3)	171,000.	0.			Health Care
The Network of Behavioral Health Providers (NBHP) - 9401 Southwest Frwy #1242 - Houston, TX 77074	75-3220882	501(c)(3)	125,000.	0.			Strategic Opportunity
The Parent Teacher Collaborative 1414 Texas Ave #349 Houston, TX 77002	92-3541776	501(c)(3)	10,000.	0.			Capacity Building
The Restoration Team 3911 Campbell Rd Houston, TX 77080	83-2427982	501(c)(3)	250,000.	0.			Disaster - Beryl
The Restoration Team 3911 Campbell Rd Houston, TX 77080	83-2427982	501(c)(3)	175,000.	0.			Disaster - Derecho

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
The Salvation Army - Greater Houston Area - 2407 North Main St - Houston, TX 77009	58-0660607	501(c)(3)	32,000.	0.			Financial Stability
The Salvation Army - Greater Houston Area - 2407 North Main St - Houston, TX 77009	58-0660607	501(c)(3)	30,000.	0.			Strategic Opportunity
The Salvation Army - Greater Houston Area - 2407 North Main St - Houston, TX 77009	58-0660607	501(c)(3)	375,000.	0.			Basic Needs
The Salvation Army - Greater Houston Area - 2407 North Main St - Houston, TX 77009	58-0660607	501(c)(3)	238,000.	0.			Navigation
The Sander's Hand 1302 Peacham Ct Fresno, TX 77545	82-3423353	501(c)(3)	7,750.	0.			Early childhood and youth education
The Women's Home 607 Westheimer Houston, TX 77006	74-1467811	501(c)(3)	85,000.	0.			Financial Stability
The Women's Home 607 Westheimer Houston, TX 77006	74-1467811	501(c)(3)	75,000.	0.			Health Care
The Women's Home 607 Westheimer Houston, TX 77006	74-1467811	501(c)(3)	50,000.	0.			Basic Needs
The Women's Resource of Greater Houston - 13100 NW Freeway - Houston, TX 77040	76-0318261	501(c)(3)	10,000.	0.			Early childhood and youth education

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
The Women's Resource of Greater Houston - 13100 NW Freeway - Houston, TX 77040	76-0318261	501(c)(3)	172,000.	0.			Financial Stability
The WorkFaith Connection 4555 Dacoma, Ste 200 Houston, TX 77092	20-4295703	501(c)(3)	10,000.	0.			Early childhood and youth education
The WorkFaith Connection 4555 Dacoma, Ste 200 Houston, TX 77092	20-4295703	501(c)(3)	425,000.	0.			Financial Stability
The WOW Project PO Box 720286 Houston, TX 77272	45-5588379	501(c)(3)	10,000.	0.			Basic Needs
Truth, Life, & Word Outreach 7427 Darien St Houston, TX 77028	35-2349870	501(c)(3)	10,000.	0.			Basic Needs
Upskill Houston (Greater Houston Partnership) - 701 Avenida de las Americas #900 - Houston, TX 77010	76-0267896	501(c)(6)	150,000.	0.			Strategic Opportunity
US Dream Academy Inc 8807 Colesville Rd, 5th Fl Silver Spring, MD 20910	59-3514841	501(c)(3)	100,000.	0.			Early childhood and youth education
Volunteers of America Texas, Inc. 4808 Yale St Houston, TX 77018	75-0827469	501(c)(3)	15,000.	0.			Strategic Opportunity
Volunteers of America Texas, Inc. 4808 Yale St Houston, TX 77018	75-0827469	501(c)(3)	112,504.	0.			Early childhood and youth education

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
Volunteers of America Texas, Inc. 4808 Yale St Houston, TX 77018	75-0827469	501(c)(3)	100,000.	0.			Disaster - Derecho
Volunteers of America Texas, Inc. 4808 Yale St Houston, TX 77018	75-0827469	501(c)(3)	100,000.	0.			Disaster - Beryl
Volunteers of America Texas, Inc. 4808 Yale St Houston, TX 77018	75-0827469	501(c)(3)	119,000.	0.			Navigation
Volunteers of America Texas, Inc. 4808 Yale St Houston, TX 77018	75-0827469	501(c)(3)	61,500.	0.			Basic Needs
Volunteers of America Texas, Inc. 4808 Yale St Houston, TX 77018	75-0827469	501(c)(3)	60,000.	0.			Health Care
Volunteers of America Texas, Inc. 4808 Yale St Houston, TX 77018	75-0827469	501(c)(3)	460,000.	0.			Financial Stability
Wesley Community Center, Inc. 1410 Lee St Houston, TX 77009	74-1132578	501(c)(3)	140,000.	0.			Basic Needs
Wesley Community Center, Inc. 1410 Lee St Houston, TX 77009	74-1132578	501(c)(3)	75,000.	0.			Disaster - Beryl
Wesley Community Center, Inc. 1410 Lee St Houston, TX 77009	74-1132578	501(c)(3)	238,000.	0.			Navigation

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
Wesley Community Center, Inc. 1410 Lee St Houston, TX 77009	74-1132578	501(c)(3)	100,000.	0.			Disaster - Derecho
Wesley Community Center, Inc. 1410 Lee St Houston, TX 77009	74-1132578	501(c)(3)	280,000.	0.			Financial Stability
Wesley Community Center, Inc. 1410 Lee St Houston, TX 77009	74-1132578	501(c)(3)	110,000.	0.			Early childhood and youth education
Wesley Community Center, Inc. 1410 Lee St Houston, TX 77009	74-1132578	501(c)(3)	15,000.	0.			Strategic Opportunity
West Houston Assistance Ministries 10501 Meadowglen Ln Houston, TX 77042	76-0001309	501(c)(3)	52,500.	0.			Financial Stability
West Houston Assistance Ministries 10501 Meadowglen Ln Houston, TX 77042	76-0001309	501(c)(3)	323,000.	0.			Basic Needs
West Houston Assistance Ministries 10501 Meadowglen Ln Houston, TX 77042	76-0001309	501(c)(3)	100,000.	0.			Disaster - Beryl
West Street Recovery 2012 Emancipation Ave Houston, TX 77003	82-2708194	501(c)(3)	16,666.	0.			Early childhood and youth education
West Street Recovery 2012 Emancipation Ave Houston, TX 77003	82-2708194	501(c)(3)	350,000.	0.			Disaster - Derecho

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
West Street Recovery 2012 Emancipation Ave Houston, TX 77003	82-2708194	501(c)(3)	300,000.	0.			Disaster - Beryl
William Marsh Rice University 6100 Main St Houston, TX 77005	74-1109620	501(c)(3)	25,000.	0.			Strategic Opportunity
Woodlands Religious Community dba Interfaith Woodlands - 4242 Interfaith Way - The Woodlands, TX 77381	74-1804123	501(c)(3)	100,000.	0.			Basic Needs
Y.M.C.A. of the Greater Houston Area - 3110 Hayes Rd - Houston, TX 77082	74-1109737	501(c)(3)	1,147,100.	0.			Early childhood and youth education
Y.M.C.A. of the Greater Houston Area - 3110 Hayes Rd - Houston, TX 77082	74-1109737	501(c)(3)	138,500.	0.			Basic Needs
Y.M.C.A. of the Greater Houston Area - 3110 Hayes Rd - Houston, TX 77082	74-1109737	501(c)(3)	119,000.	0.			Navigation
Young Women's College Preparatory Academy - 1906 Cleburne St - Houston, TX 77004	46-3978925	501(c)(3)	10,000.	0.			Capacity Building
Youth Development Center PO Box 280327 Houston, TX 77228	76-0541804	501(c)(3)	100,000.	0.			Early childhood and youth education

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
Utilities assistance	20	0.	7,076.	Cost	Utilities assistance
School supplies	4500	0.	6,629.	Cost	School supplies
Transportation assistance	5354	0.	57,887.	Cost	Transportation gift cards
Lodging	22	0.	22,062.	Cost	Emergency lodging assistance
Other assistance	0	0.	1,815.	Cost	Other basic needs assistance

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 Greater Houston (United Way) and the organizations in which it invests are committed to improving the lives of people in our community experiencing ALICE (Asset Limited, Income Constrained, Employed) and below. Organizations in which the United Way invests must meet standards and adhere to the policies established by the United Way. The written standards and policies require agencies to submit financial, governance and program information for regular review by United Way volunteers and staff.

Funded partners are selected through the Single Investment Process that ensures donor gifts are invested responsibly. At the discretion of United Way, there may be a minimum or maximum amount of funding that an agency can be awarded through the Single Investment Process. United Way expects awards made through the Single Investment Process to be for a three-year period. Funding recommendations are based on a detailed, competitive application process, encompassing both an organizational (financial and governance) and application review. United Way staff and volunteers develop regional program investment recommendations which are submitted to the Community

Part IV Supplemental Information

Impact Committee and then to the United Way Board of Trustees for review and approval.

Organizational Review: The purpose of this process is to ensure that United Way's funded partners are administratively and financially secure and in compliance with United Way's Standards and Policies. Volunteers and staff analyze each agency's financial and governance information and follow up with the agency regarding any financial or non-financial concerns. Volunteers and staff may make recommendations for improvement, and serious concerns are shared with the Community Impact Committee. United Way staff also assist agencies with understanding each requirement and provide training when necessary. The organizational review requirements from United Way funded agencies align with the Governance and Oversight Standard and Financial and Fiscal Management Standards in the Funded Partner Standards and Policies. To be eligible for new or continued funding, partners must meet these requirements.

Report Deadlines: United Way of Greater Houston requires programs to report data quarterly to demonstrate the benefit to and impact of their programs to clients. All funded partners undergo regular review through United Way's reporting and evaluation processes. The reporting period is April 1, 2024 - March 31, 2025.

Review and Monitoring: All funded programs are monitored on an ongoing basis by United Way staff and volunteers. This may include special requests for information during the United Way annual community campaign, in connection with special events, during disasters or at other times.

Corrective Action: United Way has written procedures for performance and noncompliance which establish progressive penalties including detailed written warnings, suspension, and cessation based on standard and/or policy infractions.

Multiple horizontal lines for additional text or notes.

**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 Greater Houston	Employer identification number 74-1167964
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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 checked="" type="checkbox"/> Compensation committee <input type="checkbox"/> Independent compensation consultant <input type="checkbox"/> Form 990 of other organizations <input 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) Amanda McMillian President & CEO	(i)	339,700.	75,000.	10,621.	27,071.	30,130.	482,522.	0.
	(ii)	0.	0.	0.	0.	0.	0.	0.
(2) Angel Harris VP & Chief Adv. Officer	(i)	281,660.	30,000.	10,420.	25,510.	1,013.	348,603.	0.
	(ii)	0.	0.	0.	0.	0.	0.	0.
(3) Mary Vazquez VP, Community Outreach	(i)	160,034.	20,000.	10,359.	16,242.	30,060.	236,695.	0.
	(ii)	0.	0.	0.	0.	0.	0.	0.
(4) Margaret M. Oser VP, Mission & Strategy	(i)	177,703.	20,000.	9,432.	16,302.	10,748.	234,185.	0.
	(ii)	0.	0.	0.	0.	0.	0.	0.
(5) Jaideep Hebbar VP & CSFO (thru 8/24)	(i)	180,239.	25,000.	6,080.	13,541.	6,691.	231,551.	0.
	(ii)	0.	0.	0.	0.	0.	0.	0.
(6) Barbara L. Walker AVP, Principal Gifts Officer	(i)	189,900.	0.	9,551.	17,598.	10,778.	227,827.	0.
	(ii)	0.	0.	0.	0.	0.	0.	0.
(7) Jeffrey Nash AVP, Innovation & Data Management	(i)	166,533.	3,000.	357.	16,137.	19,440.	205,467.	0.
	(ii)	0.	0.	0.	0.	0.	0.	0.
(8) Henry J. Adaso AVP, Marketing & Communications	(i)	138,815.	0.	127.	12,488.	29,945.	181,375.	0.
	(ii)	0.	0.	0.	0.	0.	0.	0.
(9) Kenneth W. Miller Sr. Dir IT Technology & Security	(i)	145,057.	5,000.	280.	13,610.	10,891.	174,838.	0.
	(ii)	0.	0.	0.	0.	0.	0.	0.
(10) Veronica Hagerty Sr. Dir. Board Dev & NP Training	(i)	148,890.	0.	0.	13,822.	10,342.	173,054.	0.
	(ii)	0.	0.	0.	0.	0.	0.	0.
	(i)							
	(ii)							
	(i)							
	(ii)							
	(i)							
	(ii)							
	(i)							
	(ii)							

**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 Greater Houston**
Employer identification number: **74-1167964**

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	130	3,099,997.	NYSE
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 ()				
26	Other ()				
27	Other ()				
28	Other ()				

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

United Way of Greater Houston

Employer identification number

74-1167964

Form 990, Part I, Line 1, Description of Organization Mission:

We work together to improve lives, build a stronger community, and create meaningful opportunities for people to prosper.

Form 990, Part III, Line 4a, Program Service Accomplishments:

Creating Opportunities for People to Prosper - Together we work to create opportunities for individuals and families to thrive and to achieve what every family wants: a pathway to self-sufficiency and a sustainable quality of life. This work and our investments are focused on ALICE (Asset Limited, Income Constrained, Employed). ALICE represents those who are working but struggle to afford the necessities of housing, food, childcare, health care, and transportation. Guided by research and data, United Way focuses on and invests in high-quality programs aimed at serving ALICE and those living below the Federal Poverty Level, a group which collectively makes up 44% of the population in the Greater Houston Area. The integrated Client Journey allows clients to create their own customized pathways based on their goals and needs, and orchestrates programs to make it easy for clients to engage across services, breaking down barriers and helping ensure success.

Last year, through the various programs of this initiative, and with the collaboration of our Navigators and the Integrated Client Journey, United Way assisted the following groups in the Greater Houston Area:

- More than 700,000 clients across 13 regions received help rebuilding their lives after crises through basic needs assistance, mental health services, housing and emergency shelter, domestic violence services, substance abuse services and assistance with needs such as transportation and life skills. Seniors and Veterans remained strong and independent through help with daily living, nutritious meals, home visits and care, social interaction and a citywide support network and advocacy for senior issues.

- Families and neighborhoods received help becoming self-sufficient and strong through job skills and career readiness, financial coaching and literacy courses, credit-building, parenting classes, family counseling, health care and basic needs assistance through the United Way THRIVE collaborative which gives families the tools, resources, and support to achieve financial stability. More than 96,000 families were helped to establish a pathway to financial stability.

- Young people received help building a foundation for future success through early childhood education, out-of-school enrichment, mentors, summer grants, and other academic, parent, and family engagement support through our United Way Bright Beginnings, Out 2 Learn, MATH programs, and partnerships.

Through these programs, more than 7,000 children were provided with valuable educational opportunities.

Form 990, Part III, Line 4b, Program Service Accomplishments:

Community Outreach services/programs:

2-1-1 Texas/United Way HELPLINE - In 2024, the 2-1-1 Texas/United Way

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HELPLINE connected 1.3 million of our neighbors with help, hope, and critical resources, via phone, live chat, text, and email. With 20+ years of experience, new partnerships, and more ways than ever to connect, 211 is proud to be one our community's most valuable resources. The 2-1-1 Texas/United Way HELPLINE operates 24/7, 365 days per year, and is a free and confidential service staffed by trained information and referral specialists who speak a variety of languages and find real answers for callers as they work the largest helpline of its kind in the country with one of the most comprehensive social services databases in the state.

United Way Centers - United Way Centers across our 4-county region increase access to and availability of health and human services in our community in the Bay Area, Fort Bend County, Montgomery County, and Waller County through agencies providing programs like financial and employment coaching, physical and behavioral health care, basic needs assistance, youth programs and disaster response. The centers house 41 nonprofit agencies, offering essential services tailored to each region's needs. Through in-kind support valued at over \$1 million, our Centers helped agencies expand services, deliver services more efficiently, and deepen their impact across the region. In 2024, our Centers welcomed over 60,000 individuals serving as trusted hubs for community connection, access to critical services, and local collaboration. Nearly 20,000 guests/visitors utilized our conference rooms for community events, workshops, and nonprofit programming, underscoring our Centers' role as go-to spaces for convening and collective impact.

United Way Nonprofit Connection - For more than 30 years, United Way Nonprofit Connection has been Houston's primary nonprofit resource for developing emerging leaders, building dynamic and engaged boards, and helping nonprofits operate effectively. United Way does this through innovative programming such as the Power Tools for Nonprofits conference, Emerging Leadership Institute, annual Board Fair, Project Blueprint program and other leadership development programs. In 2024, the 32nd annual Power Tools welcomed over 800 attendees to its annual Nonprofit Power Tools Conference featuring a day of knowledge-building and networking for nonprofit professionals. Special programming such as the Government Funding Initiative enabled nonprofits to diversify their funding base in order to become more financially sustainable. Nonprofit Connection provided an array of board and organizational development services for more than 119 nonprofit organizations, created job posting opportunities for 176 nonprofits and 728 individuals via its free online Job Bank. In addition, Nonprofit Connection offered 48 workshops on relevant and timely topics for more than 1,430 individuals.

United Way's Community Resource Center, located at our 50 Waugh Drive building, is a space dedicated to community leadership, organizational development, and volunteer service. Our Community Resource Center serves as a central gathering place for community groups that include area nonprofit and community development organizations, civic groups, and collaborative and grassroots initiatives. Eligible nonprofit organizations have access to spacious conference rooms, a variety of meeting rooms, and an auditorium, free of charge during United Way's business hours, to solve community issues, promote collaboration, and encourage mutual understanding among diverse constituencies. It is made

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available at no/low cost to nonprofits and community organizations. In 2024, United Way welcomed its one millionth visitor to the Community Resource Center.	

Form 990, Part III, Line 4c, Program Service Accomplishments:
 Disaster Recovery, Resiliency, and Preparedness - In times of disaster, United Way of Greater Houston delivers vital information and resources to drive immediate relief and lead long-term recovery. Year-round, we plan, prepare, and strengthen our community so neighbors are better positioned when disaster strikes. The funds raised for disaster and long-term preparedness are not considered campaign revenue and are not commingled with any other revenue or any other internal or external fund.

Key efforts include:

United Way Strike Team - When a disaster strikes, crisis ensues, and time is of the essence, the United Way Strike Team is in the community, "boots on the ground," ready to help our neighbors in their most dire moments. This team responds and guides those families and individuals who need immediate crisis assistance. During blue skies, this strike team also works to address emergent needs by working with our community's social service providers to assess emergent needs, identify partners to help meet them, and provide ongoing resources and support. This year, 1,273 referrals for assistance were successfully screened, assessed and provided resources. In addition, 123 households were connected to \$468,788 in rental assistance through Harris County's eviction diversion program.

Greater Houston Disaster Alliance - In its second year, the Disaster Alliance focused on strengthening preparedness and accelerating recovery. GHDA launched two recovery funds just six weeks apart--the Severe Weather & Derecho and Hurricane Beryl funds--raising \$9.1M to support 35 nonprofits in serving nearly 4,100 vulnerable households with emergency financial assistance, disaster resource navigation, and home repair. Recovery timelines improved, with Round 1 grants announced in 22 days, down from 34. GHDA also strengthened data partnerships, refined rapid analysis to identify hardest-hit zip codes, and piloted a coordinated intake system to expand access to emergency financial assistance. Preparedness workshops engaged over 80 nonprofits, while a transparent engagement strategy and regular convenings advanced improved processes for future response. Early resiliency efforts included developing a framework and pursuing national funding to bring long-term investments to the region.

Long-Term Recovery Committees - Throughout the year, United Way convenes and leads four long-term recovery committees: Fort Bend Recovers, H-Town Recovers, MCCARES in Montgomery County, and the Waller County Recovery Committee. Meeting bimonthly, these committees bring together over 100 local nonprofits and city and county emergency management officials to maintain readiness, develop unified recovery plans, and ensure efforts remain responsive to community needs.

Form 990, Part VI, Section A, line 1a:
 The purpose of the Executive Committee is to act on behalf of the Board of Trustees in all matters with the exception of adopting an operational

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budget, filling Board vacancies, removing officers and amending the Bylaws. The duties and responsibilities of the Executive Committee are: (1) act on behalf of the Board of Trustees in all matters with the exception of the matters from which the Executive Committee is prohibited from acting on as set forth in the Bylaws; (2) coordinate the work of other committees for the Board of Trustees; (3) stay apprised of the activities of other committees and recommend Board action when needed; (4) oversee the execution of policies established by the Board of Trustees; (5) coordinate the review of the performance of the President/CEO annually; and (6) recommend to the Board of Trustees the annual operating budget, annual and strategic plans and major capital fundraising activities.

The Executive Committee is comprised of the Board Chair, Secretary, Campaign Chair, standing Committee Chairs and at-large members. All members of the Executive Committee serve on the Board of Trustees. The members of the Executive Committee are appointed by the Board Chair and serve until the appointment of their successors. If a vacancy on the committee occurs, the Chair appoints a replacement from the Board of Trustees.

Form 990, Part VI, Section A, line 6:

The members of the Organization consist of all those individuals and organizations that have made contributions or pledges to the United Way of Greater Houston in the previous 12 months.

Form 990, Part VI, Section A, line 7a:

Trustees are elected by action of the members of the Organization at its annual meeting and by the Board of Trustees at other times of the year as needed.

Form 990, Part VI, Section B, line 11b:

Form 990 is reviewed in detail by the Audit Committee and distributed to each voting Trustee prior to filing with the IRS. The Form is included on the Board of Trustees meeting agenda for review and discussion.

Form 990, Part VI, Section B, Line 12c:

During the annual approval of community investments to agencies, each Trustee is required to declare their agency affiliation by signing a document indicating their affiliation, if any. Officers and key employees are also required to annually sign a conflict of interest statement.

Form 990, Part VI, Section B, Line 15:

The Executive Compensation Committee reviews the President/CEO's annual performance based on performance goals set at the beginning of the year. The compensation is based on the salary and bonus history of the President/CEO and comparative compensation data for CEOs from local nonprofits and top-ranked United Way organizations.

The annual compensation for the Vice Presidents is submitted by the President/CEO for review and approval by the Executive Compensation Committee using data for senior management as described for the President/CEO in Line 15a.

Form 990, Part VI, Section C, Line 19:

Financial Statements are made available to the public on the Organization's website. Other documents are made available upon request.

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Non-Program Expense Ratio - Management, General and Fundraising:

The costs associated to provide stewardship, financial oversight, internal controls and donor relationship management total \$10,796,535 (total fundraising and management/general expenses per Part IX excluding depreciation). These costs are foundational to support the community impact and mission work of United Way of Greater Houston. These costs as a percentage of total revenue are 14.95%.

Because costs and revenue can fluctuate from year to year, a rolling 5-year average provides a normalization of this ratio. The rolling 5-year average of these costs, excluding revenue from disaster contributions, is 15.83%.