** PUBLIC DISCLOSURE COPY **

Form 990 Return of Organization Exempt From Income Tax

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.

OMB No. 1545-0047

2025

Open to Public Inspection

Department of the Treasury
Internal Revenue Service

A For the 2025 calendar year, or tax year beginning APR 1, 2025 and ending MAR 31, 2026

B Check if applicable:
- ☐ Address change
- ☐ Name change
- ☐ Initial return
- ☐ Final return/ terminated
- ☐ Amended return
- ☐ Application pending

C Name of organization
United Way of Greater Houston

Doing business as

Number and street (or P.O. box if mail is not delivered to street address) 50 Waugh Drive

Room/suite

City or town, state or province, country, and ZIP or foreign postal code Houston, TX 77007-5813

F Name and address of principal officer: Amanda McMillian
same as C above

D Employer identification number
74-1167964

E Telephone number
713-685-2300

G Gross receipts $ 91,974,442.

H(a) Is this a group return for subordinates? ☐ Yes ☒ No

H(b) Are all subordinates included? ☐ Yes ☐ No
If "No," attach a list. See instructions

H(c) Group exemption number

I Tax-exempt status: ☒ 501(c)(3) ☐ 501(c) ( ) (insert no.) ☐ 4947(a)(1) or ☐ 527

J Website: www.unitedwayhouston.org

K Form of organization: ☒ Corporation ☐ Trust ☐ Association ☐ 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 ☐ 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	51
4	Number of independent voting members of the governing body (Part VI, line 1b)	4	51
5	Total number of individuals employed in calendar year 2025 (Part V, line 2a)	5	254
6	Total number of volunteers (estimate if necessary)	6	8583
7a	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

		Prior Year	Current Year
8	Contributions and grants (Part VIII, line 1h)	77,600,724.	71,673,205.
9	Program service revenue (Part VIII, line 2g)	649,520.	553,278.
10	Investment income (Part VIII, column (A), lines 3, 4, and 7d)	1,332,083.	2,077,841.
11	Other revenue (Part VIII, column (A), lines 5, 6d, 8c, 9c, 10c, and 11e)	44,241.	-70,184.
12	Total revenue - add lines 8 through 11 (must equal Part VIII, column (A), line 12)	79,626,568.	74,234,140.

Expenses

13	Grants and similar amounts paid (Part IX, column (A), lines 1-3)	40,797,345.	33,130,231.
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)	18,923,726.	21,366,114.
16a	Professional fundraising fees (Part IX, column (A), line 11e)	96,000.	96,000.
b	Total fundraising expenses (Part IX, column (D), line 25) 7,581,043.		
17	Other expenses (Part IX, column (A), lines 11a-11d, 11f-24e)	9,912,341.	10,775,098.
18	Total expenses. Add lines 13-17 (must equal Part IX, column (A), line 25)	69,729,412.	65,367,443.
19	Revenue less expenses. Subtract line 18 from line 12	9,897,156.	8,866,697.

Net Assets or Fund Balances

		Beginning of Current Year	End of Year
20	Total assets (Part X, line 16)	99,530,404.	110,235,850.
21	Total liabilities (Part X, line 26)	34,731,471.	34,352,042.
22	Net assets or fund balances. Subtract line 21 from line 20	64,798,933.	75,883,808.

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

Electronically Filed
Signature of officer — Date

Bart J. Ferrell, VP & CSFO
Type or print name and title

Paid Preparer Use Only

Preparer's name: Susanna Blackmon	Preparer's signature: Susanna Blackmon	Date: 09/30/26	Check if self-employed ☐	PTIN: P01226926
Firm's name: Blazek & Vetterling			Firm's EIN: 76-0269860	
Firm's address: 2900 Weslayan, Suite 200 Houston, TX 77027			Phone no. 713-439-5739	

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

See Schedule O for Organization Mission Statement Continuation

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 $ 49,081,315. including grants of $ 32,136,376.) (Revenue $ 195,889.)
Creating Opportunities for People to Prosper - See Schedule O

4b (Code:) (Expenses $ 3,084,477. including grants of $ 515,000.) (Revenue $ 357,389.)
Community Outreach - See Schedule O

4c (Code:) (Expenses $ 1,107,909. including grants of $ 478,855.) (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 53,273,701.

See Schedule O for Continuation(s)

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)? *If "Yes," complete Schedule A*	1	X	
2	Is the organization required to complete *Schedule B, Schedule of Contributors*? See instructions	2	X	
3	Did the organization engage in direct or indirect political campaign activities on behalf of or in opposition to candidates for public office? *If "Yes," complete Schedule C, Part I*	3		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? *If "Yes," complete Schedule C, Part II*	4	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? *If "Yes," complete Schedule C, Part III*	5		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? *If "Yes," complete Schedule D, Part I*	6		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? *If "Yes," complete Schedule D, Part II*	7		X
8	Did the organization maintain collections of works of art, historical treasures, or other similar assets? *If "Yes," complete Schedule D, Part III*	8		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? *If "Yes," complete Schedule D, Part IV*	9	X	
10	Did the organization, directly or through a related organization, hold assets in donor-restricted endowments or in quasi-endowments? *If "Yes," complete Schedule D, Part V*	10		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? *If "Yes," complete Schedule D, Part VI*	11a	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? *If "Yes," complete Schedule D, Part VII*	11b		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? *If "Yes," complete Schedule D, Part VIII*	11c		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? *If "Yes," complete Schedule D, Part IX*	11d		X
e	Did the organization report an amount for other liabilities in Part X, line 25? *If "Yes," complete Schedule D, Part X*	11e	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)? *If "Yes," complete Schedule D, Part X*	11f		X
12a	Did the organization obtain separate, independent audited financial statements for the tax year? *If "Yes," complete Schedule D, Parts XI and XII*	12a	X	
b	Was the organization included in consolidated, independent audited financial statements for the tax year? *If "Yes," and if the organization answered "No" to line 12a, then completing Schedule D, Parts XI and XII is optional*	12b		X
13	Is the organization a school described in section 170(b)(1)(A)(ii)? *If "Yes," complete Schedule E*	13		X
14a	Did the organization maintain an office, employees, or agents outside of the United States?	14a		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? *If "Yes," complete Schedule F, Parts I and IV*	14b		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? *If "Yes," complete Schedule F, Parts II and IV*	15		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? *If "Yes," complete Schedule F, Parts III and IV*	16		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? *If "Yes," complete Schedule G, Part I.* See instructions	17	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? *If "Yes," complete Schedule G, Part II*	18	X	
19	Did the organization report more than $15,000 of gross income from gaming activities on Part VIII, line 9a? *If "Yes," complete Schedule G, Part III*	19		X
20a	Did the organization operate one or more hospital facilities? *If "Yes," complete Schedule H*	20a		X
b	If "Yes" to line 20a, did the organization attach a copy of its audited financial statements to this return?	20b		
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? *If "Yes," complete Schedule I, Parts I and II*	21	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? *If "Yes," complete Schedule I, Parts I and III*	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? *If "Yes," complete Schedule J*	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? *If "Yes," answer lines 24b through 24d and complete Schedule K. If "No," go to line 25a*	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? *If "Yes," complete Schedule L, Part 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? *If "Yes," complete Schedule L, Part 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? *If "Yes," complete Schedule L, Part II*	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? *If "Yes," complete Schedule L, Part III*	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? *If "Yes," complete Schedule L, Part IV*	28a		X
b	A family member of any individual described in line 28a? *If "Yes," complete Schedule L, Part IV*	28b		X
c	A 35% controlled entity of one or more individuals and/or organizations described in line 28a or 28b? *If "Yes," complete Schedule L, Part IV*	28c		X
29	Did the organization receive more than $25,000 in noncash contributions? *If "Yes," complete Schedule M*	29	X	
30	Did the organization receive contributions of art, historical treasures, or other similar assets, or qualified conservation contributions? *If "Yes," complete Schedule M*	30		X
31	Did the organization liquidate, terminate, or dissolve and cease operations? *If "Yes," complete Schedule N, Part I*	31		X
32	Did the organization sell, exchange, dispose of, or transfer more than 25% of its net assets? *If "Yes," complete Schedule N, Part II*	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? *If "Yes," complete Schedule R, Part I*	33		X
34	Was the organization related to any tax-exempt or taxable entity? *If "Yes," complete Schedule R, Part II, III, or IV, and Part V, line 1*	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)? *If "Yes," complete Schedule R, Part V, line 2*	35b		
36	**Section 501(c)(3) organizations.** Did the organization make any transfers to an exempt non-charitable related organization? *If "Yes," complete Schedule R, Part V, line 2*	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? *If "Yes," complete Schedule R, Part VI*	37		X
38	Did the organization complete Schedule O and provide explanations on Schedule O for Part VI, lines 11b and 19? **Note:** All Form 990 filers are required to complete Schedule O	38	X	

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	92		
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)*

				Yes	No
2a	Enter the number of employees reported on Form W-3, Transmittal of Wage and Tax Statements, filed for the calendar year ending with or within the year covered by this return	2a	254		
b	If at least one is reported on line 2a, did the organization file all required federal employment tax returns?		2b	X	
3a	Did the organization have unrelated business gross income of $1,000 or more during the year?		3a		X
b	If "Yes," has it filed a Form 990-T for this year? *If "No" to line 3b, provide an explanation on Schedule O*		3b		
4a	At any time during the calendar year, did the organization have an interest in, or a signature or other authority over, a financial account in a foreign country (such as a bank account, securities account, or other financial account)?		4a		X
b	If "Yes," enter the name of the foreign country				
	See instructions for filing requirements for FinCEN Form 114, Report of Foreign Bank and Financial Accounts (FBAR).				
5a	Was the organization a party to a prohibited tax shelter transaction at any time during the tax year?		5a		X
b	Did any taxable party notify the organization that it was or is a party to a prohibited tax shelter transaction?		5b		X
c	If "Yes" to line 5a or 5b, did the organization file Form 8886-T?		5c		
6a	Does the organization have annual gross receipts that are normally greater than $100,000, and did the organization solicit any contributions that were not tax deductible as charitable contributions?		6a		X
b	If "Yes," did the organization include with every solicitation an express statement that such contributions or gifts were not tax deductible?		6b		
7	**Organizations that may receive deductible contributions under section 170(c).**				
a	Did the organization receive a payment in excess of $75 made partly as a contribution and partly for goods and services provided to the payor?		7a	X	
b	If "Yes," did the organization notify the donor of the value of the goods or services provided?		7b	X	
c	Did the organization sell, exchange, or otherwise dispose of tangible personal property for which it was required to file Form 8282?		7c		X
d	If "Yes," indicate the number of Forms 8282 filed during the year	7d			
e	Did the organization receive any funds, directly or indirectly, to pay premiums on a personal benefit contract?		7e		X
f	Did the organization, during the year, pay premiums, directly or indirectly, on a personal benefit contract?		7f		X
g	If the organization received a contribution of qualified intellectual property, did the organization file Form 8899 as required?		7g		
h	If the organization received a contribution of cars, boats, airplanes, or other vehicles, did the organization file a Form 1098-C?		7h		
8	**Sponsoring organizations maintaining donor advised funds.** Did a donor advised fund maintained by the sponsoring organization have excess business holdings at any time during the year?		8		
9	**Sponsoring organizations maintaining donor advised funds.**				
a	Did the sponsoring organization make any taxable distributions under section 4966?		9a		
b	Did the sponsoring organization make a distribution to a donor, donor advisor, or related person?		9b		
10	**Section 501(c)(7) organizations.** Enter:				
a	Initiation fees and capital contributions included on Part VIII, line 12	10a			
b	Gross receipts, included on Form 990, Part VIII, line 12, for public use of club facilities	10b			
11	**Section 501(c)(12) organizations.** Enter:				
a	Gross income from members or shareholders	11a			
b	Gross income from other sources. (Do not net amounts due or paid to other sources against amounts due or received from them.)	11b			
12a	**Section 4947(a)(1) non-exempt charitable trusts.** Is the organization filing Form 990 in lieu of Form 1041?		12a		
b	If "Yes," enter the amount of tax-exempt interest received or accrued during the year	12b			
13	**Section 501(c)(29) qualified nonprofit health insurance issuers.**				
a	Is the organization licensed to issue qualified health plans in more than one state?		13a		
	Note: See the instructions for additional information the organization must report on Schedule O.				
b	Enter the amount of reserves the organization is required to maintain by the states in which the organization is licensed to issue qualified health plans	13b			
c	Enter the amount of reserves on hand	13c			
14a	Did the organization receive any payments for indoor tanning services during the tax year?		14a		X
b	If "Yes," has it filed a Form 720 to report these payments? *If "No," provide an explanation on Schedule O*		14b		
15	Is the organization subject to the section 4960 tax on payment(s) of more than $1,000,000 in remuneration or excess parachute payment(s) during the year?		15		X
	If "Yes," see the instructions and file Form 4720, Schedule N.				
16	Is the organization an educational institution subject to the section 4968 excise tax on net investment income?		16		X
	If "Yes," complete Form 4720, Schedule O.				
17	**Section 501(c)(21) organizations.** Did the trust, or any disqualified or other person engage in any activities that would result in the imposition of an excise tax under section 4951, 4952 or 4953?		17		
	If "Yes," complete Form 6069.				

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

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

Section A. Governing Body and Management

				Yes	No
1a	Enter the number of voting members of the governing body at the end of the tax year	1a	51		
	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.				
b	Enter the number of voting members included on line 1a, above, who are independent	1b	51		
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?	2			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?	3			X
4	Did the organization make any significant changes to its governing documents since the prior Form 990 was filed?	4			X
5	Did the organization become aware during the year of a significant diversion of the organization's assets?	5			X
6	Did the organization have members or stockholders?	6		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?	7a		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?	7b			X
8	Did the organization contemporaneously document the meetings held or written actions undertaken during the year by the following:				
a	The governing body?	8a		X	
b	Each committee with authority to act on behalf of the governing body?	8b		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*	9			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?	10a		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?	10b		
11a	Has the organization provided a complete copy of this Form 990 to all members of its governing body before filing the form?	11a	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*	12a	X	
b	Were officers, directors, or trustees, and key employees required to disclose annually interests that could give rise to conflicts?	12b	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*	12c	X	
13	Did the organization have a written whistleblower policy?	13	X	
14	Did the organization have a written document retention and destruction policy?	14	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	15a	X	
b	Other officers or key employees of the organization	15b	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?	16a		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?	16b		

Section C. Disclosure

17 List the states with which a copy of this Form 990 is required to be filed None

18 Section 6104 requires an organization to make its Forms 1023 (1024 or 1024-A, if applicable), 990, and 990-T (section 501(c)(3)s only) available for public inspection. Indicate how you made these available. Check all that apply.

X Own website ☐ Another's website X Upon request ☐ Other *(explain on Schedule O)*

19 Describe on Schedule O whether (and if so, how) the organization made its governing documents, conflict of interest policy, and financial statements available to the public during the tax year.

20 State the name, address, and telephone number of the person who possesses the organization's books and records

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	40.00			X				445,120.	0.	83,187.
(2) Angel Harris Chief Advancement Officer	40.00			X				338,900.	0.	28,450.
(3) Mary Vazquez Chief Impact Officer	40.00			X				204,344.	0.	70,749.
(4) Bart Ferrell VP, CSFO	40.00			X				233,394.	0.	37,502.
(5) Margaret M. Oser VP, Community Investment	40.00			X				221,217.	0.	32,388.
(6) Barbara L. Walker Asst. VP, Advancement	40.00				X			210,252.	0.	33,724.
(7) Henry J. Adaso Asst. VP, Marketing	40.00					X		147,427.	0.	63,781.
(8) Tina Hood VP, HR	40.00			X				149,777.	0.	51,610.
(9) Aarti Goswami Asst. VP	40.00					X		126,311.	0.	63,392.
(10) Kenneth W. Miller Asst. VP, IT and Security	40.00				X			155,492.	0.	28,209.
(11) Veronica Hagerty Sr. Director	40.00				X			154,994.	0.	28,427.
(12) Jessica Davison Asst. VP	40.00					X		135,157.	0.	41,392.
(13) Kevin Wollin Sr. Director Facilities	40.00					X		130,404.	0.	26,866.
(14) Shauna Harris Asst. VP	40.00					X		135,799.	0.	8,831.
(15) Steve Stephens Chair	2.00	X		X				0.	0.	0.
(16) Kelly Hackett Secretary	2.00	X		X				0.	0.	0.
(17) Dorothy Ables 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) Claudia Aguirre Trustee	2.00	X						0.	0.	0.
(19) Esi Akinosho Trustee	2.00	X						0.	0.	0.
(20) Camilo Amezquita Trustee	2.00	X						0.	0.	0.
(21) David Baker Trustee	2.00	X						0.	0.	0.
(22) Rob Berra Trustee	2.00	X						0.	0.	0.
(23) Marc Boom Trustee	2.00	X						0.	0.	0.
(24) Lon Brenner Trustee	2.00	X						0.	0.	0.
(25) David L. Callender Trustee	2.00	X						0.	0.	0.
(26) Chris Champion Trustee	2.00	X						0.	0.	0.
1b Subtotal								2,788,588.	0.	598,508.
c Total from continuation sheets to Part VII, Section A								0.	0.	0.
d Total (add lines 1b and 1c)								2,788,588.	0.	598,508.

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 22

		Yes	No
3 Did the organization list any **former** officer, director, trustee, key employee, or highest compensated employee on line 1a? *If "Yes," complete Schedule J for such individual*	3		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? *If "Yes," complete Schedule J for such individual*	4	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? *If "Yes," complete Schedule J for such person*	5		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
Truly Title, 2601 Westheimer Rd #C-240, Houston, TX 77098	Title services	2,555,988.
Patient Care Intervention Center 3701 Kirby Dr #1086, Houston, TX 77098	Consulting services	1,035,925.
Marksman Security Corp. 11451 Katy Fwy #640, Houston, TX 77079	Security services	408,216.
Ward & Ames Special Events 7500 San Felipe St #350, Houston, TX 77063	Event coordination services	352,563.
Kaplan Early Learning, 1310 Lewisville Clemmons Rd, Lewisville, NC 27023	Childhood dev. services	345,108.

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 15

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) Willie Chiang	2.00									
Trustee		X						0.	0.	0.
(28) Shauna Johnson Clark	2.00									
Trustee		X						0.	0.	0.
(29) Paula DesRoches	2.00									
Trustee		X						0.	0.	0.
(30) Jose Espinel	2.00									
Trustee		X						0.	0.	0.
(31) Tina Faraca	2.00									
Trustee		X						0.	0.	0.
(32) Clint Follette	2.00									
Trustee		X						0.	0.	0.
(33) Jesse Gelsomini	2.00									
Trustee		X						0.	0.	0.
(34) Staale Gjervik	2.00									
Trustee		X						0.	0.	0.
(35) Marty Goossen	2.00									
Trustee		X						0.	0.	0.
(36) Mary Beth Gracy	2.00									
Trustee		X						0.	0.	0.
(37) Greg Grissom	2.00									
Trustee		X						0.	0.	0.
(38) John Johnson	2.00									
Trustee		X						0.	0.	0.
(39) Sandy Johnson	2.00									
Trustee		X						0.	0.	0.
(40) Daniel Kalms	2.00									
Trustee		X						0.	0.	0.
(41) Steve Kean	2.00									
Trustee		X						0.	0.	0.
(42) Ryan Lance	2.00									
Trustee		X						0.	0.	0.
(43) Liam Mallon	2.00									
Trustee		X						0.	0.	0.
(44) Lilyanne McClean	2.00									
Trustee		X						0.	0.	0.
(45) Wayne McConnell	2.00									
Trustee		X						0.	0.	0.
(46) Nancy A. Meyer	2.00									
Trustee		X						0.	0.	0.
Total to Part VII, Section A, line 1c										

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			
(47) Desrye Morgan	2.00									
Trustee		X						0.	0.	0.
(48) Tandra Perkins	2.00									
Trustee		X						0.	0.	0.
(49) Doug Pferdehirt	2.00									
Trustee		X						0.	0.	0.
(50) Dianne Ralston	2.00									
Trustee		X						0.	0.	0.
(51) Tracie J. Renfroe	2.00									
Trustee		X						0.	0.	0.
(52) Joe Rovig	2.00									
Trustee		X						0.	0.	0.
(53) Becky Rush	2.00									
Trustee		X						0.	0.	0.
(54) Julie Sudduth	2.00									
Trustee		X						0.	0.	0.
(55) Eric Tanzberger	2.00									
Trustee		X						0.	0.	0.
(56) Christi Thoms-Knox	2.00									
Trustee		X						0.	0.	0.
(57) Sam Tucker	2.00									
Trustee		X						0.	0.	0.
(58) Eli Viamontes	2.00									
Trustee		X						0.	0.	0.
(59) Marc Watts	2.00									
Trustee		X						0.	0.	0.
(60) Jason Wells	2.00									
Trustee		X						0.	0.	0.
(61) Steven Wolf	2.00									
Trustee		X						0.	0.	0.
(62) Don M. Woo	2.00									
Trustee		X						0.	0.	0.
(63) Allen Xi	2.00									
Trustee		X						0.	0.	0.
(64) Melinda Yee	2.00									
Trustee		X						0.	0.	0.
(65) Melissa Young	2.00									
Trustee		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) Total revenue	(B) Related or exempt function revenue	(C) Unrelated business revenue	(D) Revenue excluded from tax under sections 512 - 514
Contributions, Gifts, Grants and Other Similar Amounts	1a	Federated campaigns	1a 54,927,032.				
	b	Membership dues	1b				
	c	Fundraising events	1c 464,631.				
	d	Related organizations	1d				
	e	Government grants (contributions)	1e 5,686,811.				
	f	All other contributions, gifts, grants, and similar amounts not included above	1f 10,594,731.				
	g	Noncash contributions included in lines 1a-1f	1g $ 1,313,416.				
	h	**Total.** Add lines 1a-1f		71,673,205.			
Program Service Revenue			**Business Code**				
	2a	Support services	561000	357,389.	357,389.		
	b	Referral services/other	561000	108,667.	108,667.		
	c	MAP registration	561000	87,222.	87,222.		
	d						
	e						
	f	All other program service revenue					
	g	**Total.** Add lines 2a-2f		553,278.			
Other Revenue	3	Investment income (including dividends, interest, and other similar amounts)		1,636,834.			1636834.
	4	Income from investment of tax-exempt bond proceeds					
	5	Royalties					
			(i) Real / (ii) Personal				
	6a	Gross rents 6a					
	b	Less: rental expenses 6b					
	c	Rental income or (loss) 6c					
	d	Net rental income or (loss)					
			(i) Securities / (ii) Other				
	7a	Gross amount from sales of assets other than inventory 7a	18,023,970.				
	b	Less: cost or other basis and sales expenses 7b	17,582,963.				
	c	Gain or (loss) 7c	441,007.				
	d	Net gain or (loss)		441,007.			441,007.
	8a	Gross income from fundraising events (not including $ 464,631. of contributions reported on line 1c). See Part IV, line 18	8a 87,155.				
	b	Less: direct expenses	8b 157,339.				
	c	Net income or (loss) from fundraising events		-70,184.			-70,184.
	9a	Gross income from gaming activities. See Part IV, line 19	9a				
	b	Less: direct expenses	9b				
	c	Net income or (loss) from gaming activities					
	10a	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			**Business Code**				
	11a						
	b						
	c						
	d	All other revenue					
	e	**Total.** Add lines 11a-11d					
	12	**Total revenue.** See instructions		74,234,140.	553,278.	0.	2007657.

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	32,914,252.	32,914,252.		
2 Grants and other assistance to domestic individuals. See Part IV, line 22	215,979.	215,979.		
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	2,507,736.	1,554,718.	359,045.	593,973.
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	14,378,864.	8,914,448.	2,058,693.	3,405,723.
8 Pension plan accruals and contributions (include section 401(k) and 403(b) employer contributions)	1,132,373.	702,036.	162,128.	268,209.
9 Other employee benefits	2,267,579.	1,405,828.	324,661.	537,090.
10 Payroll taxes	1,079,562.	669,295.	154,566.	255,701.
11 Fees for services (nonemployees):				
a Management				
b Legal	45,134.	5,877.	39,257.	
c Accounting	92,835.		92,835.	
d Lobbying				
e Professional fundraising services. See Part IV, line 17	96,000.			96,000.
f Investment management fees	13,272.		13,272.	
g Other. (If line 11g amount exceeds 10% of line 25, column (A), amount, list line 11g expenses on Sch O.)	2,631,459.	1,783,862.	425,314.	422,283.
12 Advertising and promotion	184,628.	92,314.		92,314.
13 Office expenses	843,566.	472,352.	176,993.	194,221.
14 Information technology	936,798.	626,618.	18,944.	291,236.
15 Royalties				
16 Occupancy	2,503,081.	2,107,364.	170,380.	225,337.
17 Travel	211,742.	174,963.	3,661.	33,118.
18 Payments of travel or entertainment expenses for any federal, state, or local public officials				
19 Conferences, conventions, and meetings	891,848.	195,755.	63,940.	632,153.
20 Interest				
21 Payments to affiliates	695,866.	367,561.	122,500.	205,805.
22 Depreciation, depletion, and amortization	1,380,933.	847,340.	227,440.	306,153.
23 Insurance	53,313.		53,313.	
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 Prof. development	236,305.	195,077.	19,604.	21,624.
b Dues & subscriptions	54,318.	28,062.	26,153.	103.
c				
d				
e All other expenses				
25 **Total functional expenses.** Add lines 1 through 24e	65,367,443.	53,273,701.	4,512,699.	7,581,043.
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 ☐ if following SOP 98-2 (ASC 958-720)				

Part X Balance Sheet

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

				(A) Beginning of year		(B) End of year
Assets	1	Cash - non-interest-bearing			1	
	2	Savings and temporary cash investments		8,823,232.	2	7,733,955.
	3	Pledges and grants receivable, net		27,547,184.	3	26,469,947.
	4	Accounts receivable, net		271,279.	4	35,753.
	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		26,372.	8	30,590.
	9	Prepaid expenses and deferred charges		616,644.	9	664,540.
	10a	Land, buildings, and equipment: cost or other basis. Complete Part VI of Schedule D	10a 52,182,573.			
	b	Less: accumulated depreciation	10b 23,093,599.	27,148,387.	10c	29,088,974.
	11	Investments - publicly traded securities		33,630,413.	11	45,601,393.
	12	Investments - other securities. See Part IV, line 11			12	
	13	Investments - program-related. See Part IV, line 11			13	
	14	Intangible assets			14	
	15	Other assets. See Part IV, line 11		1,466,893.	15	610,698.
	16	**Total assets.** Add lines 1 through 15 (must equal line 33)		99,530,404.	16	110,235,850.
Liabilities	17	Accounts payable and accrued expenses		1,960,911.	17	2,591,968.
	18	Grants payable		30,318,000.	18	30,318,000.
	19	Deferred revenue		135,000.	19	
	20	Tax-exempt bond liabilities			20	
	21	Escrow or custodial account liability. Complete Part IV of Schedule D		1,042,316.	21	822,904.
	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		1,275,244.	25	619,170.
	26	**Total liabilities.** Add lines 17 through 25		34,731,471.	26	34,352,042.
Net Assets or Fund Balances		**Organizations that follow FASB ASC 958, check here** ☒ **and complete lines 27, 28, 32, and 33.**				
	27	Net assets without donor restrictions		50,306,532.	27	56,381,162.
	28	Net assets with donor restrictions		14,492,401.	28	19,502,646.
		Organizations that do not follow FASB ASC 958, check here ☐ **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		64,798,933.	32	75,883,808.
	33	Total liabilities and net assets/fund balances		99,530,404.	33	110,235,850.

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	74,234,140.
2	Total expenses (must equal Part IX, column (A), line 25)	2	65,367,443.
3	Revenue less expenses. Subtract line 2 from line 1	3	8,866,697.
4	Net assets or fund balances at beginning of year (must equal Part X, line 32, column (A))	4	64,798,933.
5	Net unrealized gains (losses) on investments	5	2,218,178.
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	75,883,808.

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: ☐ Cash ☒ Accrual ☐ Other _____ If the organization changed its method of accounting from a prior year or checked "Other," explain on Schedule O.			
2a	Were the organization's financial statements compiled or reviewed by an independent accountant? If "Yes," check a box below to indicate whether the financial statements for the year were compiled or reviewed on a separate basis, consolidated basis, or both: ☐ Separate basis ☐ Consolidated basis ☐ Both consolidated and separate basis	2a		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: ☒ Separate basis ☐ Consolidated basis ☐ Both consolidated and separate basis	2b	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.	2c	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?	3a	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	3b	X	

SCHEDULE A
(Form 990)

Department of the Treasury
Internal Revenue Service

Public Charity Status and Public Support

Complete if the organization is a section 501(c)(3) organization or a section 4947(a)(1) nonexempt charitable trust.
Attach to Form 990 or Form 990-EZ.
Go to www.irs.gov/Form990 for instructions and the latest information.

OMB No. 1545-0047

2025

Open to Public Inspection

Name of the organization
United Way of Greater Houston

Employer identification number
74-1167964

Part I Reason for Public Charity Status. (All organizations must complete this part.) See instructions.

The organization is not a private foundation because it is: (For lines 1 through 12, check only one box.)

1 ☐ A church, convention of churches, or association of churches described in **section 170(b)(1)(A)(i).**
2 ☐ A school described in **section 170(b)(1)(A)(ii).** (Attach Schedule E (Form 990).)
3 ☐ A hospital or a cooperative hospital service organization described in **section 170(b)(1)(A)(iii).**
4 ☐ A medical research organization operated in conjunction with a hospital described in **section 170(b)(1)(A)(iii).** Enter the hospital's name, city, and state: _____
5 ☐ An organization operated for the benefit of a college or university owned or operated by a governmental unit described in **section 170(b)(1)(A)(iv).** (Complete Part II.)
6 ☐ A federal, state, or local government or governmental unit described in **section 170(b)(1)(A)(v).**
7 ☒ An organization that normally receives a substantial part of its support from a governmental unit or from the general public described in **section 170(b)(1)(A)(vi).** (Complete Part II.)
8 ☐ A community trust described in **section 170(b)(1)(A)(vi).** (Complete Part II.)
9 ☐ An agricultural research organization described in **section 170(b)(1)(A)(ix)** operated in conjunction with a land-grant college or university or a non-land-grant college of agriculture (see instructions). Enter the name, city, and state of the college or university: _____
10 ☐ An organization that normally receives (1) more than 33 1/3% of its support from contributions, membership fees, and gross receipts from activities related to its exempt functions, subject to certain exceptions; and (2) no more than 33 1/3% of its support from gross investment income and unrelated business taxable income (less section 511 tax) from businesses acquired by the organization after June 30, 1975. See **section 509(a)(2).** (Complete Part III.)
11 ☐ An organization organized and operated exclusively to test for public safety. See **section 509(a)(4).**
12 ☐ An organization organized and operated exclusively for the benefit of, to perform the functions of, or to carry out the purposes of one or more publicly supported organizations described in **section 509(a)(1)** or **section 509(a)(2)**. See **section 509(a)(3).** Check the box on lines 12a through 12d that describes the type of supporting organization and complete lines 12e, 12f, and 12g.

a ☐ **Type I.** A supporting organization operated, supervised, or controlled by its supported organization(s), typically by giving the supported organization(s) the power to regularly appoint or elect a majority of the directors or trustees of the supporting organization. **You must complete Part IV, Sections A and B.**
b ☐ **Type II.** A supporting organization supervised or controlled in connection with its supported organization(s), by having control or management of the supporting organization vested in the same persons that control or manage the supported organization(s). **You must complete Part IV, Sections A and C.**
c ☐ **Type III functionally integrated.** A supporting organization operated in connection with, and functionally integrated with, its supported organization(s) (see instructions). **You must complete Part IV, Sections A, D, and E.**
d ☐ **Type III non-functionally integrated.** A supporting organization operated in connection with its supported organization(s) that is not functionally integrated. The organization generally must satisfy a distribution requirement and an attentiveness requirement (see instructions). **You must complete Part IV, Sections A and D, and Part V.**
e ☐ Check this box if the organization received a written determination from the IRS that it is a Type I, Type II, Type III functionally integrated, or Type III non-functionally integrated supporting organization.
f Enter the number of supported organizations .....
g Provide the following information about the supported organization(s).

(i) Name of supported organization	(ii) EIN	(iii) Type of organization (described on lines 1-10 above (see instructions))	(iv) Is the organization listed in your governing document? Yes	(iv) No	(v) Amount of monetary support (see instructions)	(vi) Amount of other support (see instructions)
Total						

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) 2021	(b) 2022	(c) 2023	(d) 2024	(e) 2025	(f) Total
1 Gifts, grants, contributions, and membership fees received. (Do not include any "unusual grants.")	61358826.	61540572.	63485292.	77600724.	71673205.	335658619
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	61358826.	61540572.	63485292.	77600724.	71673205.	335658619
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)						5930080.
6 **Public support.** Subtract line 5 from line 4.						329728539

Section B. Total Support

Calendar year (or fiscal year beginning in)	(a) 2021	(b) 2022	(c) 2023	(d) 2024	(e) 2025	(f) Total
7 Amounts from line 4	61358826.	61540572.	63485292.	77600724.	71673205.	335658619
8 Gross income from interest, dividends, payments received on securities loans, rents, royalties, and income from similar sources	495,299.	533,786.	979,618.	1307614.	1636834.	4953151.
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						340656011

12 Gross receipts from related activities, etc. (see instructions) 12 4,647,979.

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

Section C. Computation of Public Support Percentage

14 Public support percentage for 2025 (line 6, column (f), divided by line 11, column (f)) 14 96.79 %

15 Public support percentage from 2024 Schedule A, Part II, line 14 15 97.27 %

16a **33 1/3% support test - 2025.** If the organization did not check the box on line 13, and line 14 is 33 1/3% or more, check this box and **stop here.** The organization qualifies as a publicly supported organization ☒

b **33 1/3% support test - 2024.** If the organization did not check a box on line 13 or 16a, and line 15 is 33 1/3% or more, check this box and **stop here.** The organization qualifies as a publicly supported organization ☐

17a **10% -facts-and-circumstances test - 2025.** If the organization did not check a box on line 13, 16a, or 16b, and line 14 is 10% or more, and if the organization meets the facts-and-circumstances test, check this box and **stop here.** Explain in Part VI how the organization meets the facts-and-circumstances test. The organization qualifies as a publicly supported organization ☐

b **10% -facts-and-circumstances test - 2024.** If the organization did not check a box on line 13, 16a, 16b, or 17a, and line 15 is 10% or more, and if the organization meets the facts-and-circumstances test, check this box and **stop here.** Explain in Part VI how the organization meets the facts-and-circumstances test. The organization qualifies as a publicly supported organization ☐

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

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

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

Section A. Public Support

Calendar year (or fiscal year beginning in)	(a) 2021	(b) 2022	(c) 2023	(d) 2024	(e) 2025	(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) 2021	(b) 2022	(c) 2023	(d) 2024	(e) 2025	(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 2025 (line 8, column (f), divided by line 13, column (f))	15	%
16 Public support percentage from 2024 Schedule A, Part III, line 15	16	%

Section D. Computation of Investment Income Percentage

17 Investment income percentage for **2025** (line 10c, column (f), divided by line 13, column (f))	17	%
18 Investment income percentage from **2024** Schedule A, Part III, line 17	18	%

19a **33 1/3% support tests - 2025.** 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 - 2024.** 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? *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.*	1		
2	Did the organization have any supported organization that does not have an IRS determination of status under section 509(a)(1) or (2)? *If "Yes," explain in* **Part VI** *how the organization determined that the supported organization was described in section 509(a)(1) or (2).*	2		
3a	Did the organization have a supported organization described in section 501(c)(4), (5), or (6)? *If "Yes," answer lines 3b and 3c below.*	3a		
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)? *If "Yes," describe in* **Part VI** *when and how the organization made the determination.*	3b		
c	Did the organization ensure that all support to such organizations was used exclusively for section 170(c)(2)(B) purposes? *If "Yes," explain in* **Part VI** *what controls the organization put in place to ensure such use.*	3c		
4a	Was any supported organization not organized in the United States ("foreign supported organization")? *If "Yes," and if you checked box 12a or 12b in Part I, answer lines 4b and 4c below.*	4a		
b	Did the organization have ultimate control and discretion in deciding whether to make grants to the foreign supported organization? *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.*	4b		
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)? *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.*	4c		
5a	Did the organization add, substitute, or remove any supported organizations during the tax year? *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).*	5a		
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?	5b		
c	**Substitutions only.** Was the substitution the result of an event beyond the organization's control?	5c		
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? *If "Yes," provide detail in* **Part VI.**	6		
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? *If "Yes," complete Part I of Schedule L (Form 990).*	7		
8	Did the organization make a loan to a disqualified person (as defined in section 4958) not described on line 7? *If "Yes," complete Part I of Schedule L (Form 990).*	8		
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))? *If "Yes," provide detail in* **Part VI.**	9a		
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? *If "Yes," provide detail in* **Part VI.**	9b		
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? *If "Yes," provide detail in* **Part VI.**	9c		
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)? *If "Yes," answer line 10b below.*	10a		
b	Did the organization have any excess business holdings in the tax year? *(Use Schedule C, Form 4720, to determine whether the organization had excess business holdings.)*	10b		

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?	**11a**		
b	A family member of a person described on line 11a above?	**11b**		
c	A 35% controlled entity of a person described on line 11a or 11b above? *If "Yes" to line 11a, 11b, or 11c, provide detail in* **Part VI.**	**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? *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.*	**1**		
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? *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.*	**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)? *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).*	**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?	**1**		
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? *If "No," explain in* **Part VI** *how the organization maintained a close and continuous working relationship with the supported organization(s).*	**2**		
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? *If "Yes," describe in* **Part VI** *the role the organization's supported organizations played in this regard.*	**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** ☐ The organization satisfied the Activities Test. *Complete* **line 2** *below.*
- **b** ☐ The organization is the parent of each of its supported organizations. *Complete* **line 3** *below.*
- **c** ☐ The organization supported a governmental supported organization. *Describe in* **Part VI** *how you supported a governmental supported organization (see instructions).*

			Yes	No
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 its supported organization(s)? *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 each of its supported organizations, and how the organization determined that these activities constituted substantially all of its activities.*	**2a**		
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? *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.*	**2b**		
3	Parent of Supported Organizations. **Answer lines 3a, 3b, and 3c below.**			
a	Are the organization and its supported organization(s) part of an integrated system (for example, a hospital system)? *If "Yes," provide details in* **Part VI.**	**3a**		
b	Did the organization direct the policies, programs, and activities of each of its supported organizations? *If "Yes," describe in Part VI the role played by the organization in this regard.*	**3b**		
c	Did the organization have the power to regularly appoint or elect (and remove) a majority of the officers, directors, or trustees of each of the supported organizations? *If "Yes" or "No," provide details in* **Part VI.**	**3c**		

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 ☐ 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 - *provide details in* **Part VI**)	**5**	
6 **Total annual distributions.** Add lines 1 through 5.	**6**	
7 Distributions to attentive supported organizations to which the organization is responsive (*provide details in* **Part VI**). See instructions.	**7**	
8 Distributable amount for 2025 from Section C, line 6	**8**	
9 Line 7 amount divided by line 8 amount	**9**	

Section E - Distribution Allocations (see instructions)	**(i)** **Excess Distributions**	**(ii)** **Underdistributions Pre-2025**	**(iii)** **Distributable Amount for 2025**
1 Distributable amount for 2025 from Section C, line 6			
2 Underdistributions, if any, for years prior to 2025 (reasonable cause required - *explain in* **Part VI**). See instructions.			
3 Excess distributions carryover, if any, to 2025			
a From 2020			
b From 2021			
c From 2022			
d From 2023			
e From 2024			
f **Total** of lines 3a through 3e			
g Applied to under distributions of prior years			
h Applied to 2025 distributable amount			
i Carryover from 2020 not applied (see instructions)			
j Remainder. Subtract lines 3g, 3h, and 3i from line 3f.			
4 Distributions for 2025 from Section D, line 6: $			
a Applied to underdistributions of prior years			
b Applied to 2025 distributable amount			
c Remainder. Subtract lines 4a and 4b from line 4.			
5 Remaining underdistributions for years prior to 2025, if any. Subtract lines 3g and 4a from line 2. For result greater than zero, *explain in* **Part VI.** See instructions.			
6 Remaining underdistributions for 2025. Subtract lines 3h and 4b from line 1. For result greater than zero, *explain in* **Part VI**. See instructions.			
7 **Excess distributions carryover to 2026.** Add lines 3j and 4c.			
8 Breakdown of line 7:			
a Excess from 2021			
b Excess from 2022			
c Excess from 2023			
d Excess from 2024			
e Excess from 2025			

Part VI **Supplemental Information.** Provide the explanations required by Part II, line 10; Part II, line 17a or 17b; Part III, line 12; Part IV, Section A, lines 1, 2, 3b, 3c, 4b, 4c, 5a, 6, 9a, 9b, 9c, 11a, 11b, and 11c; Part IV, Section B, lines 1 and 2; Part IV, Section C, line 1; Part IV, Section D, lines 2 and 3; Part IV, Section E, lines 1c, 2a, 2b, 3a, 3b, and 3c; Part V, line 1; Part V, Section B, line 1e; Part V, Section D, lines 5 and 7; and Part V, Section E, lines 2, 5, and 6. Also complete this part for any additional information. (See instructions.)

** PUBLIC DISCLOSURE COPY **

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

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		$ 7,188,033.	Person [ ] Payroll [X] Noncash [ ] (Complete Part II for noncash contributions.)
2		$ 2,030,000.	Person [X] Payroll [ ] Noncash [ ] (Complete Part II for noncash contributions.)
3		$ 2,197,308.	Person [X] Payroll [ ] Noncash [ ] (Complete Part II for noncash contributions.)
4		$ 2,049,908.	Person [ ] Payroll [X] Noncash [ ] (Complete Part II for noncash contributions.)
5		$ 1,799,293.	Person [X] Payroll [ ] Noncash [ ] (Complete Part II for noncash contributions.)
6		$ 2,201,000.	Person [X] Payroll [ ] Noncash [ ] (Complete Part II for noncash contributions.)

Name of organization: United Way of Greater Houston

Employer identification number: 74-1167964

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		$ 3,000,000.	Person [X] Payroll [ ] Noncash [ ] (Complete Part II for noncash contributions.)
		$	Person [ ] Payroll [ ] Noncash [ ] (Complete Part II for noncash contributions.)
		$	Person [ ] Payroll [ ] Noncash [ ] (Complete Part II for noncash contributions.)
		$	Person [ ] Payroll [ ] Noncash [ ] (Complete Part II for noncash contributions.)
		$	Person [ ] Payroll [ ] Noncash [ ] (Complete Part II for noncash contributions.)
		$	Person [ ] Payroll [ ] Noncash [ ] (Complete Part II for noncash contributions.)

Name of organization: United Way of Greater Houston

Employer identification number: 74-1167964

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

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)

Department of the Treasury
Internal Revenue Service

Political Campaign and Lobbying Activities

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.

OMB No. 1545-0047

2025

Open to Public Inspection

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	Employer identification number (EIN)
United Way of Greater Houston	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.

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

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

A Check ☐ if the filing organization belongs to an affiliated group (and list in Part IV each affiliated group member's name, address, EIN, expenses, and share of excess lobbying expenditures).

B Check ☐ if the filing organization checked box A and "limited control" provisions apply.

Limits on Lobbying Expenditures (The term "expenditures" means amounts paid or incurred.)	(a) Filing organization's totals	(b) Affiliated group totals
1a Total lobbying expenditures to influence public opinion (grassroots lobbying)		
b Total lobbying expenditures to influence a legislative body (direct lobbying)		
c Total lobbying expenditures (add lines 1a and 1b)		
d Other exempt purpose expenditures	65,258,171.	
e Total exempt purpose expenditures (add lines 1c and 1d)	65,258,171.	
f Lobbying nontaxable amount. Enter the amount from the following table in both columns.	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.	

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.

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? ☐ **Yes** ☐ **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) 2022	(b) 2023	(c) 2024	(d) 2025	(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					

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

For each "Yes" response on lines 1a through 1i below, provide in Part IV a detailed description of the lobbying activity.	(a) Yes	(a) No	(b) Amount
1 During the year, did the filing organization attempt to influence foreign, national, state, or local legislation, including any attempt to influence public opinion on a legislative matter or referendum, through the use of:			
a Volunteers?			
b Paid staff or management (include compensation in expenses reported on lines 1c through 1i)?			
c Media advertisements?			
d Mailings to members, legislators, or the public?			
e Publications, or published or broadcast statements?			
f Grants to other organizations for lobbying purposes?			
g Direct contact with legislators, their staffs, government officials, or a legislative body?			
h Rallies, demonstrations, seminars, conventions, speeches, lectures, or any similar means?			
i Other activities?			
j Total. Add lines 1c through 1i			
2a Did the activities in line 1 cause the organization to not be described in section 501(c)(3)?			
b If "Yes," enter the amount of any tax incurred under section 4912			
c If "Yes," enter the amount of any tax incurred by organization managers under section 4912			
d If the filing organization incurred a section 4912 tax, did it file Form 4720 for this year?			

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

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

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

1	Dues, assessments, and similar amounts from members	1	
2	Section 162(e) nondeductible lobbying and political expenditures **(do not include amounts of political expenses for which the section 527(f) tax was paid):**		
a	Current year	2a	
b	Carryover from last year	2b	
c	Total	2c	
3	Aggregate amount reported in section 6033(e)(1)(A) notices of nondeductible section 162(e) dues	3	
4	If notices were sent and the amount on line 2c exceeds the amount on line 3, what portion of the excess does the organization agree to carryover to the reasonable estimate of nondeductible lobbying and political expenditures next year?	4	
5	Taxable amount of lobbying and political expenditures. See instructions	5	

Part IV Supplemental Information

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

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? ☐ Yes ☐ 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? ☐ Yes ☐ 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	3,084,291.	4,515,520.		7,599,811.
b Buildings		30,609,388.	13,006,658.	17,602,730.
c Leasehold improvements				
d Equipment		11,400,586.	10,086,941.	1,313,645.
e Other		2,572,788.		2,572,788.
Total. Add lines 1a through 1e. *(Column (d) must equal Form 990, Part X, line 10c, column (B))*				29,088,974.

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	619,170.
(3)	
(4)	
(5)	
(6)	
(7)	
(8)	
(9)	
Total. *(Column (b) must equal Form 990, Part X, line 25, col. (B))*	619,170.

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	77,557,763.
2	Amounts included on line 1 but not on Form 990, Part VIII, line 12:				
a	Net unrealized gains (losses) on investments	2a	2,218,178.		
b	Donated services and use of facilities	2b	1,118,717.		
c	Recoveries of prior year grants	2c			
d	Other (Describe in Part XIII.)	2d			
e	Add lines 2a through 2d			2e	3,336,895.
3	Subtract line 2e from line 1			3	74,220,868.
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	13,272.		
b	Other (Describe in Part XIII.)	4b			
c	Add lines 4a and 4b			4c	13,272.
5	Total revenue. Add lines **3** and **4c.** *(This must equal Form 990, Part I, line 12.)*			5	74,234,140.

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	66,472,888.
2	Amounts included on line 1 but not on Form 990, Part IX, line 25:				
a	Donated services and use of facilities	2a	1,118,717.		
b	Prior year adjustments	2b			
c	Other losses	2c			
d	Other (Describe in Part XIII.)	2d			
e	Add lines 2a through 2d			2e	1,118,717.
3	Subtract line 2e from line 1			3	65,354,171.
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	13,272.		
b	Other (Describe in Part XIII.)	4b			
c	Add lines 4a and 4b			4c	13,272.
5	Total expenses. Add lines **3** and **4c.** *(This must equal Form 990, Part I, line 18.)*			5	65,367,443.

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.

SCHEDULE G (Form 990)

(Rev. December 2024)

Department of the Treasury
Internal Revenue Service

Supplemental Information Regarding Fundraising or Gaming Activities

Complete if the organization answered "Yes" on Form 990, Part IV, line 17, 18, or 19, or if the organization entered more than $15,000 on Form 990-EZ, line 6a.

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

Part I Fundraising Activities. Complete if the organization answered "Yes" on Form 990, Part IV, line 17. Form 990-EZ filers are not required to complete this part.

1 Indicate whether the organization raised funds through any of the following activities. Check all that apply.

- **a** ☐ Mail solicitations
- **b** ☒ Internet and email solicitations
- **c** ☒ Phone solicitations
- **d** ☒ In-person solicitations
- **e** ☒ Solicitation of nongovernment grants
- **f** ☒ Solicitation of government grants
- **g** ☒ Special fundraising events

2 a Did the organization have a written or oral agreement with any individual (including officers, directors, trustees, or key employees listed in Form 990, Part VII) or entity in connection with professional fundraising services? ☒ **Yes** ☐ **No**

b If "Yes," list the 10 highest paid individuals or entities (fundraisers) pursuant to agreements under which the fundraiser is to be compensated at least $5,000 by the organization.

(i) Name and address of individual or entity (fundraiser)	**(ii)** Activity	**(iii)** Did fundraiser have custody or control of contributions? Yes	**(iii)** No	**(iv)** Gross receipts from activity	**(v)** Amount paid to (or retained by) fundraiser listed in col. **(i)**	**(vi)** Amount paid to (or retained by) organization
Dini Spheris - 2727 Allen Pkwy #1650, Houston, TX	Campaign consulting services		X	6,710,144.	96,000.	6,614,144.
Total				6,710,144.	96,000.	6,614,144.

3 List all states in which the organization is registered or licensed to solicit contributions or has been notified it is exempt from registration or licensing.

TX

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 Women Who Rock (event type)	(b) Event #2 Rappel for a Reason (event type)	(c) Other events 1 (total number)	(d) Total events (add col. (a) through col. (c))
Revenue	1 Gross receipts	149,188.	205,725.	196,873.	551,786.
	2 Less: Contributions	86,288.	200,175.	178,168.	464,631.
	3 Gross income (line 1 minus line 2)	62,900.	5,550.	18,705.	87,155.
Direct Expenses	4 Cash prizes				
	5 Noncash prizes				
	6 Rent/facility costs			5,440.	5,440.
	7 Food and beverages	58,530.		18,625.	77,155.
	8 Entertainment	7,095.		12,870.	19,965.
	9 Other direct expenses	46,074.	962.	7,743.	54,779.
	10 Direct expense summary. Add lines 4 through 9 in column (d)				157,339.
	11 Net income summary. Subtract line 10 from line 3, column (d)				-70,184.

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				
Direct Expenses	2 Cash prizes				
	3 Noncash prizes				
	4 Rent/facility costs				
	5 Other direct expenses				
	6 Volunteer labor	☐ Yes_____ % ☐ No	☐ Yes_____ % ☐ No	☐ Yes_____ % ☐ 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

Part IV **Supplemental Information** *(continued)*

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? ..... [X] 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
AccessHealth 400 Austin St Richmond, TX 77469	74-1951476	501(c)(3)	627,600.	0.			FB Family Health
Advocates for Immigrant Survivors 1305 W 11th St #145 Houston, TX 77008	84-1933792	501(c)(3)	100,000.	0.			Legal Services
Alexander JFS 4131 S Braeswood Blvd Houston, TX 77025	74-1152607	501(c)(3)	735,000.	0.			Jewish Family Services
Alliance for Community Assistance 710 N Post Oak Rd #210 Houston, TX 77024	27-5410988	501(c)(3)	60,000.	0.			System Level Support
Angel Reach 206A S Loop 336W #203 Conroe, TX 77340	20-5665097	501(c)(3)	255,000.	0.			Financial Stability, Health Care
Attack Poverty PO Box 63 Richmond, TX 77406	45-2401548	501(c)(3)	10,000.	0.			System Level Support

2 Enter total number of section 501(c)(3) and government organizations listed in the line 1 table ..... 163.

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

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
AVANCE-Houston, Inc. 4281 Dacoma Houston, TX 77092	91-1780562	501(c)(3)	353,000.	0.			Financial Stability, Early Childhood/Youth Development
AVDA 1001 Texas Ave, Ste 600 Houston, TX 77002	74-2141981	501(c)(3)	193,800.	0.			Aid to Victims of Domestic Abuse
BakerRipley P. O. Box 271389 Houston, TX 77277	23-7062976	501(c)(3)	10,000.	0.			Disaster Recovery
BakerRipley P. O. Box 271389 Houston, TX 77277	23-7062976	501(c)(3)	1,736,000.	0.			Navigation, Financial Stability, Basic Needs
Bay Area Council On Drugs & Alcohol - 1300-A Bay Area Blvd, Ste 102 - Houston, TX 77058-	74-1842507	501(c)(3)	100,000.	0.			Health Care
Bay Area Homeless Services P. O. Box 4130 Baytown, TX 77522	76-0034478	501(c)(3)	100,000.	0.			Financial Stability
Bay Area Turning Point P. O. Box 890929 Houston, TX 77289	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/Youth Development
Boy Scouts of America-Sam Houston Area Council - P. O. Box 924528 - Houston, TX 77292	76-0239833	501(c)(3)	500,000.	0.			Early Childhood/Youth Development

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Boys & Girls Clubs of Greater Houston - 815 Crosby St - Houston, TX 77019	76-0270942	501(c)(3)	10,000.	0.			System Level Support
Boys & Girls Clubs of Greater Houston - 815 Crosby St - Houston, TX 77019	76-0270942	501(c)(3)	592,500.	0.			Early Childhood/Youth Development
Bread of Life 2019 Crawford Houston, TX 77002	76-0386510	501(c)(3)	20,000.	0.			System Level Support
Bread of Life 2019 Crawford Houston, TX 77002	76-0386510	501(c)(3)	100,000.	0.			Basic Needs
BridgeYear 3414 Eastside St Houston, TX 77098	81-4848803	501(c)(3)	25,000.	0.			System Level Support
Camp Shield 2929 McKinney St Houston, TX 77003	82-2280328	501(c)(3)	25,000.	0.			System Level Support
Capital IDEA Houston 2101 Crawford St #211 Houston, TX 77002	47-2462360	501(c)(3)	10,000.	0.			Early Childhood/Youth Development
Career & Recovery Resources 2525 San Jacinto Houston, TX 77002	74-1161942	501(c)(3)	285,000.	0.			Financial Stability, Health Care
Career Gear Houston 8020 Westglen Dr Houston, TX 77063	20-0383035	501(c)(3)	150,000.	0.			Financial Stability

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Catholic Charities-Archdiocese of Galveston-Houston - P. O. Box 66508 - Houston, TX 77266	74-1109733	501(c)(3)	1,014,000.	0.			Navigation, Financial Stability, Health Care, Legal, Basic Needs
Children's Museum Houston 1500 Binz Houston, TX 77004	74-2178563	501(c)(3)	240,000.	0.			Early Childhood/Youth Development
Chinese Community Center 9800 Town Park Dr Houston, TX 77036	76-0067885	501(c)(3)	20,000.	0.			System Level Support
Chinese Community Center 9800 Town Park Dr Houston, TX 77036	76-0067885	501(c)(3)	300,000.	0.			Financial Stability, Early Childhood/Youth Development
College Community Career 15 Sovereign Circle Richmond, TX 77469	46-0623034	501(c)(3)	100,000.	0.			Early Childhood/Youth Development
College Community Career 15 Sovereign Circle Richmond, TX 77469	46-0623034	501(c)(3)	30,000.	0.			System Level Support
Communities in Schools 1235 N 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)	258,000.	0.			Financial Stability, Basic Needs
Community Christian Legal Aid 1600 Lake Front Cir, Ste 236 The Woodlands, TX 77380	83-3541978	501(c)(3)	100,000.	0.			Legal

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Community Family Centers 7524 Ave E Houston, TX 77012	74-1691632	501(c)(3)	10,000.	0.			Disaster Recovery
Community Family Centers 7524 Ave E Houston, TX 77012	74-1691632	501(c)(3)	216,000.	0.			Basic Needs
Connective 515 Post Oak Blvd Houston, TX 77027	84-3567749	501(c)(3)	200,000.	0.			Disaster Recovery
Covenant Community Capital P. O. Box 15398 Houston, TX 77220	76-0573676	501(c)(3)	266,200.	0.			Financial Stability
Cy-Hope 12715 Telge Rd Cypress, TX 77429	45-2346150	501(c)(3)	10,000.	0.			System Level Support
Cy-Hope 12715 Telge Rd Cypress, TX 77429	45-2346150	501(c)(3)	205,000.	0.			Early Childhood/Youth Development, Basic Needs
Daya P. O. Box 421581 Houston, TX 77242	76-0513273	501(c)(3)	10,000.	0.			System Level Support
East Harris County Empowerment 11821 East Freeway, Ste 500 Houston, TX 77029	27-0377576	501(c)(3)	10,000.	0.			System Level Support
Easter Seals of Greater Houston 4888 Loop Central Dr, Ste 200 Houston, TX 77081	74-1238418	501(c)(3)	919,000.	0.			Navigation, Financial Stability, Early Childhood/Youth Development, Health Care

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Eight Million Stories 6100 Hillcroft St, Ste #600 Houston, TX 77081	46-3716567	501(c)(3)	10,000.	0.			System Level Support
el Centro de Corazon P. O. Box 230209 Houston, TX 77223	76-0442781	501(c)(3)	106,000.	0.			Health Care
Emancipation Economic Development 4212 Emancipation Ave, Ste 2 Houston, TX 77004	82-4288292	501(c)(3)	25,000.	0.			System Level Support
EMERGE 2002 S Wayside Dr, Ste 113 Houston, TX 77023	76-0296548	501(c)(3)	10,000.	0.			System Level Support
Epiphany Comm. Health Outreach Services - 9600 S Gessner, Building E - Houston, TX 77071	76-0645238	501(c)(3)	110,000.	0.			Basic Needs
Evelyn Rubenstein Jewish Community Ctr - 5601 S Braeswood - Houston, TX 77096	74-1198298	501(c)(3)	100,000.	0.			Basic Needs
Family Houston 4625 Lillian St Houston, TX 77007	74-1152613	501(c)(3)	926,200.	0.			Health Care
Family Houston 4625 Lillian St Houston, TX 77007	74-1152613	501(c)(3)	100,000.	0.			Financial Stability
Family Ties Family Resource Services - P. O. Box 175 - Waller, TX 77484	20-8560835	501(c)(3)	240,500.	0.			Financial Stability, Basic Needs

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Family Ties Family Resource Services - P. O. Box 175 - Waller, TX 77484	20-8560835	501(c)(3)	20,000.	0.			Early Childhood/Youth Development, System Level
Focusing Families P. O. Box 1053 Hempstead, TX 77445	76-0631349	501(c)(3)	34,000.	0.			Health Care, Basic Needs
Fort Bend County Women's Center P. O. Box 183 Richmond, TX 77406	76-0032451	501(c)(3)	10,000.	0.			System Level Support
Fort Bend Family Health Center 400 Austin St Richmond, TX 77469	74-1951476	501(c)(3)	10,000.	0.			Disaster Recovery
Fort Bend Reg. Council on Substance Abuse - 10435 Greenbough Dr #250 - Stafford, TX 77477	74-1873333	501(c)(3)	100,000.	0.			Health Care
Fort Bend Senior Citizens Meals on Wheels - P. O. Box 1488 - Rosenberg, TX 77471	74-1918313	501(c)(3)	210,000.	0.			Basic Needs
Fort Bend Women's Center P. O. Box 183 Richmond, TX 77406	76-0032451	501(c)(3)	197,000.	0.			Financial Stability, Health Care, Basic Needs
FotoFest Inc. 2000 Edwards St Houston, TX 77007	76-0105267	501(c)(3)	10,000.	0.			System Level Support
Girl Scouts of San Jacinto Council 3110 Southwest Freeway Houston, TX 77098	74-6001254	501(c)(3)	669,000.	0.			Navigation, Early Childhood/Youth Development

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Girls Inc. of Greater Houston 2190 N Loop W, Ste 10 Houston, TX 77018	76-0483812	501(c)(3)	100,000.	0.			Early Childhood/Youth Development
Good Reason Houston 8 Greenway Plaza, Ste 900 Houston, TX 77046	82-0946654	501(c)(3)	10,000.	0.			System Level Support
Goodwill Industries of Houston 1140 W Loop N Houston, TX 77055	74-1285095	501(c)(3)	415,000.	0.			Financial Stability, Legal
Greater Houston Community Fndn 515 Post Oak Blvd, Ste 1000 Houston, TX 77027	23-7160400	501(c)(3)	198,855.	0.			Disaster Recovery
Gulf Coast Economic Development 3555 Timmons Ln Houston, TX 77027	76-0421307	501(c)(3)	10,000.	0.			System Level Support
HAAM Social Services 1302 First Street E Humble, TX 77338	76-0298820	501(c)(3)	384,000.	0.			Navigation, Financial Stability, Health Care, Basic Needs
Harris Cty. Domestic Violence Coordinating Council - 2990 Richmond Ave, Ste 550 - Houston, TX 77098	76-0533828	501(c)(3)	75,000.	0.			System Level Support
Healthcare For The Homeless 1934 Caroline St Houston, TX 77002	76-0647934	501(c)(3)	10,000.	0.			System Level Support
HISD Foundation P. O. Box 27904 Houston, TX 77227	76-0424529	501(c)(3)	20,000.	0.			Early Childhood/Youth Development

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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)	229,000.	0.			Navigation, Basic Needs
Hope Fort Bend Clubhouse 912 S 6th St Richmond, TX 77469	82-3707323	501(c)(3)	10,000.	0.			System Level Support
Houston Area Urban League 1301 Texas Ave Houston, TX 77002	74-1611455	501(c)(3)	631,000.	0.			Financial Stability, Basic Needs
Houston Area Urban League 1301 Texas Ave Houston, TX 77002	74-1611455	501(c)(3)	30,000.	0.			Early Childhood/Youth Development, System Level Support
Houston Area Women's Center 1010 Waugh Dr Houston, TX 77019	74-2029166	501(c)(3)	466,000.	0.			Financial Stability, Health Care, Basic Needs
Houston Arts Alliance 3201 Allen Pkwy, Ste 250 Houston, TX 77019	74-1946756	501(c)(3)	10,000.	0.			System Level Support
Houston Audubon Society 440 Wilchester Blvd Houston, TX 77079	23-7011870	501(c)(3)	10,000.	0.			System Level Support
Houston Food Bank 535 Portwall St Houston, TX 77029	74-2181456	501(c)(3)	50,000.	0.			Basic Needs

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Houston Volunteer Lawyers 1000 Louisiana, Ste 3600 Houston, TX 77002	76-0090652	501(c)(3)	290,000.	0.			Legal
Houston Volunteer Lawyers 1000 Louisiana, Ste 3600 Houston, TX 77002	76-0090652	501(c)(3)	10,000.	0.			System Level Support
Houston's Capital Investing in Adult Development & Employment - 2101 Crawford St #211 - Houston, TX 77002	47-2462360	501(c)(3)	104,000.	0.			Financial Stability
Humble Area Assistance Ministries 1302 E 1st St Humble, TX 77338	76-0298820	501(c)(3)	30,000.	0.			System Level Support
HYPE Freedom School 1801 Brighton Brook Pearland, TX 77581	46-5133254	501(c)(3)	50,000.	0.			Early Childhood/Youth Development
In His Care Ministries 5144 E Sam Houston Pkwy N #11 Houston, TX 77015	27-3446537	501(c)(3)	10,000.	0.			System Level Support
Interfaith Caring Ministries 151 Park Ave League City, TX 77573	76-0143694	501(c)(3)	190,000.	0.			Basic Needs
Interfaith Caring Ministries 151 Park Ave League City, TX 77573	76-0143694	501(c)(3)	25,000.	0.			System Level Support
Interfaith Ministries for Greater Houston - 3303 Main St - Houston, TX 77002	74-1488102	501(c)(3)	854,600.	0.			Legal, Basic Needs

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Jewish Federation of Greater Houston - 5603 S Braeswood Blvd - Houston, TX 77096	74-1109654	501(c)(3)	10,000.	0.			System Level Support
Katy Christian Ministries P. O. Box 986 Katy, TX 77492	76-0157123	501(c)(3)	166,000.	0.			Health Care, Basic Needs
Katy Responds 22765 Westheimer Pkwy Katy, TX 77450	83-1220489	501(c)(3)	10,000.	0.			Disaster Recovery
Legacy Community Health Services P. O. Box 66308 Houston, TX 77266	76-0009637	501(c)(3)	125,000.	0.			Health Care
Living Hope Wheelchair Assoc. 9500 Westview Dr, Ste 104 Houston, TX 77055	61-1491319	501(c)(3)	10,000.	0.			System Level Support
Local Infant Formula for Emergencies (LIFE Houston) - 2002 S Wayside Dr, Ste 113 - Houston, TX 77023	76-0296548	501(c)(3)	100,000.	0.			Basic Needs
Local Initiatives Support Corp. (LISC) - 1111 N Loop W, Ste 740 - Houston, TX 77008	13-3030229	501(c)(3)	175,000.	0.			System Level Support
Meals on Wheels Montgomery County 1202 Callahan Ave 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)	1,103,000.	0.			Navigation, Financial Stability, Health Care, Basic Needs

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Memorial Assistance Ministries 1625 Blalock Rd Houston, TX 77080	76-0044172	501(c)(3)	284,439.	0.			Early Childhood/Youth Development
Mental Health America of Greater Houston - 2211 Norfolk, Ste 810 - Houston, TX 77098	74-1272394	501(c)(3)	110,000.	0.			System Level Support
Montgomery Cty. Children's Advocacy Ctr - Children's Safe Harbor - 1519 Oddfellow St - Conroe, TX 77301	76-0388402	501(c)(3)	120,000.	0.			Health Care, Basic Needs
Montgomery Cty. Food Bank 1 Food For Life Way Conroe, TX 77385	76-0153892	501(c)(3)	10,000.	0.			Disaster Recovery
Montgomery Cty. Women's Center 1401 Airport Rd Conroe, TX 77301	76-0061208	501(c)(3)	217,500.	0.			Financial Stability, Health Care, Basic Needs
Montgomery Cty. Youth Services dba YES to YOUTH - 105 W Lewis St - Conroe, TX 77301	74-2035878	501(c)(3)	100,000.	0.			Health Care
Montgomery Cty. Youth Services dba YES to YOUTH - 9186 Six Pines Dr, Ste 175 - Spring, TX 77380	74-2035878	501(c)(3)	10,000.	0.			System Level Support
Multicultural Education & Counseling through the Arts - 1900 Kane St - Houston, TX 77007	74-2044904	501(c)(3)	100,000.	0.			Early Childhood/Youth Development
Neighbors in Action 1320 Main St Houston, TX 77002	20-1279113	501(c)(3)	100,000.	0.			Basic Needs

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Northwest Assistance Ministries 15555 Kuykendahl Houston, TX 77090	76-0088702	501(c)(3)	20,000.	0.			Disaster Recovery, System Level Support
Northwest Assistance Ministries 15555 Kuykendahl Houston, TX 77090	76-0088702	501(c)(3)	708,000.	0.			Navigation, Financial Stability, Health Care, Basic Needs
Partnership for Advancement & Immersion of Refugees - 3300 Chimney Rock, Ste 105 - Houston, TX 77056	75-3239990	501(c)(3)	140,000.	0.			Financial Stability, Early Childhood/Youth Development
Plant It Forward 4030 Willowbend Blvd Houston, TX 77025	27-3967754	501(c)(3)	10,000.	0.			System Level Support
Prelude Music Foundation 9802 Madeline Alyssa Ct Houston, TX 77025	47-1645705	501(c)(3)	10,000.	0.			System Level Support
Prevent Blindness Texas 2180 N Loop W #425 Houston, TX 77018	74-6075105	501(c)(3)	30,000.	0.			System Level Support
Prison Entrepreneurship Program 6501 Navigation Blvd #H7 Houston, TX 77011	20-1384253	501(c)(3)	160,000.	0.			Financial Stability
Reach the Homeless P. O. Box 742112 Houston, TX 77274	92-0739828	501(c)(3)	8,333.	0.			System Level Support
Rice University Kinder Institute for Urban Research - 6100 Main St, Ste 305 - Houston, TX 77005	74-1109620	501(c)(3)	25,000.	0.			System Level Support

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Rupani Foundation 8303 Southwest Fwy, Ste 440 Houston, TX 77074	26-0476701	501(c)(3)	10,000.	0.			System Level Support
San Jose Clinic P. O. Box 2808 Houston, TX 77252	76-0373703	501(c)(3)	400,000.	0.			Health Care
Santa Maria Hostel 2605 Parker Rd Houston, TX 77093	74-1669131	501(c)(3)	10,000.	0.			System Level Support
Santa Maria Hostel 2605 Parker Rd Houston, TX 77093	74-1669131	501(c)(3)	425,000.	0.			Health Care, Basic Needs
Second Mile Mission Center 1135 Highway 90A Missouri City, TX 77489	81-0556112	501(c)(3)	240,000.	0.			Basic Needs
SER-Jobs for Progress of the TX Gulf Coast - 1710 Telephone Rd - Houston, TX 77023	74-1590387	501(c)(3)	608,000.	0.			Financial Stability
SER-Jobs for Progress of the TX Gulf Coast - 1710 Telephone Rd - Houston, TX 77023	74-1590387	501(c)(3)	10,000.	0.			Early Childhood/Youth Development
Small Steps Nurturing Center 2902 Jensen Dr Houston, TX 77026	76-0471755	501(c)(3)	150,000.	0.			Early Childhood/Youth Development
Society of St. Vincent de Paul Galveston-Houston - 2403 Holcombe Blvd - Houston, TX 77021	74-1464210	501(c)(3)	100,000.	0.			Basic Needs

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Sojourn Landing dba The Landing 9894 Bissonet St #605 Houston, TX 77036	47-4507618	501(c)(3)	113,000.	0.			Financial Stability, Basic Needs
Spring Branch Community Health 800 W Sam Houston Pkwy S #200 Houston, TX 77042	30-0198705	501(c)(3)	25,000.	0.			System Level Support
Talent Yield Coalition 811 N Main St Highlands, TX 77562	76-0344493	501(c)(3)	8,333.	0.			System Level Support
Target Hunger 2814 Quitman Houston, TX 77026	31-1548849	501(c)(3)	10,000.	0.			Disaster Recovery
Target Hunger 2814 Quitman Houston, TX 77026	31-1548849	501(c)(3)	359,000.	0.			Navigation, Basic Needs
Tejano Center for Community Concerns - 2950 Broadway - Houston, TX 77017	76-0377101	501(c)(3)	270,000.	0.			Financial Stability, Legal, Basic Needs
Texas Hearing Institute 3100 Shenandoah Houston, TX 77021	74-6003178	501(c)(3)	220,000.	0.			Early Childhood/Youth Development, Health Care
Texas Society to Prevent Blindness 2202 Waugh Dr Houston, TX 77006	74-6075105	501(c)(3)	100,000.	0.			Health Care
The ALLICE Collective 7457 Harwin Dr, Ste 266 Houston, TX 77036	86-3986124	501(c)(3)	8,333.	0.			System Level Support

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 Bridge Over Troubled Waters P. O. 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 Coalition for Homeless of Houston/Harris Cty. - 600 Jefferson St, Ste 2050 - Houston, TX 77002	76-0257018	501(c)(3)	325,000.	0.			System Level Support
The Council on Recovery P. O. Box 2768 Houston, TX 77252	76-0252103	501(c)(3)	25,000.	0.			System Level Support
The Council on Recovery P. O. Box 2768 Houston, TX 77252	76-0252103	501(c)(3)	488,000.	0.			Navigation, Health Care
The Houston Ebony Music Society P. O. Box 301032 Houston, TX 77230	76-0363911	501(c)(3)	25,000.	0.			System Level Support
The Montrose Center 401 Branard, 2nd Floor Houston, TX 77006	74-2050245	501(c)(3)	565,000.	0.			Navigation, Financial Stability, Health Care, Basic Needs
The Montrose Center - The Rose 401 Branard, 2nd Floor Houston, TX 77006	74-2050245	501(c)(3)	10,000.	0.			System Level Support
The Network of Behavioral Health Providers - 9401 Southwest Freeway - Houston, TX 77074	75-3220882	501(c)(3)	125,000.	0.			System Level Support

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 Command - 1500 Austin - Houston, TX 77002	75-0800678	501(c)(3)	645,000.	0.			Navigation, Financial Stability, Basic Needs
The Village Centers 3819 Plum Valley Dr Kingwood, TX 77339	76-0659357	501(c)(3)	10,000.	0.			System Level Support
The Women's Home 607 Westheimer Houston, TX 77006	74-1467811	501(c)(3)	10,000.	0.			System Level Support
The Women's Home 607 Westheimer Houston, TX 77006	74-1467811	501(c)(3)	210,000.	0.			Financial Stability, Health Care, Basic Needs
The Women's Resource of Greater Houston - 730 N Post Oak Rd #204 - Houston, TX 77024	76-0318261	501(c)(3)	10,000.	0.			Early Childhood/Youth Development
The Women's Resource of Greater Houston - 730 N Post Oak Rd #204 - Houston, TX 77024	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)	425,000.	0.			Financial Stability
The Workfaith Connection 4555 Dacoma, Ste 200 Houston, TX 77092	20-4295703	501(c)(3)	10,000.	0.			Early Childhood/Youth Development
Upskill Houston (Greater Houston Partnership) - 701 Avenida de las Americas #900 - Houston, TX 77010	76-0267896	501(c)(6)	150,000.	0.			System Level Support

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
US Dream Academy 3131 Emancipation Ave, Ste 275 Houston, TX 77004	59-3514841	501(c)(3)	100,000.	0.			Early Childhood/Youth Development
Vision Galveston 2228 Mechanic St Galveston, TX 77550	84-2769581	501(c)(3)	10,000.	0.			System Level Support
Volunteers of America-Texas 4808 Yale St Houston, TX 77018	75-0827469	501(c)(3)	700,500.	0.			Navigation, Financial Stability, Health Care, Basic Needs
Volunteers of America-Texas 4808 Yale St Houston, TX 77018	75-0827469	501(c)(3)	444,626.	0.			Early Childhood/Youth Development
Wesley Community Center 1410 Lee St Houston, TX 77009	74-1132578	501(c)(3)	758,000.	0.			Navigation, Financial Stability, Early Childhood/Youth Development, Basic Needs
Wesley Community Center 1410 Lee St Houston, TX 77009	74-1132578	501(c)(3)	35,000.	0.			Disaster Recovery, System Level Support
West Houston Assistance Ministries 10501 Meadowglen Ln Houston, TX 77042	76-0001309	501(c)(3)	10,000.	0.			Early Childhood/Youth Development
West Houston Assistance Ministries 10501 Meadowglen Ln Houston, TX 77042	76-0001309	501(c)(3)	375,500.	0.			Financial Stability, Basic Needs
Woodlands Religious Community dba Interfaith Woodlands - 4242 Interfaith Way - The Woodlands, TX 77381	74-1804123	501(c)(3)	100,000.	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
YMCA of Greater Houston 2600 N Loop W, Ste 300 Houston, TX 77092	74-1109737	501(c)(3)	1,404,600.	0.			Navigation, Early Childhood/Youth Development, Basic Needs
YMCA of Greater Houston 2600 N Loop W, Ste 300 Houston, TX 77092	74-1109737	501(c)(3)	10,000.	0.			System Level Support
Young Audiences Inc. of Houston 675 Bering Dr, Ste 300 Houston, TX 77057	74-6082602	501(c)(3)	25,000.	0.			System Level Support
Youth Development Center PO Box 280327 Houston, TX 77016	76-0541804	501(c)(3)	100,000.	0.			Early Childhood/Youth Development

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
Disaster recovery	5902	0.	109,639.	Cost	Disaster recovery assistance
Lodging	4	0.	3,573.	Cost	Lodging assistance
Medical assistance	1	0.	843.	Cost	Rotech Healthcare services
Utility assistance	30	0.	11,174.	Cost	Utility assistance
Transportation	1129	0.	88,261.	Cost	Lyft and transportation services

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 III **Continuation of Grants and Other Assistance to Domestic Individuals** (Schedule I (Form 990), Part III.)

(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
Food and clothing assistance	763.	0.	2,489.	Cost	Food and clothing assistance

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, 2025 - March 31, 2026.

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.

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

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.			
	☐ First-class or charter travel	☐ Housing allowance or residence for personal use		
	☐ Travel for companions	☐ Payments for business use of personal residence		
	☐ Tax indemnification and gross-up payments	☐ Health or social club dues or initiation fees		
	☐ Discretionary spending account	☐ 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.			
	☒ Compensation committee	☐ Written employment contract		
	☐ Independent compensation consultant	☒ Compensation survey or study		
	☐ Form 990 of other organizations	☒ 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**		

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	(i)	370,120.	75,000.	0.	30,978.	52,209.	528,307.	0.
President & CEO	(ii)	0.	0.	0.	0.	0.	0.	0.
(2) Angel Harris	(i)	301,400.	37,500.	0.	28,450.	0.	367,350.	0.
Chief Advancement Officer	(ii)	0.	0.	0.	0.	0.	0.	0.
(3) Mary Vazquez	(i)	179,344.	25,000.	0.	18,540.	52,209.	275,093.	0.
Chief Impact Officer	(ii)	0.	0.	0.	0.	0.	0.	0.
(4) Bart Ferrell	(i)	233,394.	0.	0.	22,933.	14,569.	270,896.	0.
VP, CSFO	(ii)	0.	0.	0.	0.	0.	0.	0.
(5) Margaret M. Oser	(i)	196,217.	25,000.	0.	18,622.	13,766.	253,605.	0.
VP, Community Investment	(ii)	0.	0.	0.	0.	0.	0.	0.
(6) Barbara L. Walker	(i)	207,252.	3,000.	0.	19,932.	13,792.	243,976.	0.
Asst. VP, Advancement	(ii)	0.	0.	0.	0.	0.	0.	0.
(7) Henry J. Adaso	(i)	144,427.	3,000.	0.	15,160.	48,621.	211,208.	0.
Asst. VP, Marketing	(ii)	0.	0.	0.	0.	0.	0.	0.
(8) Tina Hood	(i)	144,777.	5,000.	0.	15,445.	36,165.	201,387.	0.
VP, HR	(ii)	0.	0.	0.	0.	0.	0.	0.
(9) Aarti Goswami	(i)	121,311.	5,000.	0.	14,679.	48,713.	189,703.	0.
Asst. VP	(ii)	0.	0.	0.	0.	0.	0.	0.
(10) Kenneth W. Miller	(i)	150,492.	5,000.	0.	15,336.	12,873.	183,701.	0.
Asst. VP, IT and Security	(ii)	0.	0.	0.	0.	0.	0.	0.
(11) Veronica Hagerty	(i)	151,994.	3,000.	0.	15,069.	13,358.	183,421.	0.
Sr. Director	(ii)	0.	0.	0.	0.	0.	0.	0.
(12) Jessica Davison	(i)	130,157.	5,000.	0.	13,624.	27,768.	176,549.	0.
Asst. VP	(ii)	0.	0.	0.	0.	0.	0.	0.
(13) Kevin Wollin	(i)	130,404.	0.	0.	13,080.	13,786.	157,270.	0.
Sr. Director Facilities	(ii)	0.	0.	0.	0.	0.	0.	0.
	(i)							
	(ii)							
	(i)							
	(ii)							
	(i)							
	(ii)							

Part III **Supplemental Information**

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

Part I, Line 7:
The Executive Compensation Committee approved performance-based bonuses during the year.

SCHEDULE M (Form 990)

Department of the Treasury
Internal Revenue Service

Noncash Contributions

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.

OMB No. 1545-0047

2025

Open to Public Inspection

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	72	1,313,416.	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 ( )				

				Yes	No
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 Acknowledgment	29	0		
30a	During the year, did the organization receive by contribution any property reported in 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?	30a			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?	31		X	
32a	Does the organization hire or use third parties or related organizations to solicit, process, or sell noncash contributions?	32a			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.				

Part II **Supplemental Information.** Provide the information required by Part I, lines 30b, 32b, and 33, and whether the organization is reporting in Part I, column (b), the number of contributions, the number of items received, or a combination of both. Also, complete this part for any additional information.

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, child care, 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 40% of families 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 12 regions received help rebuilding their lives after crises through basic needs assistance, mental health services, legal assistance, housing and emergency shelter, crisis services, substance abuse services, and assistance with needs such as transportation and life skills.
- 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. Program manager data reports more than 70,000 families were helped to establish a pathway to financial stability. The 2025-26 Annual Report provides a more specific current-year measure of 93,043 families supported on their path to financial stability; this figure is included here as supplemental support rather than replacing the program manager's source data.
- 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 United Way Bright Beginnings, Out 2 Learn, MATH programs, and partnerships. Program manager data reports more than 7,000 children were provided with valuable educational opportunities. The 2025-26 Annual Report additionally reports 12,797 children demonstrating school readiness, 61,041 youth gaining college or career readiness skills, 14,631 parents empowered to focus on employment, and 13,230 children enrolled in an out-of-school program.

Name of the organization: United Way of Greater Houston

Employer identification number: 74-1167964

Form 990, Part III, Line 4b, Program Service Accomplishments:
Community Outreach services/programs:

2-1-1 Texas/United Way HELPLINE - In 2025, the 2-1-1 Texas/United Way HELPLINE connected 1.2 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 of 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 while operating the largest helpline of its kind in the country with one of the most comprehensive statewide social services databases.

United Way Centers - United Way Centers across our four-county region increase access to and availability of health and human services in the Bay Area, Fort Bend County, Montgomery County, and Waller County through agencies providing programs such as financial and employment coaching, physical and behavioral health care, basic needs assistance, youth programs, and disaster response. Program manager data reports that the Centers house 41 nonprofit agencies, provide more than $1 million in in-kind support, welcomed more than 60,000 individuals, and hosted nearly 20,000 guests/visitors in conference rooms for community events, workshops, and nonprofit programming. Current-year Annual Report data additionally reports that, in 2025, the Centers welcomed 82,681 neighbors, a 31% increase from the prior year; nearly 25,000 visits were related to partner meetings, workshops, and community programming; and United Way provided more than $1.17 million in in-kind space and operational support to 39 nonprofit agencies across four counties.

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 programming such as the Power Tools for Nonprofits conference, Emerging Leadership Institute, annual Board Fair, Project Blueprint program, and other leadership development programs. Program manager data reports that in 2025 the 33rd annual Power Tools conference welcomed more than 800 attendees; Nonprofit Connection provided board and organizational development services for more than 119 nonprofit organizations; created job-posting opportunities for 176 nonprofits and 728 individuals through its free online Job Bank; and offered 48 workshops to more than 1,430 individuals. The 2025-26 Annual Report provides a current Power Tools attendance figure of more than 900 nonprofit professionals and reports 28 educational sessions across seven focus areas. It also reports that the Government Funding Initiative engaged more than 1,500 attendees representing 500+ nonprofit organizations through 12 workshops, provided 22 organizations with $10,000 micro-grants and 12 cohort organizations with $25,000 capacity-building grants, and that participating organizations have secured more than $1.4 million in grant funding.

United Way Community Resource Center - United Way's Community Resource

Name of the organization: United Way of Greater Houston
Employer identification number: 74-1167964

Center, located at 50 Waugh Drive, is a space dedicated to community leadership, organizational development, and volunteer service. The Community Resource Center serves as a central gathering place for nonprofit and community development organizations, civic groups, and collaborative and grassroots initiatives. Eligible nonprofit organizations have access to conference rooms, meeting rooms, and an auditorium at no or low cost during United Way's business hours to address community issues, promote collaboration, and encourage mutual understanding among diverse constituencies. 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 - United Way of Greater Houston leads a community-wide approach to disaster preparedness, response, recovery, and resiliency. 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 families and individuals who need immediate crisis assistance. During blue skies, the Strike Team also works to address emergent needs by working with our community's social service providers to assess needs, identify partners to help meet them, and provide ongoing resources and support. Program manager data reports that 1,273 referrals for assistance were successfully screened, assessed, and provided resources, and that 123 households were connected to $468,788 in rental assistance through Harris County's eviction diversion program. The 2025-26 Annual Report further describes the Strike Team's expansion into a permanent community response initiative and its 2025 partnerships addressing homelessness prevention, refugee-family crisis intervention, temporary emergency housing, food access, and transportation.

Greater Houston Disaster Alliance - The Disaster Alliance is a collaborative disaster recovery partnership that significantly strengthens regional readiness and accelerates support to survivors by reducing grant distribution time, advancing data partnerships, piloting innovative service delivery models, and deepening nonprofit and donor engagement. Program manager data states that GHDA enhances system coordination and long-term resilience by executing pre-event MOUs to enable grant distribution within as few as 14 days post-disaster, convening more than 150 nonprofit staff annually to build measurable sector-wide readiness, directing readiness initiatives in high-need and under-resourced communities, and contributing to city- and county-level strategy development. The 2025-26 Annual Report additionally reports formalized agreements with 18 core nonprofit partners, learning evaluations involving more than 70 nonprofits, identification of 32 highly vulnerable ZIP codes including 10 disaster service deserts, and feasibility meetings with 14 donors.

Long-Term Recovery Committees - Throughout the year, United Way convenes and co-leads four long-term recovery committees - Fort Bend Recovers, H-Town Recovers, Montgomery County Recovers, and the Waller

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County Recovery Committee - in partnership with each county office of emergency management. Meeting bimonthly, these committees foster partnerships across hundreds of local nonprofits, faith organizations, and city and county offices to collectively maintain readiness, develop unified recovery plans, and ensure efforts remain responsive to community needs long after a disaster strikes.

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 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 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 performance review 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

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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.

Non-Program Expense Ratio - Management, General and Fundraising:
The costs associated to provide stewardship, financial oversight, internal controls and donor relationship management total $11,560,149 (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 14.98%.

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 15.51%.