PUBLIC DISCLOSURE COPY

TAX RETURN FILING INSTRUCTIONS

FORM 990

FOR THE YEAR ENDING

June 30, 2025

Prepared For:

The United Way of Central Maryland, Inc.
1800 Washington Boulevard 340
Baltimore, MD 21230

Prepared By:

SB & Company, LLC
10200 Grand Central Ave., Suite 250
Owings Mills, MD 21117

Amount Due or Refund:

Not applicable

Make Check Payable To:

Not applicable

Mail Tax Return and Check (if applicable) To:

Not applicable

Return Must be Mailed On or Before:

Not applicable

Special Instructions:

This copy of the return is provided ONLY for Public Disclosure purposes. Any confidential information regarding large donors has been removed.

** PUBLIC DISCLOSURE COPY **

Return of Organization Exempt From Income Tax

Form **990**

Department of the Treasury
Internal Revenue Service

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

2024

Open to Public Inspection

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

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

C Name of organization
THE UNITED WAY OF CENTRAL MARYLAND, INC.

Doing business as

Number and street (or P.O. box if mail is not delivered to street address) 1800 WASHINGTON BOULEVARD

Room/suite 340

City or town, state or province, country, and ZIP or foreign postal code
BALTIMORE, MD 21230

F Name and address of principal officer: FRANKLYN D. BAKER
SAME AS C ABOVE

D Employer identification number
52-0591543

E Telephone number
(410)547-8000

G Gross receipts $ 76,140,175.

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.UWCM.ORG

K Form of organization: ☒ Corporation ☐ Trust ☐ Association ☐ Other

L Year of formation: 1925 **M** State of legal domicile: MD

Part I Summary

Activities & Governance

1 Briefly describe the organization's mission or most significant activities: TO IMPROVE LIVES BY EMPOWERING LEADERS AND MOBILIZING THE CARING POWER OF OUR COMMUNITIES

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	40
4	Number of independent voting members of the governing body (Part VI, line 1b)	4	40
5	Total number of individuals employed in calendar year 2024 (Part V, line 2a)	5	253
6	Total number of volunteers (estimate if necessary)	6	37597
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 / Expenses

		Prior Year	Current Year
8	Contributions and grants (Part VIII, line 1h)	28,690,286.	23,525,513.
9	Program service revenue (Part VIII, line 2g)	568,615.	942,932.
10	Investment income (Part VIII, column (A), lines 3, 4, and 7d)	1,674,711.	5,252,881.
11	Other revenue (Part VIII, column (A), lines 5, 6d, 8c, 9c, 10c, and 11e)	646,915.	3,325,145.
12	Total revenue - add lines 8 through 11 (must equal Part VIII, column (A), line 12)	31,580,527.	33,046,471.
13	Grants and similar amounts paid (Part IX, column (A), lines 1-3)	4,191,143.	8,195,442.
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)	20,110,580.	20,041,252.
16a	Professional fundraising fees (Part IX, column (A), line 11e)	0.	0.
b	Total fundraising expenses (Part IX, column (D), line 25) 5,297,630.		
17	Other expenses (Part IX, column (A), lines 11a-11d, 11f-24e)	14,876,833.	12,365,713.
18	Total expenses. Add lines 13-17 (must equal Part IX, column (A), line 25)	39,178,556.	40,602,407.
19	Revenue less expenses. Subtract line 18 from line 12	-7,598,029.	-7,555,936.

Net Assets or Fund Balances

		Beginning of Current Year	End of Year
20	Total assets (Part X, line 16)	54,649,378.	51,055,112.
21	Total liabilities (Part X, line 26)	20,844,513.	26,981,383.
22	Net assets or fund balances. Subtract line 21 from line 20	33,804,865.	24,073,729.

Part II Signature Block

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

Sign Here

Signature of officer — Date

FRANKLYN D. BAKER, PRESIDENT & CEO
Type or print name and title

Paid Preparer Use Only

Preparer's name	Preparer's signature	Date	Check if self-employed	PTIN
MONIQUE BOOKER			☐	P00644231

Firm's name SB & COMPANY, LLC — Firm's EIN 20-2153727

Firm's address 10200 GRAND CENTRAL AVE., SUITE 250
OWINGS MILLS, MD 21117 — Phone no. (410) 584-0060

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

Form **8868**
(Rev. January 2025)

Department of the Treasury
Internal Revenue Service

Application for Extension of Time To File an Exempt Organization Return or Excise Taxes Related to Employee Benefit Plans

File a separate application for each return.
Go to www.irs.gov/Form8868 for the latest information.

OMB No. 1545-0047

Electronic filing (e-file). You can electronically file Form 8868 to request up to a 6-month extension of time to file any of the forms listed below except for Form 8870, Information Return for Transfers Associated With Certain Personal Benefit Contracts. An extension request for Form 8870 must be sent to the IRS in a paper format (see instructions). For more details on the electronic filing of Form 8868, visit www.irs.gov/e-file-providers/e-file-for-charities-and-non-profits.

Caution: If you are going to make an electronic funds withdrawal (direct debit) with this Form 8868, see Form 8453-TE and Form 8879-TE for payment instructions.

All corporations required to file an income tax return other than Form 990-T (including 1120-C filers), partnerships, REMICs, and trusts must use Form 7004 to request an extension of time to file income tax returns.

Part I - Identification

Type or Print

File by the due date for filing your return. See instructions.

Name of exempt organization, employer, or other filer, see instructions.
THE UNITED WAY OF CENTRAL MARYLAND, INC.

Taxpayer identification number (TIN)
52-0591543

Number, street, and room or suite no. If a P.O. box, see instructions.
1800 WASHINGTON BOULEVARD, 340

City, town or post office, state, and ZIP code. For a foreign address, see instructions.
BALTIMORE, MD 21230

Enter the Return Code for the return that this application is for (file a separate application for each return) 01

Application Is For	Return Code	Application Is For	Return Code
Form 990 or Form 990-EZ	01	Form 4720 (other than individual)	09
Form 4720 (individual)	03	Form 5227	10
Form 990-PF	04	Form 6069	11
Form 990-T (sec. 401(a) or 408(a) trust)	05	Form 8870	12
Form 990-T (trust other than above)	06	Form 5330 (individual)	13
Form 990-T (corporation)	07	Form 5330 (other than individual)	14
Form 1041-A	08	Form 990-T (governmental entities)	15

- After you enter your Return Code, complete either Part II or Part III. Part III, including signature, is applicable only for an extension of time to file Form 5330.
- If this application is for an extension of time to file Form 5330, you must enter the following information.

Plan Name _____
Plan Number _____
Plan Year Ending (MM/DD/YYYY)

Part II - Automatic Extension of Time To File for Exempt Organizations (see instructions)

The books are in the care of JAMES MCINTYRE
1800 WASHINGTON BLVD - BALTIMORE, MD 21230
Telephone No. (410)547-8000 Fax No. _____

- If the organization does not have an office or place of business in the United States, check this box ..... ☐
- If this is for a Group Return, enter the organization's four-digit Group Exemption Number (GEN) _____. If this is for the whole group, check this box ..... ☐. If it is for part of the group, check this box ... ☐ and attach a list with the names and TINs of all members the extension is for.

1 I request an automatic 6-month extension of time until MAY 15, 20 26, to file the exempt organization return for the organization named above. The extension is for the organization's return for:

☐ calendar year 20 _____ or
☒ tax year beginning JUL 1, 20 24, and ending JUN 30, 20 25

2 If the tax year entered in line 1 is for less than 12 months, check reason: ☐ Initial return ☐ Final return ☐ Change in accounting period

3a	If this application is for Forms 990-PF, 990-T, 4720, or 6069, enter the tentative tax, less any nonrefundable credits. See instructions.	**3a**	$ 0.
b	If this application is for Forms 990-PF, 990-T, 4720, or 6069, enter any refundable credits and estimated tax payments made. Include any prior year overpayment allowed as a credit.	**3b**	$ 0.
c	**Balance due.** Subtract line 3b from line 3a. Include your payment with this form, if required, by using EFTPS (Electronic Federal Tax Payment System). See instructions.	**3c**	$ 0.

For Privacy Act and Paperwork Reduction Act Notice, see instructions. Form **8868** (Rev. 1-2025)

LHA 423841 01-02-25

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'S MISSION IS TO IMPROVE LIVES BY EMPOWERING LEADERS AND MOBILIZING THE CARING POWER OF OUR COMMUNITIES. WE HAVE BEEN EMPOWERING FAMILIES TO BECOME SELF-SUFFICIENT BY FOCUSING ON THE BUILDING BLOCKS OF A BETTER LIFE: EDUCATION, ECONOMIC ADVANCEMENT,

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 $ 22,939,777. including grants of $ 7,585,731.) (Revenue $)
IMPACT STRATEGIES:

FOR 100 YEARS, UNITED WAY OF CENTRAL MARYLAND (UNITED WAY) HAS BEEN A HUMAN SERVICE LEADER FOR THE REGION, ENCOURAGING ALL CENTRAL MARYLANDERS TO GIVE, ADVOCATE AND VOLUNTEER. UNITED WAY IS DEDICATED TO HELPING INDIVIDUALS AND FAMILIES FACING POVERTY TO MEET THEIR BASIC NEEDS, STABILIZE AND ACHIEVE SELF-SUFFICIENT LIVES. WE DO THIS THROUGH GRANTMAKING, COLLABORATION, PROMOTING VOLUNTEERISM AND ADVOCACY, AND MOBILIZING RESOURCES AS A TRUSTED FUNDRAISER. ADDITIONALLY, UNITED WAY ADDRESSES LOCAL NEEDS AND CREATES IMPACT THROUGH TARGETED DIRECT-SERVICE INITIATIVES.

4b (Code:) (Expenses $ 2,855,014. including grants of $ 396,125.) (Revenue $)
INFORMATION AND REFERRAL:

211 MARYLAND IS ACCESSIBLE, FREE OF CHARGE, INFORMATION AND REFERRAL SERVICE FOR THE STATE OF MARYLAND. PEOPLE SEEKING INFORMATION ABOUT SERVICES SUCH AS FOOD ASSISTANCE, SHELTER, MEDICAL CARE, SUBSTANCE ABUSE TREATMENT, PROTECTION FROM DOMESTIC VIOLENCE, AND MANY MORE, CAN CALL THIS EASY-TO-USE HELPLINE. AVAILABLE IN 150+ LANGUAGES, 211 CONNECTS CALLERS TO TRAINED, CERTIFIED CALL SPECIALISTS AT ONE OF FOUR NATIONALLY ACCREDITED CALL CENTERS IN MARYLAND WHO ASSESS THEIR NEEDS AND LINK THEM TO THE RIGHT SOLUTIONS USING A COMPREHENSIVE DATABASE OF FEDERAL, STATE AND LOCAL SERVICES - BOTH GOVERNMENT AND NON-PROFIT. 211 IS PART OF THE NATIONAL 211 SYSTEM AVAILABLE IN ALL 50 STATES, THE

4c (Code:) (Expenses $ 3,154,599. including grants of $ 213,585.) (Revenue $)
UNITED WAY NEIGHBORHOOD ZONES:

IN OCTOBER 2017, UNITED WAY OF CENTRAL MARYLAND (UWCM) TOOK OVER THE OPERATIONS OF THE BEN CENTER IN BROOKLYN, BALTIMORE CITY, MARYLAND, AND INTEGRATED THE STRATEGY/PROGRAMS INTO OPERATIONS. THE ORIGINAL NEIGHBORHOOD ZONE, THE UW NEIGHBORHOOD ZONE IN BROOKLYN, OPERATES OUT OF BENJAMIN FRANKLIN HIGH SCHOOL IN THE BROOKLYN/CURTIS BAY NEIGHBORHOOD OF BALTIMORE CITY. THIS UNIQUE CONCEPT HAS BEEN DESIGNED TO CREATE A "HUB" WITHIN THE COMMUNITY THAT PROVIDES A SAFE, NURTURING ENVIRONMENT FOR STUDENTS AND COMMUNITY MEMBERS TO NOT ONLY SEEK OUT A VAST ARRAY OF SERVICES, BUT TO BE ACTIVE PARTICIPANTS IN SHAPING THEIR COMMUNITY TO BE WHAT WILL HELP THEM FULFILL THEIR HOPES AND DREAMS FOR

4d Other program services (Describe on Schedule O.)
(Expenses $ 3,310,439. including grants of $) (Revenue $)

4e Total program service expenses 32,259,829.

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	321		
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** 253			
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**		
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**		
f	Did the organization, during the year, pay premiums, directly or indirectly, on a personal benefit contract?	**7f**		
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? **Note:** See the instructions for additional information the organization must report on Schedule O.	**13a**		
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? If "Yes," see the instructions and file Form 4720, Schedule N.	**15**		X
16	Is the organization an educational institution subject to the section 4968 excise tax on net investment income? If "Yes," complete Form 4720, Schedule O.	**16**		X
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? If "Yes," complete Form 6069.	**17**		

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	40		
	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	40		
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 MD

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

JAMES MCINTYRE - (410)547-8000
1800 WASHINGTON BLVD, BALTIMORE, MD 21230

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) FRANKLYN BAKER PRESIDENT & CEO	50.00			X				392,538.	0.	44,847.
(2) MARTINA A. MARTIN SVP & CHIEF OPERATING OFFICER	50.00				X			222,463.	0.	41,822.
(3) JAMES MCINTYRE SVP & CHIEF FINANCIAL OFFICER	50.00			X				245,235.	0.	9,344.
(4) SANDRA MONCK SVP & CHIEF IMPACT OFFICER	50.00				X			212,498.	0.	27,504.
(5) JOHN TAYLOR VP & CHIEF INFORMATION OFFICER	50.00				X			190,934.	0.	20,755.
(6) LILLIAN KILROY SVP & CHIEF DEVELOPMENT OFFICER	50.00				X			190,497.	0.	18,724.
(7) GAIL T. JAMES VP & CHIEF ACCOUNTING OFFICER	50.00					X		171,731.	0.	34,926.
(8) YING ZHANG VP & CHIEF RESEARCH OFFICER	50.00					X		177,694.	0.	23,520.
(9) ROBERT L. CLARK SVP & CHIEF GRANTS OFFICER	50.00				X			189,485.	0.	11,028.
(10) LAURA L JOHNSON SVP & CHIEF ACCELERATION OFFICER	50.00				X			192,220.	0.	7,681.
(11) HOLLY JOYCE HOEY SVP & CHIEF PRINCIPAL GIFTS OFFICER	50.00				X			161,983.	0.	22,635.
(12) JEFF PRATT VP, MAJOR GIFTS	50.00					X		145,439.	0.	37,069.
(13) HEATHER N. CHAPMAN VP & DEPUTY CHIEF IMPACT OFFICER	50.00					X		161,680.	0.	19,387.
(14) RENEE BECK VP & CHIEF MARKETING INNOVATION OFFI	50.00					X		167,029.	0.	7,607.
(15) ANGELA C. MCALLISTER VP & DEPUTY CHIEF IMPACT OFFICER	50.00					X		164,070.	0.	10,268.
(16) KEITH BRYANT VP & CHIEF OF STAFF	50.00					X		154,358.	0.	15,100.
(17) SHELLY HALLMAN VP GRANT DEVELOPMENT	50.00					X		128,610.	0.	36,349.

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) DANIEL R. MANGIAVELLANO VP PLANNED & MAJOR GIFTS	50.00					X		129,697.	0.	34,715.
(19) MAUREEN S. HARRIS VP OF MAJOR GIFTS	50.00					X		129,447.	0.	32,152.
(20) JULIA SMITH VP, OPERATIONS & ORGANIZATIONAL DEV	50.00					X		133,912.	0.	26,858.
(21) SARAH MALLONGA VP, RESULTS & ACCOUNTABILITY	50.00					X		136,542.	0.	17,572.
(22) WINDY DEESE VP, PUBLIC POLICY & ECONOMIC ADVANCE	50.00					X		131,230.	0.	19,961.
(23) KATHERINE DOWNS VP DEVELOPMENT	50.00					X		132,009.	0.	17,861.
(24) WENDY MOORE VP & CONTROLLER	50.00					X		135,266.	0.	11,466.
(25) RAMANA PISUPATI AVP INFORMATION TECHNOLOGY & SECURIT	50.00					X		137,147.	0.	8,438.
(26) WILLIAM MOFFETT AVP, EPLEDGE & DIGITAL SOLUTIONS	50.00					X		106,778.	0.	35,201.
1b Subtotal								4,440,492.	0.	592,790.
c Total from continuation sheets to Part VII, Section A								1,748,444.	0.	188,521.
d Total (add lines 1b and 1c)								6,188,936.	0.	781,311.

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 42

		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
UNTITED WAY WORLDWIDE 701 N. FAIRFAXSTREET, ALEXANDRIA, VA 22314	MEMBERSHIP DUES	521,925.
UPIC SOLUTIONS P.O. BOX 632012, CINCINNATI, OH 45263	CLOUD AND CRM SERVICES	489,474.
TEAL MEDIA, DBA JJO MEDIA LLC, 2810 WLLICOT ST SW, WASHINGTON, DC 20008	WEB, BRAND AND DIGITAL MARKETING	189,834.
KO PUBLIC AFFAIRS LLC 800 N CHARLES STREET, BALTIMORE, MD 21201	PUBLIC AFFAIRS	129,000.
THE BALTIMORE SUN/TRIBUNE PUBLISHING CO. P.O. BOX 8020, WILLOUGHBY , OH 44096	ADVERTISING	109,100.

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

SEE PART VII, SECTION A CONTINUATION SHEETS

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

(A) Name and title	(B) Average hours per week (list any hours for related organizations below line)	(C) Position (check all that apply)						(D) Reportable compensation from the organization (W-2/1099-MISC)	(E) Reportable compensation from related organizations (W-2/1099-MISC)	(F) Estimated amount of other compensation from the organization and related organizations
		Individual trustee or director	Institutional trustee	Officer	Key employee	Highest compensated employee	Former			
(27) GREGORY D. HILL AVP GRANT MANAGEMENT	50.00					X		121,595.	0.	16,520.
(28) SHAWTAIR M. THOMPSON AVP, LEARNING & POLICY COMPLIANCE	50.00					X		114,030.	0.	15,425.
(29) WAINIE YOUN AVP EQUITY & SPECIAL INITIATIVES	50.00					X		114,925.	0.	14,285.
(30) ERIN P BINDER DIRECTOR, MEMBERSHIP GROUPS	50.00					X		111,419.	0.	15,235.
(31) AMY C. NOVAK VP CLIENT DEVELOPMENT	50.00					X		120,228.	0.	5,827.
(32) SUSAN M. REPKO SR. DIRECTOR, COMMUNICATIONS & CONTE	50.00					X		108,049.	0.	13,761.
(33) JUDITH POEY AVP & HEALTH PROGRAM OFFICER	50.00					X		103,320.	0.	17,884.
(34) AUNA COOPER AVP HOUSING	50.00					X		105,399.	0.	14,762.
(35) ELIZABETH ACOSTA AVP OF GOVERNANCE	50.00					X		115,125.	0.	4,544.
(36) BETH CATHERINE LITTRELL AVP, COMMUNITY ENGAGEMENT & VOLUNTEE	50.00					X		103,207.	0.	15,512.
(37) KAREN ARNOLD AVP, IT PROCESS MANAGEMENT & DATA	50.00					X		101,426.	0.	16,495.
(38) BRIDGET ABRAHAM AVP OPERATIONS IMPACT STRATEGIES	50.00					X		104,131.	0.	12,500.
(39) ROBERT DUBEAU VP HUMAN RESOURCES & CHIEF PEOPLE OF	50.00					X		110,215.	0.	6,142.
(40) TAMMY MAYS AVP EDUCATION	50.00					X		100,780.	0.	11,346.
(41) JAMIE LYNN MEYERS AVP PROGRAM COMPLIANCE & SPECIAL INI	50.00					X		106,967.	0.	4,951.
(42) DARA LOVETT AVP UNITED WAY FAMILY CENTERS	50.00					X		107,628.	0.	3,332.
(43) JORGE ACEVEDO MEMBER BOARD OF DIRECTORS	1.00	X						0.	0.	0.
(44) TRIF ALATZAS MEMBER BOARD OF DIRECTORS	1.00	X						0.	0.	0.
(45) KEISHA ALLEN MEMBER BOARD OF DIRECTORS	1.00	X						0.	0.	0.
(46) ALFRED J. BAILEY MEMBER BOARD OF DIRECTORS	1.00	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) RENEE BLANDING, M.D MEMBER BOARD OF DIRECTORS	1.00	X						0.	0.	0.
(48) JEREL BRAGER MEMBER BOARD OF DIRECTORS	1.00	X						0.	0.	0.
(49) MARC BROADY MEMBER BOARD OF DIRECTORS	1.00	X						0.	0.	0.
(50) TORI BURNS MEMBER BOARD OF DIRECTORS	1.00	X						0.	0.	0.
(51) ANGELA CELESTIN VICE CHAIR	1.00	X		X				0.	0.	0.
(52) AARON CHURCH TREASURER	1.00	X		X				0.	0.	0.
(53) SEAN CLOSKEY MEMBER BOARD OF DIRECTORS	1.00	X						0.	0.	0.
(54) RYAN COUDON CHAIR	1.00	X		X				0.	0.	0.
(55) JOHN DAVIS MEMBER BOARD OF DIRECTORS	1.00	X						0.	0.	0.
(56) DERRICK DICKENS MEMBER BOARD OF DIRECTORS	1.00	X						0.	0.	0.
(57) JIM DICKINSON, PH.D. MEMBER BOARD OF DIRECTORS	1.00	X						0.	0.	0.
(58) TISHA EDWARDS MEMBER BOARD OF DIRECTORS	1.00	X						0.	0.	0.
(59) SHELLY ELLIOTT MEMBER BOARD OF DIRECTORS	1.00	X						0.	0.	0.
(60) GARRICK GOOD MEMBER BOARD OF DIRECTORS	1.00	X						0.	0.	0.
(61) WHITNEY B. HARMEL MEMBER BOARD OF DIRECTORS	1.00	X						0.	0.	0.
(62) LISA H. HAYES MEMBER BOARD OF DIRECTORS	1.00	X						0.	0.	0.
(63) TINA HIKE-HUBBARD MEMBER BOARD OF DIRECTORS	1.00	X						0.	0.	0.
(64) PETER HILL,MD MEMBER BOARD OF DIRECTORS	1.00	X						0.	0.	0.
(65) TALIB HORNE MEMBER BOARD OF DIRECTORS	1.00	X						0.	0.	0.
(66) COURTNEY JENKINS MEMBER BOARD OF DIRECTORS	1.00	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			
(67) ASHLEY JOHNSON MEMBER BOARD OF DIRECTORS	1.00	X						0.	0.	0.
(68) CAROLE B. MILLER MEMBER BOARD OF DIRECTORS	1.00	X						0.	0.	0.
(69) DOLORES NJOKU MEMBER BOARD OF DIRECTORS	1.00	X						0.	0.	0.
(70) RODNEY ODDOYE CHAIR ELECT	1.00	X		X				0.	0.	0.
(71) LEN PARRISH MEMBER BOARD OF DIRECTORS	1.00	X						0.	0.	0.
(72) DANA PERZYNSKI JOHNSON MEMBER BOARD OF DIRECTORS	1.00	X						0.	0.	0.
(73) ELIZABETH M. PHELAN MEMBER BOARD OF DIRECTORS	1.00	X						0.	0.	0.
(74) SARAH PIPER MEMBER BOARD OF DIRECTORS	1.00	X						0.	0.	0.
(75) MANU REGO MEMBER BOARD OF DIRECTORS	1.00	X						0.	0.	0.
(76) ANGELA ROSE MEMBER BOARD OF DIRECTORS	1.00	X						0.	0.	0.
(77) ERIC ROSENBERG MEMBER BOARD OF DIRECTORS	1.00	X						0.	0.	0.
(78) PETER B. ROSENWALD II SECRETARY	1.00	X		X				0.	0.	0.
(79) LARRY C. SIMMONS JR MEMBER BOARD OF DIRECTORS	1.00	X						0.	0.	0.
(80) EDWIN SINGER MEMBER BOARD OF DIRECTORS	1.00	X						0.	0.	0.
(81) DAVID J. THOMPSON MEMBER BOARD OF DIRECTORS	1.00	X						0.	0.	0.
(82) JAY TURAKHIA MEMBER BOARD OF DIRECTORS	1.00	X						0.	0.	0.
Total to Part VII, Section A, line 1c								1,748,444.		188,521.

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	20,583.				
	b Membership dues	1b					
	c Fundraising events	1c					
	d Related organizations	1d					
	e Government grants (contributions)	1e	8,719,896.				
	f All other contributions, gifts, grants, and similar amounts not included above	1f	14,785,034.				
	g Noncash contributions included in lines 1a-1f	1g	$ 2,185,147.				
	h **Total.** Add lines 1a-1f			23,525,513.			
Program Service Revenue		**Business Code**					
	2a CM CERTIFICATE PROGRAM	900099		935,432.			935,432.
	b MANAGEMENT TRAINING	900099		7,500.			7,500.
	c						
	d						
	e						
	f All other program service revenue						
	g **Total.** Add lines 2a-2f			942,932.			
Other Revenue	3 Investment income (including dividends, interest, and other similar amounts)			653,055.			653,055.
	4 Income from investment of tax-exempt bond proceeds						
	5 Royalties						
			(i) Real / (ii) Personal				
	6a Gross rents	6a	13,162.				
	b Less: rental expenses	6b	0.				
	c Rental income or (loss)	6c	13,162.				
	d Net rental income or (loss)			13,162.			13,162.
			(i) Securities / (ii) Other				
	7a Gross amount from sales of assets other than inventory	7a	47,693,530.				
	b Less: cost or other basis and sales expenses	7b	43,093,704.				
	c Gain or (loss)	7c	4,599,826.				
	d Net gain or (loss)			4,599,826.			4599826.
	8a Gross income from fundraising events (not including $ _____ of contributions reported on line 1c). See Part IV, line 18	8a					
	b Less: direct expenses	8b					
	c Net income or (loss) from fundraising events						
	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 MISCELLANEOUS INCOME	900099		3,190,060.	3,190,060.		
	b DESIGNATION FEE	900099		121,923.	121,923.		
	c						
	d All other revenue						
	e **Total.** Add lines 11a-11d			3,311,983.			
	12 **Total revenue.** See instructions			33,046,471.	3,311,983.	0.	6208975.

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	8,195,442.	8,195,442.		
2 Grants and other assistance to domestic individuals. See Part IV, line 22				
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	2,023,189.	1,248,079.	495,751.	279,359.
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	14,439,781.	10,611,487.	1,070,819.	2,757,475.
8 Pension plan accruals and contributions (include section 401(k) and 403(b) employer contributions)	593,562.	398,168.	81,589.	113,805.
9 Other employee benefits	1,698,749.	1,208,647.	197,097.	293,005.
10 Payroll taxes	1,285,971.	929,220.	121,815.	234,936.
11 Fees for services (nonemployees):				
a Management				
b Legal	76,201.	21,561.	54,640.	
c Accounting	71,909.		71,909.	
d Lobbying				
e Professional fundraising services. See Part IV, line 17				
f Investment management fees				
g Other. (If line 11g amount exceeds 10% of line 25, column (A), amount, list line 11g expenses on Sch O.)	2,413,011.	1,727,104.	295,634.	390,273.
12 Advertising and promotion	373,104.	212,431.	25,600.	135,073.
13 Office expenses	510,037.	430,706.	46,624.	32,707.
14 Information technology	546,431.	387,508.	158,923.	
15 Royalties				
16 Occupancy	812,411.	636,807.	92,589.	83,015.
17 Travel	165,428.	113,462.	35,309.	16,657.
18 Payments of travel or entertainment expenses for any federal, state, or local public officials				
19 Conferences, conventions, and meetings	31,517.	12,723.	1,220.	17,574.
20 Interest	361,679.	177,223.	184,456.	
21 Payments to affiliates	484,363.	343,898.	48,824.	91,641.
22 Depreciation, depletion, and amortization	547,563.	477,961.	22,946.	46,656.
23 Insurance				
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 DESIGNATED REVENUE AND	3,900,789.	3,900,789.		
b MARKETING EXPENSES	1,021,225.	419,461.		601,764.
c CLIENT ASSISTANCE	387,114.	387,114.		
d DUES & SUBSCRIPTION	73,703.	44,747.	13,265.	15,691.
e All other expenses	589,228.	375,291.	25,938.	187,999.
25 **Total functional expenses.** Add lines 1 through 24e	40,602,407.	32,259,829.	3,044,948.	5,297,630.
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	0.	2	494,608.
	3	Pledges and grants receivable, net	11,959,769.	3	10,305,086.
	4	Accounts receivable, net	497,304.	4	456,963.
	5	Loans and other receivables from any current or former officer, director, trustee, key employee, creator or founder, substantial contributor, or 35% controlled entity or family member of any of these persons		5	
	6	Loans and other receivables from other disqualified persons (as defined under section 4958(f)(1)), and persons described in section 4958(c)(3)(B)		6	
	7	Notes and loans receivable, net		7	
	8	Inventories for sale or use		8	
	9	Prepaid expenses and deferred charges	989,506.	9	1,093,677.
	10a	Land, buildings, and equipment: cost or other basis. Complete Part VI of Schedule D — 10a: 5,749,550.			
	b	Less: accumulated depreciation — 10b: 3,386,526.	2,910,587.	10c	2,363,024.
	11	Investments - publicly traded securities	33,171,997.	11	31,145,356.
	12	Investments - other securities. See Part IV, line 11	3,176,580.	12	3,725,036.
	13	Investments - program-related. See Part IV, line 11		13	
	14	Intangible assets		14	
	15	Other assets. See Part IV, line 11	1,943,635.	15	1,471,362.
	16	**Total assets.** Add lines 1 through 15 (must equal line 33)	54,649,378.	16	51,055,112.
Liabilities	17	Accounts payable and accrued expenses	8,266,863.	17	6,141,593.
	18	Grants payable		18	
	19	Deferred revenue	6,143,041.	19	18,893,021.
	20	Tax-exempt bond liabilities		20	
	21	Escrow or custodial account liability. Complete Part IV of Schedule D		21	
	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	3,849,790.	24	0.
	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	2,584,819.	25	1,946,769.
	26	**Total liabilities.** Add lines 17 through 25	20,844,513.	26	26,981,383.
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	27,477,567.	27	17,351,080.
	28	Net assets with donor restrictions	6,327,298.	28	6,722,649.
		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	33,804,865.	32	24,073,729.
	33	Total liabilities and net assets/fund balances	54,649,378.	33	51,055,112.

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	33,046,471.
2	Total expenses (must equal Part IX, column (A), line 25)	2	40,602,407.
3	Revenue less expenses. Subtract line 2 from line 1	3	-7,555,936.
4	Net assets or fund balances at beginning of year (must equal Part X, line 32, column (A))	4	33,804,865.
5	Net unrealized gains (losses) on investments	5	-2,175,201.
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	24,073,728.

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?	2a		X
	If "Yes," check a box below to indicate whether the financial statements for the year were compiled or reviewed on a separate basis, consolidated basis, or both: ☐ Separate basis ☐ Consolidated basis ☐ Both consolidated and separate basis			
b	Were the organization's financial statements audited by an independent accountant?	2b	X	
	If "Yes," check a box below to indicate whether the financial statements for the year were audited on a separate basis, consolidated basis, or both: ☒ Separate basis ☐ Consolidated basis ☐ Both consolidated and separate basis			
c	If "Yes" to line 2a or 2b, does the organization have a committee that assumes responsibility for oversight of the audit, review, or compilation of its financial statements and selection of an independent accountant?	2c	X	
	If the organization changed either its oversight process or selection process during the tax year, explain on Schedule O.			
3a	As a result of a federal award, was the organization required to undergo an audit or audits as set forth in the Uniform Guidance, 2 C.F.R. Part 200, Subpart F?	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

2024

Open to Public Inspection

Name of the organization
THE UNITED WAY OF CENTRAL MARYLAND, INC.

Employer identification number
52-0591543

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) 2020	(b) 2021	(c) 2022	(d) 2023	(e) 2024	(f) Total
1 Gifts, grants, contributions, and membership fees received. (Do not include any "unusual grants.")	45248715.	86637259.	62538699.	28690286.	23525513.	246640472
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	45248715.	86637259.	62538699.	28690286.	23525513.	246640472
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)						
6 **Public support.** Subtract line 5 from line 4.						246640472

Section B. Total Support

Calendar year (or fiscal year beginning in)	(a) 2020	(b) 2021	(c) 2022	(d) 2023	(e) 2024	(f) Total
7 Amounts from line 4	45248715.	86637259.	62538699.	28690286.	23525513.	246640472
8 Gross income from interest, dividends, payments received on securities loans, rents, royalties, and income from similar sources	290,620.	383,129.	502,471.	685,391.	666,217.	2527828.
9 Net income from unrelated business activities, whether or not the business is regularly carried on						
10 Other income. Do not include gain or loss from the sale of capital assets (Explain in Part VI.)						
11 **Total support.** Add lines 7 through 10						249168300

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

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

Section C. Computation of Public Support Percentage

14 Public support percentage for 2024 (line 6, column (f), divided by line 11, column (f))	14	98.99 %
15 Public support percentage from 2023 Schedule A, Part II, line 14	15	99.16 %

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

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

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

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

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

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

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

Section A. Public Support

Calendar year (or fiscal year beginning in)	(a) 2020	(b) 2021	(c) 2022	(d) 2023	(e) 2024	(f) Total
1 Gifts, grants, contributions, and membership fees received. (Do not include any "unusual grants.")						
2 Gross receipts from admissions, merchandise sold or services performed, or facilities furnished in any activity that is related to the organization's tax-exempt purpose						
3 Gross receipts from activities that are not an unrelated trade or business under section 513						
4 Tax revenues levied for the organization's benefit and either paid to or expended on its behalf						
5 The value of services or facilities furnished by a governmental unit to the organization without charge						
6 **Total.** Add lines 1 through 5						
7a Amounts included on lines 1, 2, and 3 received from disqualified persons						
b Amounts included on lines 2 and 3 received from other than disqualified persons that exceed the greater of $5,000 or 1% of the amount on line 13 for the year						
c Add lines 7a and 7b						
8 **Public support.** (Subtract line 7c from line 6.)						

Section B. Total Support

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

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

Section C. Computation of Public Support Percentage

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

Section D. Computation of Investment Income Percentage

17 Investment income percentage for **2024** (line 10c, column (f), divided by line 13, column (f))	17	%
18 Investment income percentage from **2023** Schedule A, Part III, line 17	18	%

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

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

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

Part IV Supporting Organizations

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

Section A. All Supporting Organizations

			Yes	No
1	Are all of the organization's supported organizations listed by name in the organization's governing documents? *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 entity. *Describe in* **Part VI** *how you supported a governmental entity (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 the supported organization(s) to which the organization was responsive? If "Yes," then in* **Part VI identify those supported organizations and explain** *how these activities directly furthered their exempt purposes, how the organization was responsive to those supported organizations, and how the organization determined that these activities constituted substantially all of its activities.*	**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 and 3b below.**			
a	Did the organization have the power to regularly appoint or elect a majority of the officers, directors, or trustees of each of the supported organizations? If "Yes" or "No," provide details in **Part VI**.	**3a**		
b	Did the organization exercise a substantial degree of direction over 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**		

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 Other distributions (describe in **Part VI**). See instructions.	**6**	
7 **Total annual distributions.** Add lines 1 through 6.	**7**	
8 Distributions to attentive supported organizations to which the organization is responsive (*provide details in* **Part VI**). See instructions.	**8**	
9 Distributable amount for 2024 from Section C, line 6	**9**	
10 Line 8 amount divided by line 9 amount	**10**	

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

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

** 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

THE UNITED WAY OF CENTRAL MARYLAND, INC.

Employer identification number

52-0591543

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

THE UNITED WAY OF CENTRAL MARYLAND, INC.

Employer identification number

52-0591543

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		$ 5,312,626.	Person [X] Payroll [ ] Noncash [ ] (Complete Part II for noncash contributions.)
2		$ 692,134.	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.)

Name of organization

THE UNITED WAY OF CENTRAL MARYLAND, INC.

Employer identification number

52-0591543

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

THE UNITED WAY OF CENTRAL MARYLAND, INC.

Employer identification number

52-0591543

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 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
THE UNITED WAY OF CENTRAL MARYLAND, INC.

Employer identification number
52-0591543

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	1,400,556.	1,655,904.	1,626,565.	3,133,622.	2,848,663.
b Contributions	2,482,416.				
c Net investment earnings, gains, and losses	537,211.	-255,348.	29,339.	-1,507,057.	284,959.
d Grants or scholarships					
e Other expenditures for facilities and programs					
f Administrative expenses					
g End of year balance	4,420,183.	1,400,556.	1,655,904.	1,626,565.	3,133,622.

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)		X
(ii) Related organizations?	3a(ii)		X
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				
b Buildings				
c Leasehold improvements		4,123,000.	2,143,901.	1,979,099.
d Equipment		1,626,550.	1,242,625.	383,925.
e Other				
Total. Add lines 1a through 1e. *(Column (d) must equal Form 990, Part X, line 10c, column (B))*				2,363,024.

Part VII Investments - Other Securities

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

(a) Description of security or category (including name of security)	(b) Book value	(c) Method of valuation: Cost or end-of-year market value
(1) Financial derivatives		
(2) Closely held equity interests		
(3) Other		
(A) BENEFICIAL INTEREST IN		
(B) CHARITABLE TRUST	3,309,096.	END-OF-YEAR MARKET VALUE
(C) BALTIMORE COMMUNITY		
(D) FOUNDATION	415,940.	END-OF-YEAR MARKET VALUE
(E)		
(F)		
(G)		
(H)		
Total. (Col. (b) must equal Form 990, Part X, line 12, col. (B))	3,725,036.	

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 LIABILITIES - OPERATING LEASES	1,946,769.
(3)	
(4)	
(5)	
(6)	
(7)	
(8)	
(9)	
Total. *(Column (b) must equal Form 990, Part X, line 25, col. (B))*	1,946,769.

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 ... X

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	27,560,832.
2	Amounts included on line 1 but not on Form 990, Part VIII, line 12:				
a	Net unrealized gains (losses) on investments	2a	-2,674,346.		
b	Donated services and use of facilities	2b	590,350.		
c	Recoveries of prior year grants	2c			
d	Other (Describe in Part XIII.)	2d	499,145.		
e	Add lines 2a through 2d			2e	-1,584,851.
3	Subtract line 2e from line 1			3	29,145,683.
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			
b	Other (Describe in Part XIII.)	4b	3,900,789.		
c	Add lines 4a and 4b			4c	3,900,789.
5	Total revenue. Add lines **3** and **4c.** *(This must equal Form 990, Part I, line 12.)*			5	33,046,472.

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	37,291,969.
2	Amounts included on line 1 but not on Form 990, Part IX, line 25:				
a	Donated services and use of facilities	2a	590,350.		
b	Prior year adjustments	2b			
c	Other losses	2c			
d	Other (Describe in Part XIII.)	2d			
e	Add lines 2a through 2d			2e	590,350.
3	Subtract line 2e from line 1			3	36,701,619.
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			
b	Other (Describe in Part XIII.)	4b	3,900,789.		
c	Add lines 4a and 4b			4c	3,900,789.
5	Total expenses. Add lines **3** and **4c.** *(This must equal Form 990, Part I, line 18.)*			5	40,602,408.

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 V, LINE 4:
PURPOSE OF ENDOWMENT FUNDS:
THE ENDOWMENT FUND OF UNITED WAY OF CENTRAL MARYLAND,INC.(UWCM) HAS BEEN FORMED TO PROVIDE INDIVIDUALS, BUSINESSES, FOUNDATIONS AND OTHERS, THE OPPORTUNITY TO DONATE CASH OR OTHER PROPERTIES TO UWCM. THE FOLLOWING POLICY HAS BEEN ADOPTED BY THE UWCM BOARD OF DIRECTORS TO PROVIDE FOR THE UNIFORM ADMINISTRATION OF THE ENDOWMENT FUND. THE BOARD RECOGNIZES THE IMPORTANCE OF ESTABLISHING STANDARDS FOR THE CREATION AND MANAGEMENT OF ENDOWED GIFTS TO UWCM TO ENSURE FISCAL INTEGRITY, ACCOUNTABILITY AND TRANSPARENCY, AND TO SUPPORT ACTIVE SOLICITATION OF GIFTS.

I. ROLE OF ENDOWMENT:
THE UWCM ENDOWMENT REPRESENTS PERMANENT FUNDS THAT PROVIDE LONG-TERM ECONOMIC SUSTAINABILITY FOR UWCM AND ITS PROGRAMS.
INCOME FROM ENDOWED FUNDS ALIGN UWCM TO:
. CREATE CAPACITY TO DELIVER MISSION OVER TIME.
. MAINTAIN INSTITUTIONAL STABILITY.
. BUILD LONG-TERM RESOURCES FOR THE ORGANIZATION THAT PROVIDE THE CAPACITY TO RESPOND TO CRITICAL COMMUNITY NEEDS, AND TO ALLOW UWCM TO MAKE STRATEGIC INVESTMENTS IN COMMUNITY SERVICES AND RESOURCES.
II.ROLE OF POLICIES:
THESE ENDOWMENTS POLICIES ARE DESIGNED TO DEFINE THE STANDARDS FOR ACQUISITION, ADMINISTRATION, MANAGEMENT AND REPORTING OF ENDOWED GIFTS, AND TO ANTICIPATE THE MOST COMMON ISSUES ENCOUNTERED IN MANAGING ENDOWED GIFTS. IN THE EVENT THAT THESE STANDARDS DO NOT ANTICIPATE A SPECIFIC GIFT

Part XIII Supplemental Information *(continued)*

ISSUE, THE ENDOWMENT OVERSIGHT COMMITTEE SHALL DETERMINE THE RECOMMENDED COURSE OF ACTION.

PART X, LINE 2:
UWCM IS EXEMPT FROM FEDERAL INCOME TAXES UNDER SECTION 501(C)(3) OF THE INTERNAL REVENUE CODE. IN ADDITION, UWCM QUALIFIES FOR CHARITABLE CONTRIBUTION DEDUCTIONS UNDER SECTION 170(B)(1)(A) AND HAS BEEN CLASSIFIED AS AN ORGANIZATION THAT IS NOT A PRIVATE FOUNDATION UNDER SECTION 509(A)(1). INCOME, WHICH IS NOT RELATED TO EXEMPT PURPOSES, LESS APPLICABLE DEDUCTIONS, IS SUBJECT TO FEDERAL AND STATE CORPORATE INCOME TAXES. UWCM HAD NO UNRELATED BUSINESS INCOME FOR THE YEARS ENDED JUNE 30, 2025 AND 2024.

WHEN TAX RETURNS ARE FILED, IT IS HIGHLY CERTAIN THAT SOME POSITIONS TAKEN WOULD BE SUSTAINED UPON EXAMINATION BY THE TAXING AUTHORITIES, WHILE OTHERS ARE SUBJECT TO UNCERTAINTY ABOUT THE MERITS OF THE POSITION TAKEN OR THE AMOUNT OF THE POSITION THAT WOULD BE ULTIMATELY SUSTAINED. THE BENEFIT OF A TAX POSITION IS RECOGNIZED IN THE FINANCIAL STATEMENTS IN THE PERIOD DURING WHICH, BASED ON ALL AVAILABLE EVIDENCE, MANAGEMENT BELIEVES IT IS MORE LIKELY THAN NOT THAT THE POSITION WILL BE SUSTAINED UPON EXAMINATION, INCLUDING THE RESOLUTION OF APPEALS OR LITIGATION PROCESSES, IF ANY. TAX POSITIONS TAKEN ARE NOT OFFSET OR AGGREGATED WITH OTHER POSITIONS. TAX POSITIONS THAT MEET THE MORE LIKELY THAN NOT RECOGNITION THRESHOLD ARE MEASURED AS THE LARGEST AMOUNT OF TAX BENEFIT THAT IS MORE THAN 50% LIKELY OF BEING REALIZED UPON SETTLEMENT WITH THE APPLICABLE TAXING AUTHORITY. AS OF JUNE 30, 2025 AND 2024, AND FOR THE YEARS THEN ENDED, THERE ARE NO MATERIAL UNRECOGNIZED/DERECOGNIZED TAX BENEFITS OR TAX PENALTIES OR INTEREST. UWCM IS NO LONGER SUBJECT TO U.S. FEDERAL AND STATE INCOME TAX EXAMINATIONS BY AUTHORITIES BEFORE 2019.

PART XI, LINE 2D - OTHER ADJUSTMENTS:

ADJ TO LANGENFELDER TRUST	499,145.

PART XI, LINE 4B - OTHER ADJUSTMENTS:

DESIGNATIONS TO AGENCIES AND PROVISION FOR BAD DEBT	3,900,789.

PART XII, LINE 4B - OTHER ADJUSTMENTS:

DESIGNATIONS TO AGENCIES AND PROVISION FOR BAD DEBT	3,900,789.

FORM 990, SCHEDULE D
OVERHEAD RATIO CALCULATION:
THE OVERHEAD RATE FORMULA USED TO CALCULATE THE STANDARDIZED OVERHEAD FIGURES FOR INDIVIDUAL UNITED WAYS AND THE UNITED WAY SYSTEM AS A WHOLE IS OUTLINED IN THE UNITED WAY WORLDWIDE FINANCIAL ISSUES COMMITTEE(FIC) FUNCTIONAL EXPENSES AND OVERHEAD REPORTING GUIDELINES:

NUMERATOR = MANAGEMENT & GENERAL EXPENSES(PART IX, LINE 25, COLUMN C)
+ FUNDRAISING EXPENSES(PART IX, LINE 25, COLUMN D)

DENOMINATOR = TOTAL REVENUE (PART VIII, LINE 12, COLUMN A)

NUMERATOR = 3,044,946 + 5,297,630 = 8,342,578
DENOMINATOR = 33,046,471

TAX RETURN OVERHEAD = 25.24%

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
THE UNITED WAY OF CENTRAL MARYLAND, INC.

Employer identification number
52-0591543

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
AFRITHRIVE INC 1 TIVOLI LAKE COURT SILVER SPRING, MD 20906	84-2431077	501(C)(3)	10,000.	0.			DESIGNATED AND OR GRANTED IN SUPPORT OF AGENCY PROGRAMS
AFRO CHARITIES INC 12 W. MADISON ST, STE.201 BALTIMORE, MD 21201	52-6063917	501(C)(3)	375,000.	0.			DESIGNATED AND OR GRANTED IN SUPPORT OF AGENCY PROGRAMS
ALEX'S LEMONADE STAND FOUNDATION 333 EAST LANCASTER AVE. #414 WYNNEWOOD, PA 19096	56-2496146	501(C)(3)	5,790.	0.			DESIGNATED AND OR GRANTED IN SUPPORT OF AGENCY PROGRAMS
ALZHEIMER'S ASSOCIATION GREATER MARYLAND CHAPTER - 502 WASHINGTON AVE. SUITE 300 - TOWSON, MD 21204	13-3039601	501(C)(3)	7,335.	0.			DESIGNATED AND OR GRANTED IN SUPPORT OF AGENCY PROGRAMS
AMERICAN CIVIL LIBERTIES UNION FOUNDATION - 3600 CLIPPER MILL RD., STE. 350 - BALTIMORE, MD 21211	23-7209538	501(C)(3)	8,432.	0.			DESIGNATED AND OR GRANTED IN SUPPORT OF AGENCY PROGRAMS
AMERICAN DIABETES ASSOCIATION - MARYLAND - 2002 CLIPPER PARK RD., STE. 110 - BALTIMORE, MD 21211	13-1623888	501(C)(3)	8,916.	0.			DESIGNATED AND OR GRANTED IN SUPPORT OF AGENCY PROGRAMS

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

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

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
AMERICAN RED CROSS OF THE CHESAPEAKE REGION #20012 - 4800 MOUNT HOPE DRIVE - BALTIMORE, MD 21215	53-0196605	501(C)(3)	126,798.	0.			DESIGNATED AND OR GRANTED IN SUPPORT OF AGENCY PROGRAMS
ANNE ARUNDEL COUNTY PARTNERSHIP FOR CHILDREN,YOUTH&FAMILIES - 1 HARRY S. TRUMAN PKWY - ANNAPOLIS, MD 21401	52-6000878	501(C)(3)	212,500.	0.			DESIGNATED AND OR GRANTED IN SUPPORT OF AGENCY PROGRAMS
APBD RESEARCH FOUNDATION 2257 EAST 63 ST. BROOKLYN, NY 11234	20-3609790	501(C)(3)	10,798.	0.			DESIGNATED AND OR GRANTED IN SUPPORT OF AGENCY PROGRAMS
ARENA PLAYERS INC 801 MCCULLOH ST BALTIMORE, MD 21201	23-7336424	501(C)(3)	19,425.	0.			DESIGNATED AND OR GRANTED IN SUPPORT OF AGENCY PROGRAMS
ARTS EVERY DAY 1505 EUTAW PLACE, STE.204 BALTIMORE, MD 21217	06-1780902	501(C)(3)	100,000.	0.			DESIGNATED AND OR GRANTED IN SUPPORT OF AGENCY PROGRAMS
ASPCA: AMERICAN SOCIETY FOR THE PREVENTION OF CRUELTY TO ANIMALS. - 424 EAST 92ND ST. - NEW YORK, NY 10128	13-1623829	501(C)(3)	7,033.	0.			DESIGNATED AND OR GRANTED IN SUPPORT OF AGENCY PROGRAMS
ASSOCIATED BLACK CHARITIES 2 HAMILL ROAD 359 WEST QUADRANGLE BALTIMORE, MD 21210	52-1427774	501(C)(3)	115,901.	0.			DESIGNATED AND OR GRANTED IN SUPPORT OF AGENCY PROGRAMS
ASSOCIATED CATHOLIC CHARITIES OF BALTIMORE - 2300B DULANEY VALLEY RD - LUTHERVILLE , MD 21093	52-0591538	501(C)(3)	401,686.	0.			DESIGNATED AND OR GRANTED IN SUPPORT OF AGENCY PROGRAMS
AUTISM SOCIETY OF MARYLAND, INC. 9770 PATUXENT WOODS DR. - SUITE 308 COLUMBIA, MD 21046	52-1857721	501(C)(3)	10,517.	0.			DESIGNATED AND OR GRANTED IN SUPPORT OF AGENCY PROGRAMS

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
AZIZA PE&CE INC 901 MILTON AVE BALTIMORE, MD 21205	88-2073824	501(C)(3)	37,506.	0.			DESIGNATED AND OR GRANTED IN SUPPORT OF AGENCY PROGRAMS
BALTIMORE ANIMAL RESCUE AND CARE SHELTER - 2490 GILES ROAD - BROOKLYN, MD 21225	86-1130456	501(C)(3)	15,418.	0.			DESIGNATED AND OR GRANTED IN SUPPORT OF AGENCY PROGRAMS
BALTIMORE ARCHITECTURE FOUNDATION 100 N. CHARLES ST, P-101 BALTIMORE, MD 21201	52-1453400	501(C)(3)	7,280.	0.			DESIGNATED AND OR GRANTED IN SUPPORT OF AGENCY PROGRAMS
BALTIMORE ARTS REALTY CORP 120 W. NORTH AVE BALTIMORE, MD 21201	46-1134776	501(C)(3)	37,500.	0.			DESIGNATED AND OR GRANTED IN SUPPORT OF AGENCY PROGRAMS
BALTIMORE CHILD ABUSE CENTER 2300 N. CHARLES STREET; 4TH FLOOR BALTIMORE, MD 21218	52-1681279	501(C)(3)	9,736.	0.			DESIGNATED AND OR GRANTED IN SUPPORT OF AGENCY PROGRAMS
BALTIMORE COUNTY AFRICAN AMERICAN 401 BOSLEY AVE. TOWSON, MD 21204	52-2007541	501(C)(3)	10,083.	0.			DESIGNATED AND OR GRANTED IN SUPPORT OF AGENCY PROGRAMS
BALTIMORE EDUCATIONAL SCHOLARSHIP TRUST - P.O. BOX 13470 - BALTIMORE, MD 21203	52-1072250	501(C)(3)	34,005.	0.			DESIGNATED AND OR GRANTED IN SUPPORT OF AGENCY PROGRAMS
BALTIMORE GAS AND ELECTRIC COMPANY - BGE ACH PAYMENT - 1310 POINT ST, 8TH FL - BALTIMORE, MD 21231	52-0280210	501(C)(3)	298,863.	0.			DESIGNATED AND OR GRANTED IN SUPPORT OF AGENCY PROGRAMS
BALTIMORE HUNGER PROJECT 1829 REISTERSTOWN RD. - SUITE 430 BALTIMORE, MD 21208	47-2281875	501(C)(3)	8,674.	0.			DESIGNATED AND OR GRANTED IN SUPPORT OF AGENCY PROGRAMS

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
BALTIMORE JESUIT EDUCATIONAL INITIATIVE - 420 S. CHESTER ST. - BALTIMORE, MD 21231	05-0632734	501(C)(3)	60,816.	0.			DESIGNATED AND OR GRANTED IN SUPPORT OF AGENCY PROGRAMS
BALTIMORE MUSEUM OF ART 10 ART MUSEUM DR. BALTIMORE, MD 21218	52-6000162	501(C)(3)	59,500.	0.			DESIGNATED AND OR GRANTED IN SUPPORT OF AGENCY PROGRAMS
BALTIMORE STATION P.O. BOX 27144 BALTIMORE, MD 21230	52-1594258	501(C)(3)	6,600.	0.			DESIGNATED AND OR GRANTED IN SUPPORT OF AGENCY PROGRAMS
BALTIMORE SYMPHONY ORCHESTRA INC 1212 CATHEDRAL ST. BALTIMORE, MD 21201	52-0629696	501(C)(3)	13,989.	0.			DESIGNATED AND OR GRANTED IN SUPPORT OF AGENCY PROGRAMS
BALTIMORE TRANSIT CAMPAIGN 516 N. CHARLES ST #312 BALTIMORE, MD 21201	46-3220672	501(C)(3)	15,000.	0.			DESIGNATED AND OR GRANTED IN SUPPORT OF AGENCY PROGRAMS
BLACK YIELD INSTITUTE INC PO BOX 22367 BALTIMORE, MD 21201	81-1312237	501(C)(3)	90,300.	0.			DESIGNATED AND OR GRANTED IN SUPPORT OF AGENCY PROGRAMS
B'MORE CLUBHOUSE, INC. 831 NORTH CALVERT STREET BALTIMORE, MD 21218	20-8956918	501(C)(3)	5,301.	0.			DESIGNATED AND OR GRANTED IN SUPPORT OF AGENCY PROGRAMS
BON SECOURS COMMUNITY WORKS OF MARYLAND FOUNDATION - 26 NORTH FULTON AVE - BALTIMORE, MD 21223	52-1732800	501(C)(3)	100,000.	0.			DESIGNATED AND OR GRANTED IN SUPPORT OF AGENCY PROGRAMS
BOY SCOUTS OF AMERICA BALTIMORE AREA - 701 WYMAN PARK DR. - BALTIMORE, MD 21211	52-0591572	501(C)(3)	32,923.	0.			DESIGNATED AND OR GRANTED IN SUPPORT OF AGENCY PROGRAMS

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

(a) Name and address of organization or government	(b) EIN	(c) IRC section if applicable	(d) Amount of cash grant	(e) Amount of noncash assistance	(f) Method of valuation (book, FMV, appraisal, other)	(g) Description of non-cash assistance	(h) Purpose of grant or assistance
BOYS & GIRLS CLUB OF CARROLL COUNTY, INC - 71 E. MAIN ST. - WESTMINSTER, MD 21157	27-4271480	501(C)(3)	11,808.	0.			DESIGNATED AND OR GRANTED IN SUPPORT OF AGENCY PROGRAMS
BRAIN INJURY ASSOCIATION OF AMERICA, INC - 2200 KERNAN DR - MERRIFIELD, VA 22116	04-2716222	501(C)(3)	9,738.	0.			DESIGNATED AND OR GRANTED IN SUPPORT OF AGENCY PROGRAMS
BREAKTHROUGH T1D 1400 K STREET NW, SUITE 1200 HAGERSTOWN, MD 21741	23-1907729	501(C)(3)	6,085.	0.			DESIGNATED AND OR GRANTED IN SUPPORT OF AGENCY PROGRAMS
CANINE COMPANIONS FOR INDEPENDENCE INC. - P.O. BOX 446 - SANTA ROSA, CA 95407	94-2494324	501(C)(3)	7,513.	0.			DESIGNATED AND OR GRANTED IN SUPPORT OF AGENCY PROGRAMS
CAPITAL AREA FOOD BANK 4900 PUERTO RICO AVENUE NE WASHINGTON, DC 20017	52-1167581	501(C)(3)	5,634.	0.			DESIGNATED AND OR GRANTED IN SUPPORT OF AGENCY PROGRAMS
CARING FOR YOUNG MINDS 9112 SYLVAN DELL RD RANDALLSTOWN, MD 21133	52-2452720	501(C)(3)	49,400.	0.			DESIGNATED AND OR GRANTED IN SUPPORT OF AGENCY PROGRAMS
CAROLINE FREISS CENTER 900 SOMERSET ST. BALTIMORE, MD 21202	52-1920377	501(C)(3)	9,383.	0.			DESIGNATED AND OR GRANTED IN SUPPORT OF AGENCY PROGRAMS
CATHOLIC CHARITIES - OUR DAILY BREAD - 725 FALLSWAY - BALTIMORE, MD 21202	52-0591538	501(C)(3)	11,885.	0.			DESIGNATED AND OR GRANTED IN SUPPORT OF AGENCY PROGRAMS
CATHOLIC CHARITIES OF BALTIMORE 320 CATHEDRAL STREET BALTIMORE, MD 21215	52-0591538	501(C)(3)	401,696.	0.			DESIGNATED AND OR GRANTED IN SUPPORT OF AGENCY PROGRAMS

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

(a) Name and address of organization or government	(b) EIN	(c) IRC section if applicable	(d) Amount of cash grant	(e) Amount of noncash assistance	(f) Method of valuation (book, FMV, appraisal, other)	(g) Description of non-cash assistance	(h) Purpose of grant or assistance
CATHOLIC RELIEF SERVICES - UNITED STATES - PO BOX 17090 - BALTIMORE, MD 21297	13-5563422	501(C)(3)	14,480.	0.			DESIGNATED AND OR GRANTED IN SUPPORT OF AGENCY PROGRAMS
CCBC EMERGENCY STUDENT FUND 7200 SOLLERS POINT RD. DUNDALK, MD 21222	20-3246676	501(C)(3)	21,674.	0.			DESIGNATED AND OR GRANTED IN SUPPORT OF AGENCY PROGRAMS
CENTER FOR HOPE INC 5400 PREAKNESS WAY BALTIMORE, MD 21215	52-1681279	501(C)(3)	406,328.	0.			DESIGNATED AND OR GRANTED IN SUPPORT OF AGENCY PROGRAMS
CENTER FOR URBAN FAMILIES 2201 NORTH MONROE STREET BALTIMORE, MD 21217	52-2142708	501(C)(3)	9,831.	0.			DESIGNATED AND OR GRANTED IN SUPPORT OF AGENCY PROGRAMS
CENTER STAGE ASSOCIATES, INC. 700 N. CALVERT STREET BALTIMORE, MD 21202	52-0780194	501(C)(3)	101,226.	0.			DESIGNATED AND OR GRANTED IN SUPPORT OF AGENCY PROGRAMS
CENTER STAGE ASSOCIATES, INC. 700 NORTH CALVERT ST BALTIMORE, MD 21202	52-0780194	501(C)(3)	101,226.	0.			DESIGNATED AND OR GRANTED IN SUPPORT OF AGENCY PROGRAMS
CENTRAL SCHOLARSHIP BUREAU 6 PARK CENTER COURT, SUITE 211 OWINGS MILLS, MD 21117	52-6012589	501(C)(3)	7,676.	0.			DESIGNATED AND OR GRANTED IN SUPPORT OF AGENCY PROGRAMS
CHARLES E. SMITH JEWISH DAY SCHOOL 1901 EAST JEFFERSON ST. ROCKVILLE, MD 20852	52-0961920	501(C)(3)	12,550.	0.			DESIGNATED AND OR GRANTED IN SUPPORT OF AGENCY PROGRAMS
CHESAPEAKE BAY FOUNDATION 6 HERNDON AVE. ANNAPOLIS, MD 21403	52-6065757	501(C)(3)	7,718.	0.			DESIGNATED AND OR GRANTED IN SUPPORT OF AGENCY PROGRAMS

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
CITADEL SQUARE BAPTIST CHURCH 328 MEETING STREET CHARLESTON, SC 29403	57-0351217	501(C)(3)	14,405.	0.			DESIGNATED AND OR GRANTED IN SUPPORT OF AGENCY PROGRAMS
CITY CHURCH OF KNOXVILLE 522 SEVIER AVE KNOXVILLE, TN 37920	47-0980723	501(C)(3)	5,200.	0.			DESIGNATED AND OR GRANTED IN SUPPORT OF AGENCY PROGRAMS
CITY OF REFUGE BALTIMORE INC. 3501 7TH STREET BALTIMORE, MD 21225	82-4416947	501(C)(3)	163,431.	0.			DESIGNATED AND OR GRANTED IN SUPPORT OF AGENCY PROGRAMS
CIVIL JUSTICE INC 120 E.BALTIMORE ST, STE.2500 BALTIMORE, MD 21202	52-2102516	501(C)(3)	461,984.	0.			DESIGNATED AND OR GRANTED IN SUPPORT OF AGENCY PROGRAMS
COLLEGE BOUND FOUNDATION 2601 N. HOWARD STREET - SUITE 210 BALTIMORE, MD 21218	52-1598921	501(C)(3)	136,775.	0.			DESIGNATED AND OR GRANTED IN SUPPORT OF AGENCY PROGRAMS
COMMUNITY ACTION COUNCIL OF HOWARD CO. - 9820 PATUXENT WOODS DRIVE - COLUMBIA, MD 21046	52-0823083	501(C)(3)	50,923.	0.			DESIGNATED AND OR GRANTED IN SUPPORT OF AGENCY PROGRAMS
COMMUNITY SERVICES OF CENTRAL MARYLAND - 2701 W. PATAPSCO AVE., STE. 110 - BALTIMORE, MD 21230	52-1271898	501(C)(3)	77,000.	0.			DESIGNATED AND OR GRANTED IN SUPPORT OF AGENCY PROGRAMS
CORPUS CHRISTI CHURCH 110 W. LAFAYETTE AVE. BALTIMORE, MD 21217	52-0591538	501(C)(3)	5,700.	0.			DESIGNATED AND OR GRANTED IN SUPPORT OF AGENCY PROGRAMS
COUNTY UNITED WAY 115 BALTIMORE STREET, SUITE 203 CUMBERLAND, MD 21502	52-0695477	501(C)(3)	6,460.	0.			DESIGNATED AND OR GRANTED IN SUPPORT OF AGENCY PROGRAMS

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
CREATIVE ALLIANCE INC 3134 EASTERN AVE. BALTIMORE, MD 21224	52-1919988	501(C)(3)	88,398.	0.			DESIGNATED AND OR GRANTED IN SUPPORT OF AGENCY PROGRAMS
CREATIVE NOMADS LTD 211 E. LOMBARD ST #259 BALTIMORE, MD 21202	47-4554872	501(C)(3)	43,262.	0.			DESIGNATED AND OR GRANTED IN SUPPORT OF AGENCY PROGRAMS
DREAM BIGGER COMMUNITY INSTITUTE INC - 4505 LASALLE AVE - BALTIMORE, MD 21206	82-3350950	501(C)(3)	25,080.	0.			DESIGNATED AND OR GRANTED IN SUPPORT OF AGENCY PROGRAMS
EARTHSHARE MID-ATLANTIC 7735 OLD GEORGETOWN RD. - SUITE 900 BALTIMORE, MD 21224	27-3918694	501(C)(3)	14,017.	0.			DESIGNATED AND OR GRANTED IN SUPPORT OF AGENCY PROGRAMS
ECHO HILL OUTDOOR SCHOOL 13655 BLOOMINGNECK ROAD WORTON, MD 21678	23-7301918	501(C)(3)	5,141.	0.			DESIGNATED AND OR GRANTED IN SUPPORT OF AGENCY PROGRAMS
EDGEWOOD COMMUNITY SUPPORT CENTER, INC. - DBA THE EPICENTER AT EDGEWOOD - JOPPA, MD 21085	46-1504860	501(C)(3)	37,500.	0.			DESIGNATED AND OR GRANTED IN SUPPORT OF AGENCY PROGRAMS
ELEV8 BALTIMORE, INC. 210 W. 28TH ST BALTIMORE, MD 21211	46-0889783	501(C)(3)	97,500.	0.			DESIGNATED AND OR GRANTED IN SUPPORT OF AGENCY PROGRAMS
ENOCH PRATT FREE LIBRARY 400 CATHEDRAL ST. BALTIMORE, MD 21201	52-6001143	501(C)(3)	6,224.	0.			DESIGNATED AND OR GRANTED IN SUPPORT OF AGENCY PROGRAMS
EUBIE BLAKE NATIONAL JAZZ INSTITUTE AND CULTURAL CENTER - 847 N. HOWARD ST. - BALTIMORE, MD 21201	52-1871769	501(C)(3)	136,319.	0.			DESIGNATED AND OR GRANTED IN SUPPORT OF AGENCY PROGRAMS

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
EXCELLENCE AND AMBITION INC 113 CHUCH RD OWINGS MILLS, MD 21117	47-4678643	501(C)(3)	36,563.	0.			DESIGNATED AND OR GRANTED IN SUPPORT OF AGENCY PROGRAMS
FAITH CHRISTIAN FELLOWSHIP WORLD OUTREACH INC. - 9306 WINANDS RD. - OWINGS MILLS, MD 21117	52-1268437	501(C)(3)	9,308.	0.			DESIGNATED AND OR GRANTED IN SUPPORT OF AGENCY PROGRAMS
FARM ALLIANCE OF BALTIMORE 1500 UNION AVE, SUITE 2700 BALTIMORE, MD 21211	81-2974222	501(C)(3)	5,672.	0.			DESIGNATED AND OR GRANTED IN SUPPORT OF AGENCY PROGRAMS
FAYETTE STREET OUTREACH ORGANIZATION INC - 29 N. SMALLWOOD ST - BALTIMORE, MD 21223	52-1871443	501(C)(3)	91,907.	0.			DESIGNATED AND OR GRANTED IN SUPPORT OF AGENCY PROGRAMS
FEEDING AMERICA P.O. BOX 96749 WASHINGTON, DC 20090	36-3673599	501(C)(3)	5,083.	0.			DESIGNATED AND OR GRANTED IN SUPPORT OF AGENCY PROGRAMS
FIRST FRUITS FARM, INC. 20431 MIDDLETOWN RD. FREELAND, MD 21053	65-1220502	501(C)(3)	13,878.	0.			DESIGNATED AND OR GRANTED IN SUPPORT OF AGENCY PROGRAMS
FISHER HOUSE FOUNDATION 12300 TWINBROOK PKWY ROCKVILLE, MD 20852	11-3158401	501(C)(3)	5,401.	0.			DESIGNATED AND OR GRANTED IN SUPPORT OF AGENCY PROGRAMS
FOOD 4 THROUGHT COMMUNITY OUTREACH SERVICES INC. - 260 GATEWAY DR, STE.21A - BEL AIR, MD 21014	85-3558842	501(C)(3)	20,000.	0.			DESIGNATED AND OR GRANTED IN SUPPORT OF AGENCY PROGRAMS
FOUR MILE UNITED PRESBYTERIAN CHURCH - 6078 TUSCARAWAS RD - BEAVER, PA 15009	25-1381363	501(C)(3)	8,769.	0.			DESIGNATED AND OR GRANTED IN SUPPORT OF AGENCY PROGRAMS

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
FRANCISCAN CENTER INC. 101 W 23RD ST. BALTIMORE, MD 21218	52-1164260	501(C)(3)	10,969.	0.			DESIGNATED AND OR GRANTED IN SUPPORT OF AGENCY PROGRAMS
FULL CIRCLE DANCE COMPANY 3600 CLIPPER MILL RD, STE.108 BALTIMORE, MD 21211	47-5593783	501(C)(3)	7,500.	0.			DESIGNATED AND OR GRANTED IN SUPPORT OF AGENCY PROGRAMS
FUND FOR EDUCATIONAL EXCELLENCE 800 N. CHARLES ST #400 BALTIMORE, MD 21201	46-0889783	501(C)(3)	21,539.	0.			DESIGNATED AND OR GRANTED IN SUPPORT OF AGENCY PROGRAMS
FUSION PARTNERSHIPS, INC. 1601 GUILFORD AVE., 2 SOUTH BALTIMORE, MD 21202	52-2148413	501(C)(3)	130,583.	0.			DESIGNATED AND OR GRANTED IN SUPPORT OF AGENCY PROGRAMS
GARY SINISE FOUNDATION PO BOX 40726 NASHVILLE, TN 37204	80-0587086	501(C)(3)	6,834.	0.			DESIGNATED AND OR GRANTED IN SUPPORT OF AGENCY PROGRAMS
GILMAN SCHOOL 5407 ROLAND AVE. BALTIMORE, MD 21210	52-0591604	501(C)(3)	7,670.	0.			DESIGNATED AND OR GRANTED IN SUPPORT OF AGENCY PROGRAMS
GIRL SCOUTS OF CENTRAL MARYLAND 4806 SETON DRIVE BALTIMORE, MD 21215	52-0780207	501(C)(3)	11,774.	0.			DESIGNATED AND OR GRANTED IN SUPPORT OF AGENCY PROGRAMS
GLOBAL IMPACT 1199 N. FAIRFAX ST., STE. 300 ALEXANDRIA, VA 22314	52-1273585	501(C)(3)	16,723.	0.			DESIGNATED AND OR GRANTED IN SUPPORT OF AGENCY PROGRAMS
GRACE COMMUNITY CHURCH 8200 OLD COLUMBIA RD. FULTON, MD 20759	52-1367382	501(C)(3)	22,330.	0.			DESIGNATED AND OR GRANTED IN SUPPORT OF AGENCY PROGRAMS

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

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GRACE FELLOWSHIP CHURCH SHREWSBURY INC - 74 E FORREST AVE - SHREWSBURY, PA 17361-1427	45-5412991	501(C)(3)	5,200.	0.			DESIGNATED AND OR GRANTED IN SUPPORT OF AGENCY PROGRAMS
GRASSROOTS CRISIS INTERVENTION CENTER, - 6700 FREETOWN ROAD - COLUMBIA, MD 21044	52-0909351	501(C)(3)	13,502.	0.			DESIGNATED AND OR GRANTED IN SUPPORT OF AGENCY PROGRAMS
GREATER BALTIMORE CENTER FOR PREGNANCY - 328 N. HOWARD STREET - BALTIMORE, MD 21201	52-1192219	501(C)(3)	10,130.	0.			DESIGNATED AND OR GRANTED IN SUPPORT OF AGENCY PROGRAMS
GREATER MONDAWMIN COORDINATING COUNCIL INC - 2401 LIBERTY HEIGHTS AVE, STE.1026 - BALTIMORE, MD 21215	52-1069515	501(C)(3)	50,000.	0.			DESIGNATED AND OR GRANTED IN SUPPORT OF AGENCY PROGRAMS
GREENLIGHT FUND BALTIMORE 50 MILK STREET, 16TH FLOOR BOSTON, MA 02109	20-0407083	501(C)(3)	25,000.	0.			DESIGNATED AND OR GRANTED IN SUPPORT OF AGENCY PROGRAMS
GROW HOME INC 12 S. CONKLING ST BALTIMORE, MD 21224	83-2797904	501(C)(3)	108,895.	0.			DESIGNATED AND OR GRANTED IN SUPPORT OF AGENCY PROGRAMS
HACKERMAN PATZ HOUSE AT SINAI 2434 WEST BELVEDERE AVE. BALTIMORE, MD 21215	52-0486540	501(C)(3)	100,000.	0.			DESIGNATED AND OR GRANTED IN SUPPORT OF AGENCY PROGRAMS
HARBOR HEALTH INC 3001 SOUTH HANOVER ST BROOKLYN, MD 21225	52-0491660	501(C)(3)	228,512.	0.			DESIGNATED AND OR GRANTED IN SUPPORT OF AGENCY PROGRAMS
HARFORD FAMILY HOUSE, INC. 53 E. BEL AIR AVE. SUITE #3 ABERDEEN, MD 21001	52-1706367	501(C)(3)	11,829.	0.			DESIGNATED AND OR GRANTED IN SUPPORT OF AGENCY PROGRAMS

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HEALTH CARE FOR THE HOMELESS, INC. 421 FALLSWAY BALTIMORE, MD 21202	52-1576404	501(C)(3)	36,410.	0.			DESIGNATED AND OR GRANTED IN SUPPORT OF AGENCY PROGRAMS
HELPING HAND HOME FOR CHILDREN 3804 AVENUE B AUSTIN, TX 78751	74-1144638	501(C)(3)	10,000.	0.			DESIGNATED AND OR GRANTED IN SUPPORT OF AGENCY PROGRAMS
HELPING UP MISSION OF BALTIMORE INC - 1029 E. BALTIMORE ST. - BALTIMORE, MD 21202	52-0635090	501(C)(3)	27,171.	0.			DESIGNATED AND OR GRANTED IN SUPPORT OF AGENCY PROGRAMS
HOMELESS PERSON'S REPRESENTATION 201 N. CHARLES ST. STE. 1104 BALTIMORE, MD 21202	52-1697260	501(C)(3)	104,418.	0.			DESIGNATED AND OR GRANTED IN SUPPORT OF AGENCY PROGRAMS
HOUSE OF RUTH MARYLAND, INC. 2201 ARGONNE DRIVE BALTIMORE, MD 21218	52-1100236	501(C)(3)	37,685.	0.			DESIGNATED AND OR GRANTED IN SUPPORT OF AGENCY PROGRAMS
I AM MENTALITY YOUTH MALE EMPOWERMENT PROJECT - 4142 FALLSTAFF RD - BALTIMORE, MD 21215	81-3874418	501(C)(3)	260,441.	0.			DESIGNATED AND OR GRANTED IN SUPPORT OF AGENCY PROGRAMS
INROADS/BALTIMORE INC 16 SOUTH CALVERT ST, STE 501 BALTIMORE, MD 21202	51-0234784	501(C)(3)	32,450.	0.			DESIGNATED AND OR GRANTED IN SUPPORT OF AGENCY PROGRAMS
INSTITUTE FOR SURVIVOR CARE 208 N. SECOND AVENUE LA GRANGE, KY 40031	74-3231089	501(C)(3)	8,923.	0.			DESIGNATED AND OR GRANTED IN SUPPORT OF AGENCY PROGRAMS
INTERNATIONAL PARURESIS ASSOCIATION, INC - PO BOX 21237 - CATONSVILLE, MD 21228	06-1509744	501(C)(3)	14,500.	0.			DESIGNATED AND OR GRANTED IN SUPPORT OF AGENCY PROGRAMS

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INTERSECTION OF CHANGE 1947 PENNSYLVANIA AVE BALTIMORE, MD 21217	52-2002294	501(C)(3)	74,775.	0.			DESIGNATED AND OR GRANTED IN SUPPORT OF AGENCY PROGRAMS
ISLAMIC ORGANIZATION OF THE SOUTHERNTIER - 161 GRAND AVE. - JOHNSON CITY, NY 13790	23-7106416	501(C)(3)	14,615.	0.			DESIGNATED AND OR GRANTED IN SUPPORT OF AGENCY PROGRAMS
JEWISH FEDERATION OF GREATER WASHINGTON, - 6101 EXECUTIVE BLVD., #100 - ROCKVILLE, MD 20852	53-0212445	501(C)(3)	7,269.	0.			DESIGNATED AND OR GRANTED IN SUPPORT OF AGENCY PROGRAMS
JH CAREERS IN SCIENCE AND MEDICINE OVERCOMING SOCIOECONOMIC BARRIERS - 725 N. WOLFE ST. - BALTIMORE, MD 21205	52-0595110	501(C)(3)	20,343.	0.			DESIGNATED AND OR GRANTED IN SUPPORT OF AGENCY PROGRAMS
JOHN FETTING FUND FOR BREAST CANCER - 750 E. PRATT ST - SUITE 1700 - BALTIMORE, MD 21201	52-0591656	501(C)(3)	10,000.	0.			DESIGNATED AND OR GRANTED IN SUPPORT OF AGENCY PROGRAMS
JOHN HOPKINS HOSPITAL HACKERMAN-PATZ - 301 N. BROADWAY - BALTIMORE, MD 21231	52-0595110	501(C)(3)	100,071.	0.			DESIGNATED AND OR GRANTED IN SUPPORT OF AGENCY PROGRAMS
JOHNS HOPKINS BAYVIEW MEDICAL CENTER - 5200 EASTERN AVE., STE. 356 - BALTIMORE, MD 21224	52-1341890	501(C)(3)	13,479.	0.			DESIGNATED AND OR GRANTED IN SUPPORT OF AGENCY PROGRAMS
JOHNS HOPKINS DEPARTMENT OF MEDICINE- - 3910 KESWICK RD - SUITE N2100 - BALTIMORE, MD 21211	52-1341890	501(C)(3)	10,000.	0.			DESIGNATED AND OR GRANTED IN SUPPORT OF AGENCY PROGRAMS
JOHNS HOPKINS HOWARD COUNTY MEDICAL - 5755 CEDAR LN. - COLUMBIA, MD 21044	52-2093120	501(C)(3)	7,877.	0.			DESIGNATED AND OR GRANTED IN SUPPORT OF AGENCY PROGRAMS

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JOHNS HOPKINS NEIGHBORHOOD FUND 3400 N.CHARLES STREET BALTIMORE, MD 21218	52-0595110	501(C)(3)	169,182.	0.			DESIGNATED AND OR GRANTED IN SUPPORT OF AGENCY PROGRAMS
JOHNS HOPKINS SCHOOL OF NURSING 525 N. WOLFE STREET, SON HOUSE 200 BALTIMORE, MD 21205	52-0595110	501(C)(3)	16,419.	0.			DESIGNATED AND OR GRANTED IN SUPPORT OF AGENCY PROGRAMS
JUNIOR ACHIEVEMENT CENTRAL MARYLAND - 1725 TWIN SPRINGS RD - BALTIMORE, MD 21227	52-0688275	501(C)(3)	5,172.	0.			DESIGNATED AND OR GRANTED IN SUPPORT OF AGENCY PROGRAMS
KENNEDY KRIEGER INSTITUTE 707 NORTH BROADWAY BALTIMORE, MD 21205	52-0607971	501(C)(3)	29,242.	0.			DESIGNATED AND OR GRANTED IN SUPPORT OF AGENCY PROGRAMS
KIDS CHANCE OF MARYLAND, INC. 1750 K STREET NW, SUITE 700 TOWSON, MD 21286	52-2037902	501(C)(3)	7,284.	0.			DESIGNATED AND OR GRANTED IN SUPPORT OF AGENCY PROGRAMS
L.A.M.B. CDC 1263 E. NORTH AVE BALTIMORE, MD 21202	52-1946046	501(C)(3)	10,000.	0.			DESIGNATED AND OR GRANTED IN SUPPORT OF AGENCY PROGRAMS
LEA'S FOUNDATION FOR LEUKEMIA RESEARCH, - 522 COTTAGE GROVE RD BLDG H - BLOOMFIELD, CT 06002	06-1520923	501(C)(3)	16,235.	0.			DESIGNATED AND OR GRANTED IN SUPPORT OF AGENCY PROGRAMS
LIFEBRIDGE HEALTH 2401 W. BELVEDERE AVE. BALTIMORE, MD 21215	52-1402373	501(C)(3)	36,700.	0.			DESIGNATED AND OR GRANTED IN SUPPORT OF AGENCY PROGRAMS
LIGHT HOUSE SHELTER OF ANNAPOLIS 10 HUDSON ST. ANNAPOLIS, MD 21401	52-1671388	501(C)(3)	9,071.	0.			DESIGNATED AND OR GRANTED IN SUPPORT OF AGENCY PROGRAMS

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LIVING CLASSROOMS FOUNDATION 1417 THAMES ST BALTIMORE, MD 21231	52-1369524	501(C)(3)	53,723.	0.			DESIGNATED AND OR GRANTED IN SUPPORT OF AGENCY PROGRAMS
LOCUST UNITED METHODIST CHURCH 10400 SHAKER DR SIMPSONVILLE, MD 21150	52-1255886	501(C)(3)	10,000.	0.			DESIGNATED AND OR GRANTED IN SUPPORT OF AGENCY PROGRAMS
MARIAN HOUSE, INC. 949 GORSUCH AVENUE BALTIMORE, MD 21218	52-1243849	501(C)(3)	16,914.	0.			DESIGNATED AND OR GRANTED IN SUPPORT OF AGENCY PROGRAMS
MARYLAND AFRICAN AMERICAN MUSEUM CORP. - 830 E PRATT ST - BROOKLYN, MD 21202	52-2107879	501(C)(3)	214,165.	0.			DESIGNATED AND OR GRANTED IN SUPPORT OF AGENCY PROGRAMS
MARYLAND FAMILY NETWORK 1001 EASTERN AVE., 2ND FL. BALTIMORE, MD 21202	52-1486702	501(C)(3)	12,125.	0.			DESIGNATED AND OR GRANTED IN SUPPORT OF AGENCY PROGRAMS
MARYLAND FOOD BANK, INC. - BALTIMORE - 2200 HALETHORPE FARMS RD. - BALTIMORE, MD 21217	52-1135690	501(C)(3)	75,706.	0.			DESIGNATED AND OR GRANTED IN SUPPORT OF AGENCY PROGRAMS
MARYLAND LEGAL AID 500 E. LEXINGTON ST. BALTIMORE, MD 21202	52-0591621	501(C)(3)	12,519.	0.			DESIGNATED AND OR GRANTED IN SUPPORT OF AGENCY PROGRAMS
MARYLAND NONPROFITS 1500 UNION AVE, STE.2500 BALTIMORE, MD 21211	52-1749231	501(C)(3)	50,225.	0.			DESIGNATED AND OR GRANTED IN SUPPORT OF AGENCY PROGRAMS
MARYLAND PHILANTHROPY NETWORK 1600 W 41ST STREET - SUITE 700 BALTIMORE, MD 21211	52-1326863	501(C)(3)	25,000.	0.			DESIGNATED AND OR GRANTED IN SUPPORT OF AGENCY PROGRAMS

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MARYLAND SCIENCE CENTER 601 LIGHT ST. BALTIMORE, MD 21201	52-0668166	501(C)(3)	7,274.	0.			DESIGNATED AND OR GRANTED IN SUPPORT OF AGENCY PROGRAMS
MARYLAND SPCA OF BALTIMORE CITY, INC. - 3300 FALLS RD. - BALTIMORE, MD 21211	52-6001558	501(C)(3)	11,454.	0.			DESIGNATED AND OR GRANTED IN SUPPORT OF AGENCY PROGRAMS
MARYVALE PREPARATORY SCHOOL 11300 FALLS RD. LUTHERVILLE, MD 21093	52-1160935	501(C)(3)	5,071.	0.			DESIGNATED AND OR GRANTED IN SUPPORT OF AGENCY PROGRAMS
MEALS ON WHEELS OF CENTRAL MARYLAND - 515 S HAVEN STREET - BALTIMORE, MD 21202	52-6074723	501(C)(3)	26,082.	0.			DESIGNATED AND OR GRANTED IN SUPPORT OF AGENCY PROGRAMS
MENTORING MALE TEENS IN THE HOOD 7811 WHISTLING PINES CT. BALTIMORE, MD 21202	52-2323330	501(C)(3)	5,439.	0.			DESIGNATED AND OR GRANTED IN SUPPORT OF AGENCY PROGRAMS
MERCY HEALTH SERVICES, INC. 301 ST. PAUL. PL. LUTHERVILLE, MD 21093	52-2173382	501(C)(3)	5,067.	0.			DESIGNATED AND OR GRANTED IN SUPPORT OF AGENCY PROGRAMS
MERCY MEDICAL CENTER 301 ST. PAUL ST. BALTIMORE, MD 21210	52-0591658	501(C)(3)	5,460.	0.			DESIGNATED AND OR GRANTED IN SUPPORT OF AGENCY PROGRAMS
MERIT - MEDICAL EDUCATION RESOURCES - 1 NORTH HAVEN STREET - SUITE 4 - BROOKLYN, MD 21225	47-1139530	501(C)(3)	15,257.	0.			DESIGNATED AND OR GRANTED IN SUPPORT OF AGENCY PROGRAMS
MESSIAH COMMUNITY CHURCH 909 BERRYMANS LN. CUMBERLAND, MD 21502	20-4397841	501(C)(3)	6,277.	0.			DESIGNATED AND OR GRANTED IN SUPPORT OF AGENCY PROGRAMS

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MOBBERLY BAPTIST CHURCH 625 E. LOOP 281 LONGVIEW, TX 75605	75-1008423	501(C)(3)	19,912.	0.			DESIGNATED AND OR GRANTED IN SUPPORT OF AGENCY PROGRAMS
MOVING HISTORY INC 5232 TRAMORE RD BALTIMORE, MD 21214	87-2760999	501(C)(3)	45,000.	0.			DESIGNATED AND OR GRANTED IN SUPPORT OF AGENCY PROGRAMS
MUSE 360 INC 1523 ROUNDHILL RD BALTIMORE, MD 21218	20-3366845	501(C)(3)	55,822.	0.			DESIGNATED AND OR GRANTED IN SUPPORT OF AGENCY PROGRAMS
MY FREEDOM CHURCH PO BOX 160 BEL AIR, MD 21014	52-2102603	501(C)(3)	10,400.	0.			DESIGNATED AND OR GRANTED IN SUPPORT OF AGENCY PROGRAMS
NEW SERVICE TRAINING EMPLOYMENT PROGRAM INC (NSTEP) - 1118 OAK TREE DR - HAVRE DE GRACE, MD 21078	83-1817071	501(C)(3)	48,442.	0.			DESIGNATED AND OR GRANTED IN SUPPORT OF AGENCY PROGRAMS
NEW VISION YOUTH SERVICES 9956 LIBERTY RD RANDALLSTOWN, MD 21133	14-1913788	501(C)(3)	64,548.	0.			DESIGNATED AND OR GRANTED IN SUPPORT OF AGENCY PROGRAMS
N-STEP INC 5 CHURCH CREEK RD BELCAMP, MD 21017	83-1817071	501(C)(3)	18,266.	0.			DESIGNATED AND OR GRANTED IN SUPPORT OF AGENCY PROGRAMS
NUESTRAS RAICES INC 3403 GOUGH ST BALTIMORE, MD 21224	83-3734567	501(C)(3)	7,500.	0.			DESIGNATED AND OR GRANTED IN SUPPORT OF AGENCY PROGRAMS
ORGANIZATION FOR AUTISM RESEARCH 2111 WILSON BOULEVARD - SUITE 401 ARLINGTON, VA 22201	54-2062167	501(C)(3)	5,595.	0.			DESIGNATED AND OR GRANTED IN SUPPORT OF AGENCY PROGRAMS

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PACT: HELPING CHILDREN WITH SPECIAL - 7000 TUDSBURY RD. - BALTIMORE, MD 21244	52-1230183	501(C)(3)	37,308.	0.			DESIGNATED AND OR GRANTED IN SUPPORT OF AGENCY PROGRAMS
PAHANSILA SCHOLARSHIP PROJECT INC. 523 CRAFTSMAN CIRCLE BREA, CA 92821	20-3642201	501(C)(3)	5,700.	0.			DESIGNATED AND OR GRANTED IN SUPPORT OF AGENCY PROGRAMS
PATHS FOR FAMILIES 4061 POWDER MILL ROAD, SUITE 320 CALVERTON, MD 20705	52-1703994	501(C)(3)	9,783.	0.			DESIGNATED AND OR GRANTED IN SUPPORT OF AGENCY PROGRAMS
PAUL'S PLACE 1118 WARD STREET BALTIMORE, MD 21230	52-1372359	501(C)(3)	14,163.	0.			DESIGNATED AND OR GRANTED IN SUPPORT OF AGENCY PROGRAMS
PLANNED PARENTHOOD FEDERATION OF AMERICA - 123 WILLIAM ST., NO. 10 FL - NEW YORK, NY 10038	13-1644147	501(C)(3)	6,025.	0.			DESIGNATED AND OR GRANTED IN SUPPORT OF AGENCY PROGRAMS
PLANNED PARENTHOOD OF MARYLAND, INC. - 330 N. HOWARD ST. - BALTIMORE, MD 21201	52-0607930	501(C)(3)	48,198.	0.			DESIGNATED AND OR GRANTED IN SUPPORT OF AGENCY PROGRAMS
PROVINCE OF OUR LADY OF CONSOLATION - 103 ST. FRANCIS BLVD. - MOUNT SAINT FRANCIS, IN 47146	35-6019627	501(C)(3)	15,000.	0.			DESIGNATED AND OR GRANTED IN SUPPORT OF AGENCY PROGRAMS
REDEEMER FELLOWSHIP INC 11 POLLY DRUMMOND SHOPPING CENTER NEWARK, DE 19711	82-4372478	501(C)(3)	18,000.	0.			DESIGNATED AND OR GRANTED IN SUPPORT OF AGENCY PROGRAMS
RESCUE MISSION OF EL PASO, INC. 221 NORTH LEE STREET EL PASO, TX 79901	74-6062443	501(C)(3)	10,000.	0.			DESIGNATED AND OR GRANTED IN SUPPORT OF AGENCY PROGRAMS

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ROCA BALTIMORE 880 PARK AVENUE BALTIMORE, MD 21201	22-3223641	501(C)(3)	10,462.	0.			DESIGNATED AND OR GRANTED IN SUPPORT OF AGENCY PROGRAMS
ROLAND PARK COUNTRY SCHOOL 5204 ROLAND AVE. BALTIMORE, MD 21210	52-0591631	501(C)(3)	5,500.	0.			DESIGNATED AND OR GRANTED IN SUPPORT OF AGENCY PROGRAMS
RONALD MCDONALD HOUSE CHARITIES OF BALTIMORE - 1 AISQUITH STREET - BALTIMORE, MD 21202	52-1184957	501(C)(3)	6,083.	0.			DESIGNATED AND OR GRANTED IN SUPPORT OF AGENCY PROGRAMS
ROWDY ORB.IT 1707 LORMAN ST BALTIMORE, MD 21217	85-1958299	501(C)(3)	89,906.	0.			DESIGNATED AND OR GRANTED IN SUPPORT OF AGENCY PROGRAMS
SAINT AGNES HOSPITAL FOUNDATION, INC. - 900 S. CATON AVE. - MAILSTOP 123 - BALTIMORE, MD 21229	52-1415083	501(C)(3)	7,175.	0.			DESIGNATED AND OR GRANTED IN SUPPORT OF AGENCY PROGRAMS
SAINT IGNATIUS LOYOLA ACADEMY 300 EAST GITTINGS ST. BALTIMORE, MD 21230	52-1819203	501(C)(3)	18,448.	0.			DESIGNATED AND OR GRANTED IN SUPPORT OF AGENCY PROGRAMS
SAINT JAMES ACADEMY 3100 MONKTON RD. MONKTON, MD 21111	52-0607947	501(C)(3)	15,000.	0.			DESIGNATED AND OR GRANTED IN SUPPORT OF AGENCY PROGRAMS
SAINT ROSE OF LIMA - YORK 950 WEST MARKET STREET YORK, PA 17401	23-1494791	501(C)(3)	10,000.	0.			DESIGNATED AND OR GRANTED IN SUPPORT OF AGENCY PROGRAMS
SALVATION ARMY, BALTIMORE AREA COMMAND - 814 LIGHT ST. - BALTIMORE, MD 21230	58-0660607	501(C)(3)	8,379.	0.			DESIGNATED AND OR GRANTED IN SUPPORT OF AGENCY PROGRAMS

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SAMARITAN'S PURSE PO BOX 3000 BOONE, NC 28607	58-1437002	501(C)(3)	7,326.	0.			DESIGNATED AND OR GRANTED IN SUPPORT OF AGENCY PROGRAMS
SEXUAL ASSAULT/SPOUSE ABUSE RESOURCE - 20 NORTH MAIN STREET - BEL AIR, MD 21014	52-1224705	501(C)(3)	13,602.	0.			DESIGNATED AND OR GRANTED IN SUPPORT OF AGENCY PROGRAMS
SINAI HOSPITAL OF BALTIMORE 2401 WEST BELVEDERE AVE. BALTIMORE, MD 21215	52-0486540	501(C)(3)	233,706.	0.			DESIGNATED AND OR GRANTED IN SUPPORT OF AGENCY PROGRAMS
SOUTHEAST COMMUNITY DEVELOPMENT CORP INC - 3323 EASTERN AVENUE -SUITE 200 - BALTIMORE, MD 21224	52-1034466	501(C)(3)	81,504.	0.			DESIGNATED AND OR GRANTED IN SUPPORT OF AGENCY PROGRAMS
ST. AGNES HEALTHCARE INC 900 CATON AVE BALTIMORE, MD 21229-5201	52-0591657	501(C)(3)	152,050.	0.			DESIGNATED AND OR GRANTED IN SUPPORT OF AGENCY PROGRAMS
ST. JOHN THE BAPTIST CATHOLIC CHURCH - 315 N. CONSTITUTION AVE. - NEW FREEDOM, PA 17349	84-3660030	501(C)(3)	8,250.	0.			DESIGNATED AND OR GRANTED IN SUPPORT OF AGENCY PROGRAMS
ST. JUDE CHILDREN'S RESEARCH HOSPITAL - 262 DANNY THOMAS PL. - MEMPHIS, TN 38105	62-0646012	501(C)(3)	28,746.	0.			DESIGNATED AND OR GRANTED IN SUPPORT OF AGENCY PROGRAMS
ST. VINCENT DE PAUL OF BALTIMORE 2305 N. CHARLES ST., STE 300 BALTIMORE, MD 21218	52-0597056	501(C)(3)	15,637.	0.			DESIGNATED AND OR GRANTED IN SUPPORT OF AGENCY PROGRAMS
STATION NORTH TOOL LIBRARY INC. 417 E. OLIVER STREET BALTIMORE, MD 21202	84-3734496	501(C)(3)	45,500.	0.			DESIGNATED AND OR GRANTED IN SUPPORT OF AGENCY PROGRAMS

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STONEBRIDGE UNITED METHODIST CHURCH - 1800 S. STONEBRIDGE DRIVE - MCKINNEY, TX 75072	75-2617862	501(C)(3)	10,000.	0.			DESIGNATED AND OR GRANTED IN SUPPORT OF AGENCY PROGRAMS
TEACH FOR AMERICA- BALTIMORE 2601 N HOWARD ST. - SUITE 300 BALTIMORE, MD 21218	13-3541913	501(C)(3)	28,467.	0.			DESIGNATED AND OR GRANTED IN SUPPORT OF AGENCY PROGRAMS
TEXAS A & M UNIVERSITY 12TH MAN PO BOX 2800 COLLEGE STATION, TX 77841	74-1185725	501(C)(3)	20,000.	0.			DESIGNATED AND OR GRANTED IN SUPPORT OF AGENCY PROGRAMS
THE ASSOCIATED - JEWISH COMMUNITY 101 W. MOUNT ROYAL AVE. BALTIMORE, MD 21201	52-6024192	501(C)(3)	140,312.	0.			DESIGNATED AND OR GRANTED IN SUPPORT OF AGENCY PROGRAMS
THE COMPOUND INC 2239 KIRK AVE BALTIMORE, MD 21218	82-4930672	501(C)(3)	50,000.	0.			DESIGNATED AND OR GRANTED IN SUPPORT OF AGENCY PROGRAMS
THE JOHNS HOPKINS HOSPITAL 1800 ORLEANS ST. BALTIMORE, MD 21287	52-0595110	501(C)(3)	203,773.	0.			DESIGNATED AND OR GRANTED IN SUPPORT OF AGENCY PROGRAMS
THE LIFT CHURCH P.O. BOX 5739 SEVIERVILLE, TN 37864	81-4245522	501(C)(3)	9,000.	0.			DESIGNATED AND OR GRANTED IN SUPPORT OF AGENCY PROGRAMS
THE MARCHING ELITE FOUNDATION 1502 OLMSTEAD ST CURTIS BAY, MD 21226	20-8470152	501(C)(3)	28,150.	0.			DESIGNATED AND OR GRANTED IN SUPPORT OF AGENCY PROGRAMS
THE NATIONAL GREAT BLACKS IN WAX MUSEUM INC - 1601-03 E. NORTH AVE - BALTIMORE, MD 21213	52-1319585	501(C)(3)	93,750.	0.			DESIGNATED AND OR GRANTED IN SUPPORT OF AGENCY PROGRAMS

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 PRODUCERS CLUB OF MARYLAND INC PO BOX 13246 BALTIMORE, MD 21203	52-1828837	501(C)(3)	160,866.	0.			DESIGNATED AND OR GRANTED IN SUPPORT OF AGENCY PROGRAMS
THE URBAN OASIS INC 2812 CLIFTON AVE BALTIMORE, MD 21216	84-3768675	501(C)(3)	30,000.	0.			DESIGNATED AND OR GRANTED IN SUPPORT OF AGENCY PROGRAMS
THREAD, INC. PO BOX 1584 BALTIMORE, MD 21203	84-1700955	501(C)(3)	12,123.	0.			DESIGNATED AND OR GRANTED IN SUPPORT OF AGENCY PROGRAMS
TOWSON UNIVERSITY FOUNDATION 8000 YORK RD. TOWSON, MD 21252	52-0939453	501(C)(3)	12,887.	0.			DESIGNATED AND OR GRANTED IN SUPPORT OF AGENCY PROGRAMS
UMMS FOUNDATION 110 S. PACA STREET, 9TH FLOOR BALTIMORE, MD 21201	52-2238893	501(C)(3)	15,155.	0.			DESIGNATED AND OR GRANTED IN SUPPORT OF AGENCY PROGRAMS
UNITED CHURCH P.O. BOX 1956 DOVER, DE 19903	47-3080945	501(C)(3)	31,116.	0.			DESIGNATED AND OR GRANTED IN SUPPORT OF AGENCY PROGRAMS
UNITED NEGRO COLLEGE FUND INC. 1805 7TH ST NW WASHINGTON, DC 20001	13-1624241	501(C)(3)	6,134.	0.			DESIGNATED AND OR GRANTED IN SUPPORT OF AGENCY PROGRAMS
UNITED WAY OF BERGEN COUNTY 6 FOREST AVENUE, SUITE 220 PARAMUS, NJ 07652	22-6028959	501(C)(3)	25,139.	0.			DESIGNATED AND OR GRANTED IN SUPPORT OF AGENCY PROGRAMS
UNITED WAY OF CENTRAL WEST VIRGINIA - 1 UNITED WAY SQ. - CHARLESTON, WV 25301	55-0402755	501(C)(3)	17,521.	0.			DESIGNATED AND OR GRANTED IN SUPPORT OF AGENCY PROGRAMS

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
UNITED WAY OF FREDERICK COUNTY, INC. - 22 S. MARKET ST. STE. 5 - FREDERICK, MD 21705	52-0607973	501(C)(3)	6,937.	0.			DESIGNATED AND OR GRANTED IN SUPPORT OF AGENCY PROGRAMS
UNITED WAY OF MAUI FIRE RELIEF FUND - P.O. BOX 275 - KAHULUI, HI 96733	99-0086524	501(C)(3)	110,023.	0.			DESIGNATED AND OR GRANTED IN SUPPORT OF AGENCY PROGRAMS
UNITED WAY OF MIAMI DADE 3250 SW THIRD AVE. MIAMI, FL 33129	59-0830840	501(C)(3)	100,000.	0.			DESIGNATED AND OR GRANTED IN SUPPORT OF AGENCY PROGRAMS
UNITED WAY OF SAN ANTONIO / BEXAR COUNTY - 700 S. ALAMO - SAN ANTONIO, TX 78205	74-1272381	501(C)(3)	5,888.	0.			DESIGNATED AND OR GRANTED IN SUPPORT OF AGENCY PROGRAMS
UNITED WAY OF THE CAPITAL REGION 2235 MILLENNIUM WAY ENOLA, PA 17025	23-1352095	501(C)(3)	5,989.	0.			DESIGNATED AND OR GRANTED IN SUPPORT OF AGENCY PROGRAMS
UNITED WAY OF THE NATIONAL CAPITAL AREA - 1577 SPRING HILL ROAD, SUITE 420 - VIENNA, VA 22182	53-0234290	501(C)(3)	94,263.	0.			DESIGNATED AND OR GRANTED IN SUPPORT OF AGENCY PROGRAMS
UNITED WAY OF YORK COUNTY 104 E. MARKET ST YORK, PA 17401	23-1352588	501(C)(3)	12,473.	0.			DESIGNATED AND OR GRANTED IN SUPPORT OF AGENCY PROGRAMS
UNITED WAY SUNCOAST, TAMPA BAY 5201 W. KENNEDY BLVD., STE. 600 TAMPA, FL 33609	59-3725701	501(C)(3)	9,264.	0.			DESIGNATED AND OR GRANTED IN SUPPORT OF AGENCY PROGRAMS
UNIVERSITY OF MARYLAND BALTIMORE PO BOX 41428 BALTIMORE, MD 21203	52-6002033	501(C)(3)	83,334.	0.			DESIGNATED AND OR GRANTED IN SUPPORT OF AGENCY PROGRAMS

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
UNIVERSITY OF MARYLAND BALTIMORE COUNTY - P.O. BOX 41428 - BALTIMORE, MD 21250	52-6002033	501(C)(3)	125,064.	0.			DESIGNATED AND OR GRANTED IN SUPPORT OF AGENCY PROGRAMS
UNIVERSITY OF MARYLAND COLLEGE PARK FOUNDATION, INC. - 4603 CALVERT RD - COLLEGE PARK, MD 20740	52-2197313	501(C)(3)	5,111.	0.			DESIGNATED AND OR GRANTED IN SUPPORT OF AGENCY PROGRAMS
UNIVERSITY OF MARYLAND MEDICAL CENTER LLC - 250 W. PRATT ST - BALTIMORE, MD 21201	32-0443777	501(C)(3)	84,523.	0.			DESIGNATED AND OR GRANTED IN SUPPORT OF AGENCY PROGRAMS
UPLIFT ALLIANCE INC 220 ARCH ST, 14TH FL BALTIMORE, MD 21202	93-2244713	501(C)(3)	12,500.	0.			DESIGNATED AND OR GRANTED IN SUPPORT OF AGENCY PROGRAMS
UPSURGE BALTIMORE COMMUNITY INC PO BOX 69630 BALTIMORE, MD 21264-9630	88-1443475	501(C)(3)	250,000.	0.			DESIGNATED AND OR GRANTED IN SUPPORT OF AGENCY PROGRAMS
VALLEY BAPTIST CHURCH-LUTHERVILLE 1401 YORK ROAD LUTHERVILLE, MD 21093	52-0858558	501(C)(3)	14,400.	0.			DESIGNATED AND OR GRANTED IN SUPPORT OF AGENCY PROGRAMS
WALTERS ART GALLERY 600 NORTH CHARLES ST. BALTIMORE, MD 21201	52-1194738	501(C)(3)	38,681.	0.			DESIGNATED AND OR GRANTED IN SUPPORT OF AGENCY PROGRAMS
WOMEN'S CARE CENTER - YORK, PA 40 S. RICHLAND AVENUE YORK, PA 17404	35-1609945	501(C)(3)	6,000.	0.			DESIGNATED AND OR GRANTED IN SUPPORT OF AGENCY PROGRAMS
WOMEN'S EDUCATION ALLIANCE- (WEA) 308 WEST JOPPA RD TOWSON, MD 21204	53-0196617	501(C)(3)	25,000.	0.			DESIGNATED AND OR GRANTED IN SUPPORT OF AGENCY PROGRAMS

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
WOUNDED WARRIOR PROJECT 4899 BELFORT RD STE 300 JACKSONVILLE, FL 32256	20-2370934	501(C)(3)	10,642.	0.			DESIGNATED AND OR GRANTED IN SUPPORT OF AGENCY PROGRAMS
WYPR YOUR PUBLIC RADIO CORP. BALTIMORE - 2216 N. CHARLES ST. - BALTIMORE, MD 21218	31-1770828	501(C)(3)	5,321.	0.			DESIGNATED AND OR GRANTED IN SUPPORT OF AGENCY PROGRAMS
YCM ASSOCIATION OFFICE 303 W. CHESAPEAKE AVE. TOWSON, MD 21204	52-0591699	501(C)(3)	22,097.	0.			DESIGNATED AND OR GRANTED IN SUPPORT OF AGENCY PROGRAMS

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

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

PART 1, LINE 2:
GRANT FUNDING IS CONTINGENT ON A FAVORABLE REVIEW BY UWCM OF THE GRANTEE'S MOST RECENT AUDIT AND FORM 990 AND AFFIRMATION OF 501(C)(3) STATUS. GRANTEES ARE ALSO REQUIRED TO PROVIDE PERIODIC (USUALLY SEMI-ANNUAL) REPORTS ON THEIR DELIVERABLES AND OUTCOMES AS SPECIFIED IN THE GRANT AGREEMENT. UWCM REVIEWS THESE REPORTS AND MEETS PERIODICALLY WITH GRANTEES TO ENSURE THEIR PERFORMANCE MEETS EXPECTATIONS. STAFF WORKS CLOSELY WITH AGENCIES ON CORRECTIVE PLANS OR MODIFICATIONS WHERE PERFORMANCE DEFICIENCIES ARE IDENTIFIED.

SCHEDULE I, PART II
ORGANIZATIONS LISTED IN SCHEDULE I, PART II, REPRESENT THOSE RECEIVING: (1) IMPACT, EMERGENCY AND DIRECTED GRANTS AS APPROVED BY UWCM'S BOARD OF DIRECTORS AND PARTNERSHIP BOARDS, AND/OR (2) DONOR-DESIGNATED GIFTS MADE THROUGH VARIOUS CAMPAIGNS IN WHICH UWCM SERVES AS FUNDRAISER AND FISCAL ADMINISTRATOR (UWCM'S PRIVATE SECTOR CAMPAIGN).

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

THE UNITED WAY OF CENTRAL MARYLAND, INC.

Employer identification number

52-0591543

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) FRANKLYN BAKER	(i)	336,539.	54,887.	1,112.	14,701.	30,146.	437,385.	0.
PRESIDENT & CEO	(ii)	0.	0.	0.	0.	0.	0.	0.
(2) MARTINA A. MARTIN	(i)	171,201.	49,151.	2,111.	10,405.	31,417.	264,285.	0.
SVP & CHIEF OPERATING OFFICER	(ii)	0.	0.	0.	0.	0.	0.	0.
(3) JAMES MCINTYRE	(i)	218,795.	25,956.	484.	8,311.	1,033.	254,579.	0.
SVP & CHIEF FINANCIAL OFFICER	(ii)	0.	0.	0.	0.	0.	0.	0.
(4) SANDRA MONCK	(i)	188,171.	23,131.	1,196.	11,071.	16,433.	240,002.	0.
SVP & CHIEF IMPACT OFFICER	(ii)	0.	0.	0.	0.	0.	0.	0.
(5) JOHN TAYLOR	(i)	169,881.	20,400.	653.	9,458.	11,297.	211,689.	0.
VP & CHIEF INFORMATION OFFICER	(ii)	0.	0.	0.	0.	0.	0.	0.
(6) LILLIAN KILROY	(i)	168,248.	20,327.	1,922.	7,494.	11,230.	209,221.	0.
SVP & CHIEF DEVELOPMENT OFFICER	(ii)	0.	0.	0.	0.	0.	0.	0.
(7) GAIL T. JAMES	(i)	151,736.	19,083.	912.	7,784.	27,142.	206,657.	0.
VP & CHIEF ACCOUNTING OFFICER	(ii)	0.	0.	0.	0.	0.	0.	0.
(8) YING ZHANG	(i)	157,675.	19,800.	219.	3,933.	19,587.	201,214.	0.
VP & CHIEF RESEARCH OFFICER	(ii)	0.	0.	0.	0.	0.	0.	0.
(9) ROBERT L. CLARK	(i)	168,163.	20,327.	995.	7,300.	3,728.	200,513.	0.
SVP & CHIEF GRANTS OFFICER	(ii)	0.	0.	0.	0.	0.	0.	0.
(10) LAURA L JOHNSON	(i)	171,242.	20,327.	651.	6,302.	1,379.	199,901.	0.
SVP & CHIEF ACCELERATION OFFICER	(ii)	0.	0.	0.	0.	0.	0.	0.
(11) HOLLY JOYCE HOEY	(i)	143,685.	18,033.	265.	8,197.	14,438.	184,618.	0.
SVP & CHIEF PRINCIPAL GIFTS OFFICER	(ii)	0.	0.	0.	0.	0.	0.	0.
(12) JEFF PRATT	(i)	129,406.	15,777.	256.	7,133.	29,936.	182,508.	0.
VP, MAJOR GIFTS	(ii)	0.	0.	0.	0.	0.	0.	0.
(13) HEATHER N. CHAPMAN	(i)	144,068.	17,430.	182.	7,110.	12,277.	181,067.	0.
VP & DEPUTY CHIEF IMPACT OFFICER	(ii)	0.	0.	0.	0.	0.	0.	0.
(14) RENEE BECK	(i)	149,205.	17,700.	124.	6,714.	893.	174,636.	0.
VP & CHIEF MARKETING INNOVATION OFFI	(ii)	0.	0.	0.	0.	0.	0.	0.
(15) ANGELA C. MCALLISTER	(i)	146,459.	17,430.	181.	8,342.	1,926.	174,338.	0.
VP & DEPUTY CHIEF IMPACT OFFICER	(ii)	0.	0.	0.	0.	0.	0.	0.
(16) KEITH BRYANT	(i)	137,661.	16,524.	173.	3,818.	11,282.	169,458.	0.
VP & CHIEF OF STAFF	(ii)	0.	0.	0.	0.	0.	0.	0.

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				
(17) SHELLY HALLMAN	(i)	113,712.	14,809.	89.	5,812.	30,537.	164,959.	0.
VP GRANT DEVELOPMENT	(ii)	0.	0.	0.	0.	0.	0.	0.
(18) DANIEL R. MANGIAVELLANO	(i)	115,106.	14,457.	134.	4,556.	30,159.	164,412.	0.
VP PLANNED & MAJOR GIFTS	(ii)	0.	0.	0.	0.	0.	0.	0.
(19) MAUREEN S. HARRIS	(i)	114,842.	14,400.	205.	2,226.	29,926.	161,599.	0.
VP OF MAJOR GIFTS	(ii)	0.	0.	0.	0.	0.	0.	0.
(20) JULIA SMITH	(i)	118,580.	14,720.	612.	5,184.	21,674.	160,770.	0.
VP, OPERATIONS & ORGANIZATIONAL DEV	(ii)	0.	0.	0.	0.	0.	0.	0.
(21) SARAH MALLONGA	(i)	121,342.	14,577.	623.	6,981.	10,591.	154,114.	0.
VP, RESULTS & ACCOUNTABILITY	(ii)	0.	0.	0.	0.	0.	0.	0.
(22) WINDY DEESE	(i)	115,332.	14,720.	1,178.	6,769.	13,192.	151,191.	0.
VP, PUBLIC POLICY & ECONOMIC ADVANCE	(ii)	0.	0.	0.	0.	0.	0.	0.
	(i)							
	(ii)							
	(i)							
	(ii)							
	(i)							
	(ii)							
	(i)							
	(ii)							
	(i)							
	(ii)							
	(i)							
	(ii)							
	(i)							
	(ii)							
	(i)							
	(ii)							
	(i)							
	(ii)							

Part III **Supplemental Information**

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

SCHEDULE L
(Form 990)
(Rev. December 2024)
Department of the Treasury
Internal Revenue Service

Transactions With Interested Persons

Complete if the organization answered "Yes" on Form 990, Part IV, line 25a, 25b, 26, 27, 28a, 28b, or 28c; or Form 990-EZ, Part V, line 38a or 40b.
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
THE UNITED WAY OF CENTRAL MARYLAND, INC.

Employer identification number
52-0591543

Part I Excess Benefit Transactions (section 501(c)(3), section 501(c)(4), and section 501(c)(29) organizations only)

Complete if the organization answered "Yes" on Form 990, Part IV, line 25a or 25b; or Form 990-EZ, Part V, line 40b.

1 **(a)** Name of disqualified person	**(b)** Relationship between disqualified person and organization	**(c)** Description of transaction	**(d)** Corrected? Yes	No
(1)				
(2)				
(3)				
(4)				
(5)				
(6)				

2 Enter the amount of tax incurred by the organization managers or disqualified persons during the year under section 4958 ..... $

3 Enter the amount of tax, if any, on line 2, above, reimbursed by the organization ..... $

Part II Loans to and/or From Interested Persons

Complete if the organization answered "Yes" on Form 990-EZ, Part V, line 38a, or Form 990, Part IV, line 26; or if the organization reported an amount on Form 990, Part X, line 5, 6, or 22.

(a) Name of interested person	**(b)** Relationship with organization	**(c)** Purpose of loan	**(d)** Loan to or from the organization? To	From	**(e)** Original principal amount	**(f)** Balance due	**(g)** In default? Yes	No	**(h)** Approved by board or committee? Yes	No	**(i)** Written agreement? Yes	No
(1)												
(2)												
(3)												
(4)												
(5)												
(6)												
(7)												
(8)												
(9)												
(10)												
Total						$						

Part III Grants or Assistance Benefiting Interested Persons

Complete if the organization answered "Yes" on Form 990, Part IV, line 27.

(a) Name of interested person	**(b)** Relationship between interested person and the organization	**(c)** Amount of assistance	**(d)** Type of assistance	**(e)** Purpose of assistance
(1)				
(2)				
(3)				
(4)				
(5)				
(6)				
(7)				
(8)				
(9)				
(10)				

Part IV Business Transactions Involving Interested Persons

Complete if the organization answered "Yes" on Form 990, Part IV, line 28a, 28b, or 28c.

(a) Name of interested person	(b) Relationship between interested person and the organization	(c) Amount of transaction	(d) Description of transaction	(e) Sharing of organization's revenues?	
				Yes	No
(1) GARRICK GOOD	BOARD MEMBER	65,000.	COMMUNITY S		X
(2)					
(3)					
(4)					
(5)					
(6)					
(7)					
(8)					
(9)					
(10)					

Part V Supplemental Information

Provide additional information for responses to questions on Schedule L. See instructions.

SCH L, PART IV, BUSINESS TRANSACTIONS INVOLVING INTERESTED PERSONS:
(A) NAME OF PERSON: GARRICK GOOD
(D) DESCRIPTION OF TRANSACTION: COMMUNITY SUPPORT DISTRIBUTION

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

2024

Open to Public Inspection

Name of the organization

THE UNITED WAY OF CENTRAL MARYLAND, INC.

Employer identification number

52-0591543

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	51	2,185,147.	MEAN VALUE DATE GIFT
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 Acknowledgement	29		
30a	During the year, did the organization receive by contribution any property reported on Part I, lines 1 through 28, that it must hold for at least 3 years from the date of the initial contribution, and which isn't required to be used for exempt purposes for the entire holding period?	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 M, PART I, LINE 32B:
DONORS OF STOCK GIFTS ARE TRACKED IN THE SAME MANNER AS CONTRIBUTORS OF CASH GIFTS.

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
THE UNITED WAY OF CENTRAL MARYLAND, INC.

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52-0591543

FORM 990, PART I, LINE 5: NUMBER OF EMPLOYEES:
27 SEASONAL AND 67 TERMINATED EMPLOYEES
185 ACTIVE EMPLOYEES
253 TOTAL NUMBER OF W-2S ISSUED

FORM 990, PART III, LINE 1, DESCRIPTION OF ORGANIZATION MISSION:
HOUSING AND HEALTH. FAMILY STABILITY IS AT THE DESCRIPTION OF ORGANIZATION MISSION: HEART OF THIS WORK, WHICH INCLUDES HELPING CHILDREN BE SUCCESSFUL IN SCHOOL; ENSURING INDIVIDUALS, CHILDREN AND FAMILIES HAVE A SAFE, AFFORDABLE PLACE TO CALL HOME; HELPING PEOPLE FIND STABLE ECONOMIC ADVANCEMENT THAT BRINGS IN ENOUGH INCOME TO COVER THE BASICS, AND ENSURING OUR NEIGHBORS IN NEED HAVE ACCESS TO HEALTHY, NUTRITIOUS FOOD AND HEALTHCARE.

FORM 990, PART III, LINE 4A, PROGRAM SERVICE ACCOMPLISHMENTS:
UNITED WAY USES EXPERTISE, DATA, AND LOCAL KNOWLEDGE TO BETTER UNDERSTAND THE ISSUES FACING CENTRAL MARYLANDERS AND TO MAKE INFORMED INVESTMENT AND PROGRAMMATIC DECISIONS. AS PART OF THIS WORK, UNITED WAY CONVENES LOCAL STAKEHOLDERS AND ACTIVELY WORKS TO DEVELOP COLLECTIVE IMPACT STRATEGIES IN PARTNERSHIP WITH OTHER NONPROFIT ORGANIZATIONS AND GOVERNMENT AGENCIES.

UNITED WAY HAS MOVED BEYOND FUNDRAISING AND GRANTMAKING AND INTO CREATING INNOVATIVE DIRECT-SERVICE INITIATIVES THAT SUPPORT FAMILY STABILITY IN HIGH-NEED COMMUNITIES. UNITED WAY IMPLEMENTS EVIDENCE-BASED BEST PRACTICES AND INCUBATES PROMISING IDEAS IN THE AREAS OF EDUCATION, HOUSING, HEALTH, AND WORKFORCE DEVELOPMENT.

UNITED WAY GRANTMAKING
THROUGH OUR GRANTMAKING, UNITED WAY WORKS TO SUSTAIN AND GROW THE CAPACITY OF COMMUNITY-BASED PARTNERS TO STRENGTHEN FAMILIES AND NEIGHBORHOODS, UNDERPINNING THE COMMUNITY SAFETY NET AND IMPROVING THE LIVES OF CENTRAL MARYLANDERS WHO WORK HARD BUT STILL CANNOT MAKE ENDS MEET. WE DIRECT FUNDING ANNUALLY TO OVER 100 NONPROFIT ORGANIZATIONS THROUGH GRANTS THAT TARGET SPECIFIC COMMUNITY NEEDS, MOSTLY THROUGH A COMPETITIVE ALLOCATION PROCESS ADMINISTERED BY OUR VOLUNTEER REGION UNITED NETWORK ADVISORY BOARDS (RUN BOARDS). EXAMPLES OF GRANTS PROVIDED BY THE UNITED WAY IN FY25 INCLUDE THE FOLLOWING:
NEIGHBORHOOD GRANTS ARE AVAILABLE THROUGH AN OPEN, COMPETITIVE GRANT OPPORTUNITY THAT FOCUSES ON AMPLIFYING THE POWER OF RESIDENTS. NEIGHBORHOOD GRANTS WERE LAUNCHED IN FY21 AND CONTINUED IN SUBSEQUENT YEARS. UNITED WAY HAS COME TO BELIEVE THAT THE TRUE PATH TO REAL, LASTING, AND SYSTEMIC CHANGE IN OUR NEIGHBORHOODS IS ONE THAT IS COMMUNITY-LED, INFORMED BY THEIR IN-DEPTH KNOWLEDGE OF THEIR NEIGHBORHOOD'S EXISTING ASSETS AND NEEDS AND INSPIRED BY THEIR DESIRE FOR A HEALTHIER, HAPPIER COMMUNITY. NONPROFIT ORGANIZATIONS WITH ANNUAL OPERATING BUDGETS OF $500,000 OR LESS ARE ELIGIBLE TO APPLY FOR A NEIGHBORHOOD GRANT. FUNDING DECISIONS ARE INFORMED BY OUR UNITED WAY'S SIX LOCAL REGION UNITED NETWORK (RUN) BOARDS, SERVING EACH OF CENTRAL MARYLAND'S JURISDICTIONS: BALTIMORE CITY, AND ANNE ARUNDEL, BALTIMORE, CARROLL, HARFORD, AND HOWARD COUNTIES. FUNDS ARE ALLOCATED AMONG THE

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SIX JURISDICTIONS BASED ON RELATIVE ALICE POPULATION. RUN BOARD MEMBERS EVALUATE APPLICATIONS AND RECOMMEND GRANTS OF BETWEEN $2,500 AND $10,000 EACH. IN FY25, UNITED WAY RECEIVED 149 APPLICATIONS AND AWARDED 80 NEIGHBORHOOD GRANTS TOTALING $76,477.

CHANGEMAKER CHALLENGE GRANTS ARE AVAILABLE THROUGH AN OPEN, COMPETITIVE GRANT OPPORTUNITY THAT SPARKS SOCIAL INNOVATION TO ADDRESS CHALLENGES FACING OUR COMMUNITIES. CHANGEMAKER CHALLENGE IS HELD EVERY OTHER YEAR. IN FY24 WE RECEIVED 177 CHANGEMAKER CHALLENGE APPLICATIONS. FIFTY-ONE FINALISTS ACROSS CENTRAL MARYLAND WERE EACH PROVIDED A $1,500 STIPEND AND SUPPORT TO FURTHER DEVELOP THEIR IDEAS AND CREATE A TWO-MINUTE PITCH PRESENTATION. FIVE LIVE EVENTS WERE HELD WHERE APPLICANTS PRESENTED THEIR IDEAS AND RESPONDED TO QUESTIONS FROM A COMMUNITY PANEL, AND CHANGEMAKER AWARDS WERE ANNOUNCED. IN TOTAL, 31 CHANGEMAKER AWARDS WERE MADE TOTALING $445,000. FOR ANNE ARUNDEL, BALTIMORE, HARFORD AND HOWARD COUNTIES AND BALTIMORE CITY, THE CHANGEMAKER CHALLENGE IS HELD EVERY TWO YEARS, WITH THE NEXT ONE SCHEDULED FOR FY26. IN FY24 UNITED WAY CONTINUED TO PARTNER WITH THE CARROLL COUNTY CHAMBER OF COMMERCE TO AWARD A $2,000 CHANGEMAKER GRANT THROUGH THEIR ANNUAL BIZ CHALLENGE, TO THE APPLICANT WHO DEMONSTRATES THE BEST PROMISE FOR CREATING POSITIVE SOCIAL IMPACT.

NEIGHBORS UNITED GRANTS ARE DISBURSED BY THE UNITED WAY IN CONJUNCTION WITH THE NEIGHBORS UNITED PROGRAMMATIC TEAM TO PROVIDE CAPACITY BUILDING AND COMMUNITY ENGAGEMENT SUPPORT TO LOCAL NON-PROFITS TO RESPOND TO NEIGHBORHOOD/COMMUNITY NEEDS. THE FIRST COHORT OF THREE PARTNERS WAS SELECTED IN FY20. IN FY24 A NEW COHORT OF PARTNERS WAS SELECTED TO BEGIN WORK IN THREE ADDITIONAL CENTRAL MARYLAND COMMUNITIES. IN FY25 WE CONTINUE TO SUPPORT THE COHORT OF PARTNERS THAT BEGAN IN FY24.

FAMILY STABILITY PROGRAM GRANTS ARE AWARDED TO ORGANIZATIONS WISHING TO SERVE AS FUNDED PARTNERS IN THE IMPLEMENTATION OF A REGIONAL HOMELESSNESS PREVENTION PROGRAM MODEL WITH DEMONSTRATED SUCCESS. UNITED WAY'S FAMILY STABILITY PROGRAM (FSP) HAS WORKED FOR 12 YEARS TO PREVENT HOMELESSNESS FOR AT-RISK FAMILIES. IT IS BASED ON THE SIEMER INSTITUTE'S EVIDENCE-BASED MODEL USED NATIONWIDE TO PREVENT HOMELESSNESS FOR FAMILIES. AN OPEN, COMPETITIVE PROCESS WAS HELD IN FY21 TO IDENTIFY IMPLEMENTATION PARTNERS WHO WOULD RECEIVE FUNDING FOR UP TO FOUR YEARS, THROUGH A YEARLY RENEWAL PROCESS. IMPLEMENTATION PARTNERS' GRANTS WERE RENEWED IN FY22, FY23 AND FY24. UNITED WAY REVISED THE FSP PROGRAM, ADVANCING A MORE MULTIGENERATIONAL APPROACH IN FY25, PROVIDING GRANTS TO 7 NONPROFITS ORGANIZATIONS THAT SERVE AS COMMUNITY-BASED IMPLEMENTATION PARTNERS. IN FY25, 80 FAMILIES (262 INDIVIDUALS; 133 OF WHICH ARE SCHOOL-AGED CHILDREN) WERE SERVED.

COMMUNITY ARTS GRANTS WERE AVAILABLE THROUGH A COMPETITIVE APPLICATION PROCESS IN FY24. UNITED WAY IS SUPPORTING THE MAYOR'S OFFICE OF RECOVERY PROGRAMS BY ADMINISTERING THIS GRANT PROGRAM TO ARTS AND CULTURE ORGANIZATIONS SERVING BALTIMORE CITY. IN TOTAL, 28 PROGRAMMATIC AND CAPITAL GRANTS WERE AWARDED, TOTALING $3.6 MILLION, FOR A 2-YEAR GRANT PERIOD THAT RUNS THROUGH MARCH 2026.

GRANT ELIGIBILITY CRITERIA

THE FOLLOWING ELIGIBILITY REQUIREMENTS APPLY TO ORGANIZATIONS/AGENCIES SEEKING FUNDING FROM UNITED WAY, WITH THE FEW EXCEPTIONS NOTED BELOW. ORGANIZATIONS MUST PROVIDE:

COPY OF THEIR IRS DETERMINATION LETTER IDENTIFYING THE ORGANIZATION AS A NONPROFIT, 501(C)(3) OR OTHER

MOST RECENT COPY (WITHIN THE LAST TWO FISCAL YEARS) OF ONE OF THE

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FOLLOWING FINANCIAL DOCUMENTS:
O FINANCIAL AUDIT OF THEIR ORGANIZATION (FOR ORGANIZATIONS WITH TOTAL GROSS CHARITABLE INCOME OF $750,000 OR MORE)
O FINANCIAL REVIEW, CONDUCTED BY AN INDEPENDENT AUDITOR (FOR ORGANIZATIONS WITH TOTAL GROSS CHARITABLE INCOME BETWEEN $300,000 AND $750,000)
O TWO OF THE FOLLOWING THREE INTERNAL FINANCIAL STATEMENTS: FORM 990, PROFIT/LOSS STATEMENT, ORGANIZATIONAL BUDGET (FOR ORGANIZATIONS WITH TOTAL GROSS CHARITABLE INCOME OF $300,000 OR LESS)
GOOD STANDING CERTIFICATE OF STATUS - FROM MARYLAND'S STATE DEPARTMENT OF ASSESSMENTS & TAXATION (SDAT)
CURRENT ROSTER OF THEIR BOARD OF DIRECTORS

ELIGIBILITY EXCEPTIONS
APPLICANTS WHO ARE NOT ABLE TO MEET UNITED WAY'S ELIGIBILITY REQUIREMENTS MAY USE A FISCAL AGENT. IN THESE CASES, THE FISCAL AGENT IS REQUIRED TO PROVIDE THE NECESSARY DOCUMENTS.
CHANGEMAKER CHALLENGE IN ADDITION TO NONPROFIT ORGANIZATIONS, UNITED WAY'S CHANGEMAKER CHALLENGE IS OPEN TO INDIVIDUALS AND GROUPS OF INDIVIDUALS.

UNITED WAY'S GRANT ALLOCATION PROCESS
UNITED WAY CONDUCTS A COMPREHENSIVE AND STRINGENT GRANT ALLOCATION PROCESS THAT UTILIZES THE EXTENSIVE EXPERIENCE OF STAFF AND RELIES ON THE KNOWLEDGE AND INSIGHT OF LOCAL PROFESSIONAL AND COMMUNITY LEADER VOLUNTEERS WHO LIVE OR WORK IN EACH RESPECTIVE JURISDICTION AND MAKE UP UNITED WAY'S REGION UNITED NETWORK ADVISORY BOARDS (RUN BOARDS). UNITED WAY UTILIZES THESE RUN BOARDS, ONE IN EACH OF THE SIX CENTRAL MARYLAND JURISDICTIONS, TO ADDRESS LOCAL NEEDS AS THEY RELATE TO THE OVERALL IMPACT GOALS OF UNITED WAY.
UNITED WAY ANNOUNCES AND PROMOTES ITS GRANT FUNDING OPPORTUNITIES THROUGH ITS WEBSITE, THROUGH SOCIAL MEDIA PLATFORMS, THROUGH EMAILS TO A COMPREHENSIVE REGIONAL LIST OF NON-PROFIT AGENCIES, AND THROUGH A NETWORK OF COMMUNITY PARTNERS, INCLUDING ITS RUN BOARD MEMBERS. STAFF FIRST REVIEWS APPLICATIONS TO ENSURE THAT APPLICANTS MEET ESTABLISHED ELIGIBILITY CRITERIA AND ARE THEN REVIEWED BY TEAMS OF COMMUNITY MEMBERS (RUN BOARD MEMBERS AND/OR OTHERS DEPENDING ON THE GRANT APPLICATION) WHO SCORE AND RANK THE APPLICATIONS USING ESTABLISHED GRANT REVIEW GUIDELINES. THESE REVIEW TEAMS REVIEW AND DISCUSS APPLICATION SCORES AND RANKING AND MAKE FUNDING RECOMMENDATIONS TO UNITED WAY STAFF. UNITED WAY'S EXECUTIVE MANAGEMENT TEAM AND/OR UNITED WAY'S BOARD OF DIRECTORS MAKE FINAL GRANT AWARD APPROVAL.
EACH ORGANIZATION THAT RECEIVES A GRANT IS REQUIRED TO SUBMIT THE FOLLOWING:
EXECUTED GRANT AGREEMENT SIGNED BY THE ORGANIZATION'S EXECUTIVE DIRECTOR/PRESIDENT/CEO
COPY OF MOST RECENT W-9 FORM.
UNITED WAY'S 2-1-1 MARYLAND INFORMATION FORM, WHEN APPLICABLE

FORM 990, PART III, LINE 4A (CONTINUED PART I):
GRANT REPORTING AND ACCOUNTABILITY
UNITED WAY REQUIRES ALL GRANTEES TO SIGN AN AGREEMENT IN WHICH THE RECIPIENT IS HELD RESPONSIBLE FOR SPECIFIED DELIVERABLES. THE MAJORITY OF PROGRAMMATIC GRANTEES ARE REQUIRED TO REPORT QUARTERLY. SOME, HOWEVER, BASED ON THE GRANT SIZE AND DURATION, ARE REQUIRED TO REPORT ONLY SEMI-ANNUALLY OR ONCE AT THE COMPLETION OF THE GRANT PERIOD.

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UNITED WAY STAFF MEMBERS MONITOR REPORTS TO ENSURE COMPLIANCE WITH GRANT AGREEMENTS AND ENSURE THAT FUNDS ARE EXPENDED ACCORDINGLY. GRANTS MUST BE EXPENDED BY THE END OF THE GRANT PERIOD. CONTINUED FUNDING CAN BE SUSPENDED FOR NON-COMPLIANCE. UNITED WAY STAFF MEMBERS PROVIDE PERIODIC REPORTS TO THE UNITED WAY'S EXECUTIVE TEAM, RUN BOARDS AND BOARD OF DIRECTORS TO DEMONSTRATE THAT FUNDS ARE USED, PROGRAMMATICALLY AND FISCALLY, BY THE GRANTEES AS INTENDED.

DONOR DESIGNATED IN ADDITION TO THE GRANTS OUTLINED ABOVE, 2,071 NONPROFIT ORGANIZATIONS RECEIVED FUNDING THROUGH PRIVATE AND PUBLIC-SECTOR DESIGNATED GIFTS THROUGH THE UNITED WAY'S ANNUAL CAMPAIGN. UNITED WAY ACTS AS A PASS-THROUGH FACILITATOR FOR THIS FUNDING AND DOES NOT ESTABLISH ELIGIBILITY CRITERIA FOR THESE FUNDS, NOR DOES IT MONITOR SPENDING OR REQUIRE REPORTING FROM ORGANIZATIONS RECEIVING THESE FUNDS.

UNITED WAY'S DIRECT SERVICE PROGRAMS

UNITED WAY CONTINUES TO DEVELOP, STRENGTHEN AND EXPAND PROACTIVE INITIATIVES THAT PROVIDE INNOVATIVE SOLUTIONS AIMED AT STRENGTHENING INDIVIDUALS AND FAMILIES.

DURING FY24, UNITED WAY AND ITS PARTNERS SERVED OVER 14,500 PEOPLE FROM DIVERSE BACKGROUNDS THROUGH ITS FAMILY STABILITY PROGRAM GRANTS, DIRECT GRANTS, AND OTHER DIRECT SERVICE ACTIVITIES. WHILE EACH DISTINCT PROGRAM REPORTS TO UNITED WAY ON UNDUPLICATED CLIENTS SERVED, THE TOTAL COUNT OF CLIENTS SERVED BY ALL PROGRAMS COMBINED DOES NOT NECESSARILY REPRESENT UNDUPLICATED CLIENTS, AS A CLIENT MAY RECEIVE SERVICES FROM MORE THAN ONE DISTINCT PROGRAM. BASED ON CLIENTS THAT SELF-REPORTED, THE GENDER DISTRIBUTION WAS APPROXIMATELY 66% FEMALE AND 34% MALE, AND <1% OTHER. THE RACIAL DISTRIBUTION WAS APPROXIMATELY 85% AFRICAN AMERICAN, 8% WHITE, 5% MIXED RACE, <1% ASIAN, <1% AMERICAN INDIAN, <1% NATIVE HAWAIIAN/OTHER PACIFIC ISLANDER, AND 1% OTHER. APPROXIMATELY 6% OF THE POPULATION IDENTIFIED AS HISPANIC/LATINO.

O PROGRAM OVERVIEWS AND RESULTS:
UNITED WAY USES A NATIONALLY RECOGNIZED MODEL TO PREVENT FAMILY HOMELESSNESS IN TARGETED NEIGHBORHOODS. CASE MANAGERS WORK WITH FAMILIES TO BUILD FINANCIAL SECURITY AND SELF-SUFFICIENCY AND REDUCE STUDENT MOBILITY FOR THE FAMILIES' SCHOOL-AGE CHILDREN. IN FY25, UNITED WAY HOUSING PROGRAMS SPANNED 6 LOCATIONS ACROSS THREE CENTRAL MARYLAND JURISDICTIONS. FOR THE MAJORITY OF THESE SITES, UNITED WAY PROVIDES PROGRAMMATIC GRANTS TO COMMUNITY-BASED NON-PROFIT PARTNERS TO IMPLEMENT THE PROGRAMS. UNITED WAY PROVIDES ONGOING PROFESSIONAL DEVELOPMENT AND MONITORS PROGRAM SUCCESS THROUGH REPORTING, SITE VISITS AND DATA ANALYSIS.
O SINCE PROGRAM INCEPTION IN JANUARY 2025 THROUGH JUNE 2025, OF THE 80 FAMILIES THAT HAVE ENROLLED IN OUR HOMELESSNESS PREVENTION PROGRAM, 80 FAMILIES (100%) AVOIDED EVICTION; OF THE 133 SCHOOL-AGE CHILDREN SERVED BY THE PROGRAM, 133 (100%) AVOIDED A DISRUPTIVE SCHOOL MOVE AND REMAINED ENROLLED.

IN MID-MARCH 2024, UNITED WAY LAUNCHED WORKWAYS, A COMPREHENSIVE EMPLOYER/EMPLOYEE ENGAGEMENT PROGRAM DESIGNED TO TRANSFORM AND REDEFINE RELATIONSHIPS BETWEEN EMPLOYERS AND TALENT AND CREATE MORE EQUITABLE WORKING ENVIRONMENTS. FOCUSED ON INCREASING RETENTION RATES, FOSTERING

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PROFESSIONAL DEVELOPMENT, AND DRIVING POSITIVE BUSINESS RESULTS, WORKWAYS PARTNERS WITH EMPLOYERS TO SUPPORT EMPLOYEES BY UTILIZING RESOURCE NAVIGATION, SUPPORTIVE COMMUNITY RESOURCES, AND CAREER COACHING, ALL GROUNDED IN RESEARCH AND BEST PRACTICE MODELS. IN FY25, WORKWAYS HAD SERVED 43 INDIVIDUALS.

UNITED WAY'S HEALTH PROGRAM IN FY24 FOCUSED ON ROBUST STRATEGIC PLANNING FOLLOWING THE END OF COVID RECOVERY AND HEALTH EQUITY WORK. BASED ON IDENTIFIED NEEDS IN CENTRAL MARYLAND, NEW FOCUS AREAS OF SOCIAL-EMOTIONAL WELL-BEING AND FOOD RESILIENCY WERE SOLIDIFIED AND EQUIPPED WITH NEWLY DEVELOPED PROJECTS. IN FY25 THE HEALTH PROGRAM ESTABLISHED TWO-YEAR PARTNERSHIPS IN FIVE JURISDICTIONS, A LARGE GRANT TO A LOCAL GRASSROOTS ORGANIZATION (BLACK YIELD INSTITUTE) TO SERVE MARGINALIZED COMMUNITIES, ESTABLISHED A REGIONAL FOOD RESILIENCE ROUNDTABLE, AS WELL AS DEVELOPED AND PILOTED A TRAUMA EDUCATION WORKSHOP. OVER THE COURSE OF FY25, THE WORK OF UNITED WAY AND ITS FUNDED PARTNERS RESULTED IN THE FOLLOWING:
O 107,351 POUNDS OF FOOD WERE DISTRIBUTED TO 1,715 HOUSEHOLDS IN CARROLL COUNTY.
O FIVE $10,000 MICROGRANTS DISTRIBUTED TO NONPROFITS IN FIVE JURISDICTIONS (ANNE ARUNDEL COUNTY, BALTIMORE CITY, BALTIMORE COUNTY, HARFORD COUNTY, AND HOWARD COUNTY)THROUGH AN OPEN, COMPETITIVE PROCESS.
O REGIONAL FOOD CONSORTIUM STRUCTURE DEVELOPED AND FIRST SESSION HELD.
O 1,500 INDIVIDUALS SERVED IN SOUTH BALTIMORE.

EMERGENCY AND DISASTER SERVICES PROVIDE SUPPORTIVE SERVICES TO INDIVIDUALS AND FAMILIES IN IMMEDIATE CRISIS, OFTEN AS A RESULT OF A NATURAL DISASTER. OVER THE COURSE OF FY24, THROUGH UNITED WAY GRANTS TO PARTNERS:
O 434 DISASTER CLIENTS WERE PROVIDED WITH EMERGENCY FINANCIAL ASSISTANCE TO MEET BASIC NEEDS SUCH AS FOOD, CLOTHING, SHELTER, COMMUNITY REFERRALS AND MENTAL HEALTH SUPPORT.
O 82 CLIENTS FACING ECONOMIC CRISIS, HUNGER OR FOOD INSECURITY RECEIVED EMERGENCY FINANCIAL AND FOOD ASSISTANCE.
O 1,484 HOUSEHOLDS (INCLUDING 3,384 INDIVIDUAL PROGRAM BENEFICIARIES) WHO HAD LOST INCOME DUE TO COVID-19 RECEIVED RENT AND UTILITIES SUPPORT TO AVOID EVICTIONS.

ON APRIL 24, 2024, UNITED WAY HOSTED PROJECT CONNECT HARFORD AT THE EPICENTER IN EDGEWOOD, HARFORD COUNTY. THE EVENT BROUGHT 61 LOCAL NONPROFIT PARTNERS AND 75 VOLUNTEERS UNDER ONE ROOF TO PROVIDE A FULL DAY OF SERVICES, INCLUDING A VISION CLINIC OFFERING EYE EXAMS AND GLASSES, HAIRCUTS, PHYSICAL AND MENTAL HEALTH SCREENINGS AND VACCINATIONS, A FOOD PANTRY, AND ASSISTANCE WITH EXPUNGEMENTS AND BIRTH CERTIFICATE ISSUANCE. 450 FAMILIES WERE SERVED.

UNITED WAY COORDINATES A VETERANS TREATMENT COURT (VTC)IN PARTNERSHIP WITH BOTH THE BALTIMORE CITY AND ANNE ARUNDEL COUNTY DISTRICT COURTS. THE VTC IS A COURT-SUPERVISED, COMPREHENSIVE, AND VOLUNTARY TREATMENT-BASED PROGRAM FOR JUSTICE-INVOLVED VETERANS CHARGED WITH MISDEMEANORS IN THE DISTRICT COURT. VETERANS CHARGED WITH THESE OFFENSES WHO HAVE HAD PRIOR MILITARY SERVICE, WHETHER ELIGIBLE FOR VETERANS AFFAIRS (VA) BENEFITS OR NOT, ARE ELIGIBLE FOR THE VTC. IN RECOGNITION OF THE TOLL ON VETERANS THAT ACCOMPANIES MILITARY SERVICE, THE MISSION OF THE VTC IS TO SERVE THE COMMUNITY AND INCREASE PUBLIC SAFETY BY INTEGRATING AND INCORPORATING A COORDINATED TREATMENT

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RESPONSE FOR JUSTICE-INVOLVED VETERANS WITH SUBSTANCE USE AND/OR MENTAL HEALTH ISSUES WITH THE GOAL OF RETURNING PRODUCTIVE, LAW-ABIDING CITIZENS TO THE COMMUNITY AND THEREBY REDUCING RECIDIVISM AND CRIMINAL JUSTICE COSTS. THE TRANSITION FROM ACTIVE DUTY TO CIVILIAN LIFE CAN BE OVERWHELMINGLY DIFFICULT FOR VETERANS TO NAVIGATE. THE MOST COMMON STRUGGLES THEY FACE RELATE TO EMPLOYMENT, FINANCES, LEGAL MATTERS, SUBSTANCE USE, MENTAL HEALTH, RELATIONSHIPS, AND HOMELESSNESS. VTC BRINGS TOGETHER AN ARRAY OF SERVICE PROVIDERS THAT CONNECT VETERANS TO THE PROGRAMS, BENEFITS, AND SERVICES THEY HAVE EARNED. THE VETERAN IS ALSO MATCHED WITH A VETERAN MENTOR WHO WILL SUPPORT THE VETERAN AS HE/SHE PROGRESS IN THE PROGRAM. THE VTC ALLOWS VETERANS TO MOVE TOWARD SELF-SUFFICIENCY BY REMOVING NUMEROUS BARRIERS, INCLUDING MINOR LEGAL ISSUES. A TOTAL OF 102 VETERANS WERE SERVED THROUGH THE TWO VTCS IN FY25.

FORM 990, PART III, LINE 4A (CONTINUED PART II):
UNITED WAY COORDINATES A VETERANS TREATMENT COURT (VTC)IN PARTNERSHIP WITH BOTH THE BALTIMORE CITY AND ANNE ARUNDEL COUNTY DISTRICT COURTS. THE VTC IS A COURT SUPERVISED, COMPREHENSIVE AND VOLUNTARY TREATMENT-BASED PROGRAM FOR JUSTICE-INVOLVED VETERANS CHARGED WITH MISDEMEANORS IN THE DISTRICT COURT. VETERANS CHARGED WITH THESE OFFENSES WHO HAVE HAD PRIOR MILITARY SERVICE, WHETHER ELIGIBLE FOR VETERANS AFFAIRS (VA) BENEFITS OR NOT, ARE ELIGIBLE FOR THE VTC. IN RECOGNITION OF THE TOLL ON VETERANS THAT ACCOMPANIES MILITARY SERVICE, THE MISSION OF THE VTC IS TO SERVE THE COMMUNITY AND INCREASE PUBLIC SAFETY BY INTEGRATING AND INCORPORATING A COORDINATED TREATMENT RESPONSE FOR JUSTICE-INVOLVED VETERANS WITH SUBSTANCE USE AND/OR MENTAL HEALTH ISSUES WITH THE GOAL OF RETURNING PRODUCTIVE, LAW-ABIDING CITIZENS TO THE COMMUNITY AND THEREBY REDUCING RECIDIVISM AND CRIMINAL JUSTICE COSTS. THE TRANSITION FROM ACTIVE DUTY TO CIVILIAN LIFE CAN BE OVERWHELMINGLY DIFFICULT FOR VETERANS TO NAVIGATE. THE MOST COMMON STRUGGLES THEY FACE RELATE TO EMPLOYMENT, FINANCES, LEGAL MATTERS, SUBSTANCE USE, MENTAL HEALTH, RELATIONSHIPS, AND HOMELESSNESS. VTC BRINGS TOGETHER AN ARRAY OF SERVICE PROVIDERS THAT CONNECT VETERANS TO THE PROGRAMS, BENEFITS, AND SERVICES THEY HAVE EARNED. THE VETERAN IS ALSO MATCHED WITH A VETERAN MENTOR WHO WILL SUPPORT THE VETERAN AS HE/SHE PROGRESSES IN THE PROGRAM. THE VTC ALLOWS VETERANS TO MOVE TOWARD SELF-SUFFICIENCY BY REMOVING NUMEROUS BARRIERS, INCLUDING MINOR LEGAL ISSUES. A TOTAL OF 70 VETERANS WERE SERVED THROUGH THE TWO VTCS IN FY23.

UNITED WAY LAUNCHED ITS EDUCATION PROGRAM, ON TRACK 4 SUCCESSTM (OT4S), IN SEPTEMBER 2016. OT4S IS AN INNOVATIVE DATA-DRIVEN APPROACH THAT IS WORKING TO ENSURE UNDERSERVED STUDENTS HAVE THE RESOURCES THEY NEED TO GET AND STAY ON TRACK FOR SCHOOL SUCCESS THROUGH THE CRUCIAL MIDDLE SCHOOL YEARS. SUPPORTED BY JOHNS HOPKINS UNIVERSITY'S SCHOOL OF EDUCATION (JHU) AND BASED ON THEIR EARLY WARNING HIGH SCHOOL DROPOUT PREVENTION MODEL, OT4S UTILIZES STUDENT DATA TO EXAMINE PROVEN PREDICTORS OF DROPPING OUT: POOR ATTENDANCE, BEHAVIOR, AND COURSE PERFORMANCE (ABC'S). WHEN A STUDENT FALLS BEHIND IN ANY OF THESE AREAS, A CROSS-DISCIPLINARY TEAM OF SCHOOL STAFF, INCLUDING A UNITED WAY OT4S MANAGER, MEET TO DISCUSS THE STUDENT'S UNIQUE SITUATION AND DETERMINE APPROPRIATE INTERVENTIONS. IN FY 2023, UNITED WAY PARTNERED WITH BALTIMORE CITY PUBLIC SCHOOLS AND IMPLEMENTED THE PROGRAM IN FOUR SCHOOLS IN SOUTH BALTIMORE: MAREE G. FARRING ELEMENTARY/MIDDLE SCHOOL, GRADES 4-8; CURTIS BAY ELEMENTARY/MIDDLE SCHOOL, GRADES 4-5; AND BAY

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BROOK ELEMENTARY/MIDDLE SCHOOL, GRADES 6-8; AND LAKELAND ELEMENTARY/MIDDLE SCHOOL, GRADE 3. UNITED WAY ALSO PROVIDED DATA COACHING SERVICES FOR WESTPORT ACADEMY, GRADES 3-8.
OT4S HAS DELIVERED POSITIVE RESULTS AT BOTH THE STUDENT AND SCHOOL LEVEL. THE PROGRAM IS EVALUATED INTERNALLY BY UNITED WAY STAFF AND EXTERNALLY THROUGH AN ANNUAL, INDEPENDENT EVALUATION BY JOHNS HOPKINS. THESE EVALUATIONS SHOW THAT INTERVENTIONS RESULT IN STATISTICALLY SIGNIFICANT GAINS, AND THAT THE PROGRAM EFFECTIVELY HELPS STUDENTS GET BACK ON TRACK FOR GRADUATION AND IMPROVES THE OVERALL SCHOOL CLIMATE.
RESULTS INCLUDE THE FOLLOWING:
O SINCE SCHOOL YEAR 2016-17, ON TRACK 4 SUCCESS HAS CUMULATIVELY:
TRAINED 215 STAFF MEMBERS FROM SEVEN SCHOOLS ACROSS BALTIMORE CITY AND ANNE ARUNDEL COUNTY PUBLIC SCHOOLS.
SERVED NEARLY 5,000 STUDENTS IN BALTIMORE CITY, AND MANY OF THEIR FAMILIES, BY CONNECTING THEM TO MUCH-NEEDED RESOURCES SUCH AS FOOD AND CLOTHING PANTRIES, HOUSING PROGRAMS, MENTAL HEALTH SUPPORT, AND MORE.
O IN SCHOOL YEAR 2022-23, ON TRACK 4 SUCCESS PROVIDED COMPREHENSIVE PROGRAMMING FOR FOUR BALTIMORE CITY SCHOOLS AND:
SERVED 955 STUDENTS THROUGH DATA MONITORING AND ANALYSIS, INTERVENTION SUPPORT, AND/OR RECOGNITION EVENTS.
HELPED 587 STUDENTS MAINTAIN OR IMPROVE IN ENGLISH LANGUAGE ARTS COURSEWORK.
HELPED 629 STUDENTS MAINTAIN OR IMPROVE IN MATH COURSEWORK.
HELPED 467 STUDENTS MAINTAIN OR IMPROVE ATTENDANCE.
CELEBRATED 265 STUDENTS WHO ENDED THE YEAR ON TRACK IN ALL EARLY WARNING INDICATORS.
SUPPORTED INTERVENTIONS IN OT4S GRADE LEVELS THAT LED TO ONE PARTNER SCHOOL ACHIEVING THE HIGHEST MATH AND LITERACY TESTING SCORES IN THE DISTRICT ZONED COMMUNITY LEARNING NETWORK.

FORM 990, PART III, LINE 4B, PROGRAM SERVICE ACCOMPLISHMENTS:
DISTRICT OF COLUMBIA, AND PUERTO RICO. 211 SYSTEMS ARE INSTRUMENTAL IN IDENTIFYING NEEDS OR GAPS IN SERVICES, PROVIDING A MORE ACCURATE PICTURE OF LOCAL NEEDS AND EMERGING TRENDS.

RESULTS OF PROGRAM:

DURING FY 2025, 211 MARYLAND UNITED WAY HELPLINE RECEIVED 149,530 CALLS AND ANSWERED 117,066 CALLS. HOUSING ASSISTANCE (33%), UTILITY ASSISTANCE (14%) AND LEGAL ASSISTANCE (9%) RANKED AS THE TOP THREE NEEDS PRESENTED.
211 WORKED WITH CONSTELLATION HOME TO PROVIDE HEATING SYSTEMS AND REPAIRS FOR THOSE IN NEED DURING THE WINTER MONTHS. 211 ALSO PARTNERED WITH THE MARYLAND FOOD BANK TO PROVIDE FOOD DELIVERY TO CALLERS, INCREASING ACCESS TO FOOD. IN PARTNERSHIP WITH THE CASH CAMPAIGN OF MARYLAND, 211 WORKED TO INCREASE AWARENESS OF EITC AND FREE TAX PREPARATION SITES. 211 SCHEDULED 4,106 FREE TAX PREPARATION APPOINTMENTS.
OUR FOLLOW-UP SURVEYS DEMONSTRATED THAT 65% OF THE PEOPLE WHO CALLED 211 RECEIVED THE SERVICES THAT THEY WERE SEEKING. THIS IS DOWN FROM 80% IN FY24. THE DECREASE IN RESOURCES RECEIVED FROM FY24 TO FY25 MAY BE DUE TO THE RISING COSTS OF GAS AND ELECTRICITY, ALONG WITH THE LOWERED GRANT AMOUNTS, WHICH WOULD ACCOUNT FOR THE UTILITY CALLERS NOT GETTING THE HELP THEY NEEDED FOR THEIR BILLS. ADDITIONALLY, THERE IS A LACK OF RESOURCES FOR HOUSING PROGRAM ASSISTANCE; FOR EXAMPLE, RESOURCES USED

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TO HELP WITH RENT AND SECURITY DEPOSITS.
211 IN PARTNERSHIP WITH CIVIL JUSTICE HAS DEVELOPED AND IMPLEMENTED A STATEWIDE COORDINATED INTAKE SYSTEM FOR ACCESS TO COUNSEL IN EVICTIONS WITH FUNDING FROM MARYLAND LEGAL SERVICES CORPORATION (MLSC). THE COORDINATED INTAKE SYSTEM (CIS) REFERS ELIGIBLE PEOPLE FACING EVICTION TO FREE LEGAL COUNSEL THROUGHOUT THE STATE OF MARYLAND. APPLICATIONS ARE RECEIVED BY CALLING 211 OR ONLINE. IN FY25, WE MADE 9,897 LEGAL ASSISTANCE REFERRALS.

FORM 990, PART III, LINE 4C, PROGRAM SERVICE ACCOMPLISHMENTS:
THEMSELVES, THEIR FAMILY, AND THE COMMUNITY.

NEIGHBORHOOD ZONES ARE FOCUSED ON MULTI-GENERATIONAL SUPPORT IN THE AREAS OF SOCIAL, ECONOMIC, AND EDUCATIONAL ADVANCEMENT. NEIGHBORHOOD ZONES EMERGE FROM LISTENING TO WHAT PEOPLE WANT AND NEED TO SUCCEED ON THEIR TERMS AND ARE CO-CREATED BY THOSE WHO LIVE AND WORK IN THE DESIGNATED GEOGRAPHICAL AREA. THE TEAM BUILDS ON ASSETS TO FILL IN GAPS AND ENCOURAGES COLLABORATION AND COORDINATION. PROGRAMS AND INITIATIVES INCLUDE BUT ARE NOT LIMITED TO HOUSING AND EMPLOYMENT ASSISTANCE, COMMUNITY SCHOOLS, HIGH SCHOOL DROPOUT PREVENTION, MENTAL HEALTH SERVICES, ACCESS TO HEALTHY FOOD, ADVOCACY, NEIGHBORHOOD LED SERVICES AND RESOURCES AND THE UNITED WAY FAMILY CENTER.

UWCM NOW HAS THREE NEIGHBORHOOD ZONES, IN BROOKLYN AND POPPLETON IN BALTIMORE CITY, AND IN COLUMBIA IN HOWARD COUNTY. EACH ZONE ADDRESSES THE UNIQUE NEEDS OF THEIR RESPECTIVE NEIGHBORHOODS. THE UW FAMILY CENTER IN EACH ZONE PROVIDES QUALITY CHILDCARE, EARLY CHILDHOOD EDUCATION, AND FAMILY SUPPORT. THE FAMILY CENTERS IN BROOKLYN AND POPPLETON ALSO PROVIDE INTENSIVE PARENTING SUPPORT TO STUDENT PARENTS SO THAT THEY CAN STAY IN SCHOOL AND GRADUATE AND BREAK THE CYCLE OF TEEN PREGNANCY. THE FAMILY CENTER IN COLUMBIA PROVIDES HIGH QUALITY EARLY CHILDHOOD SUPPORT TO ALICE FAMILIES.

THE SUCCESS OF THESE ZONES LED TO THE CREATION OF THE NEIGHBORS UNITED INITIATIVE, A RESIDENT LED, COMMUNITY BUILDING INITIATIVE ADAPTED FROM ST. JOSEPH'S HEALTH SYSTEM IN CA. NEIGHBORS UNITED COACHES RESIDENTS TO IDENTIFY ASSETS AND CHALLENGES TOGETHER AND WORK WITH ALLIES TO IMPROVE HEALTH, SECURITY, AND ECONOMIC WELL-BEING OF THEIR COMMUNITIES. THIS APPROACH PROMOTES BUILDING POWER STRUCTURES THAT PUT RESIDENTS IN A POSITION OF STRENGTH AND SELF-DETERMINATION. COMMUNITIES PROGRESS THROUGH NEIGHBORS UNITED WITH THE GUIDANCE OF A LEAD AGENCY THAT IS EMBEDDED IN THE COMMUNITY AND SUPPORTED BY UNITED WAY OF CENTRAL MARYLAND. NEIGHBORS UNITED SITES PROGRESS FROM THIS INITIATIVE TO BECOME A NEIGHBORHOOD ZONE. THERE ARE CURRENTLY FIVE NEIGHBORS UNITED SITES THROUGHOUT CENTRAL MARYLAND.

MULTIPLE INITIATIVES AND PROGRAMS HAVE BLOSSOMED OUT OF NEIGHBORHOOD ZONES BASED ON WHAT IS HEARD FROM THE COMMUNITY AND WHAT THE DATA SHOWS. UNITED FOR CHILDCARE IS AN INITIATIVE RECENTLY CREATED TO ADDRESS THE NATIONAL CHILDCARE CRISIS, BIRTHED OUT OF OPPORTUNITIES AND CHALLENGES EXPERIENCED WITH THE UW FAMILY CENTERS. THE FOCUS OF UNITED FOR CHILDCARE IS TO TRANSFORM THE EARLY CHILDHOOD EDUCATION ECOSYSTEM THROUGH A MULTI-GENERATIONAL STRATEGY THAT ELEVATES THE CHILDCARE PROFESSION AND EXPANDS ACCESS TO QUALITY, AFFORDABLE EARLY CHILDHOOD EDUCATION TO CLOSE THE RACIAL EDUCATIONAL AND WEALTH GAP. FISCAL YEAR 2025 (FY25) WAS SPENT ON CONTINUED LISTENING, RESEARCHING AND

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COLLABORATIVE POLICY WORK.

EDUCATION INITIATIVES ARE PART OF THE NEIGHBORHOOD ZONE PORTFOLIO. YOUNG MEN UNITED IS AN EDUCATIONAL INITIATIVE THAT FOCUSES ON PROVIDING YOUNG MEN OF COLOR WITH THE WRAP-AROUND SUPPORT THEY NEED TO REALIZE THE SUCCESS THEY SEE FOR THEMSELVES. YMU PARTNERS WITH SEVERAL STAKEHOLDERS TO IMPLEMENT THE INITIATIVE AND IS CURRENTLY OPERATING IN TWO BALTIMORE CITY PUBLIC HIGH SCHOOLS.

KEY OUTCOMES OF UW NEIGHBORHOOD ZONES INCLUDE:
O THE FAMILY CENTER AT BENJAMIN FRANKLIN HIGH SCHOOL HAS PROVIDED INTENSIVE PARENTING SUPPORT TO 147 STUDENTS AND EARLY CHILDHOOD EDUCATION TO 123 INFANTS AND TODDLERS SINCE INCEPTION IN 2014. THE CENTER PROVIDED INTENSIVE PARENTING SUPPORT TO SIXTY INDIVIDUALS (14 PARENTS, 14 CHILDREN AND 32 PREGNANT OR PARENTING COMMUNITY MEMBERS) IN FY25. 86% OF THE CHILDREN WERE ON TRACK DEVELOPMENTALLY BY THE END OF THE YEAR. THE CUMULATIVE, 5-YEAR COHORT GRADUATION RATE OF FAMILY CENTER STUDENT PARENTS IS 70%.
O THE SOCIAL-EMOTIONAL WELLNESS PROGRAM AT BENJAMIN FRANKLIN HIGH SCHOOL WAS ACTIVE WITH A NEW HIRE WHO HIT THE GROUND RUNNING. IN THE 2024-25 SCHOOL YEAR, THE PROGRAM SERVED 252 STUDENTS, APPROXIMATELY 35% OF THE ENTIRE STUDENT BODY. STUDENTS RECEIVED INDIVIDUAL AND GROUP COUNSELING, CRISIS INTERVENTION/MEDIATION, AND WELLNESS PROGRAMMING.
O THE FAMILY CENTER AT EXCEL ACADEMY (IN POPPLETON) HAS PROVIDED INTENSIVE PARENTING SUPPORT TO SIXTY-TWO STUDENTS AND EARLY CHILDHOOD EDUCATION TO FIFTY-NINE CHILDREN, CUMULATIVE FROM 2022 THROUGH FY25. 97% OF THE CHILDREN IN FY25 WERE ON TRACK DEVELOPMENTALLY BY THE END OF THE YEAR. THE CUMULATIVE, 5-YEAR COHORT GRADUATION RATE OF FAMILY CENTER STUDENT PARENTS IS 89% BASED ON THREE CLASS COHORTS THUS FAR.
O THE COLUMBIA FAMILY CENTER HAS SERVED FIFTY-ONE FAMILIES (121 INDIVIDUALS) SINCE ITS OPENING IN FY23. 94% OF FAMILIES SERVED IN FY24 WERE LIVING AT OR BELOW THE ALICE THRESHOLD. 83% OF THE CHILDREN IN FY24 WERE ON TRACK DEVELOPMENTALLY BY THE END OF THE YEAR.
O YOUNG MEN UNITED SERVED 81 YOUNG MEN OF COLOR, GRADES 9-12, DURING SCHOOL YEAR 2024-2025. THIRTY SEVEN (97%) OF STUDENTS WERE SUCCESSFULLY PROMOTED TO THE NEXT GRADE. FORTY TWO (97%) STUDENTS SUCCESSFULLY GRADUATED AND 32(74%) OF THOSE STUDENTS WERE ACCEPTED INTO COLLEGE.
O NEIGHBORS UNITED (NU) IS CURRENTLY OPERATING COHORT 2 AND ENGAGING 27 CORE TEAM MEMBERS. 100% OF THE COHORT LIVE IN THE DESIGNATED NEIGHBORHOODS. 75% OF CORE MEMBERS SURVEYED BELIEVE THEY HAVE DEVELOPED LEADERSHIP TOOLS AS A RESULT OF BEING PART OF NU.
O IN FY25, UWCM-LED COMMUNITY SCHOOLS SERVED 3,694 STUDENTS; FORMED OR MAINTAINED 203 PARTNERSHIPS; ENGAGED 734 VOLUNTEERS; AND LEVERAGED OVER $951,957 THROUGH CASH AND IN-KIND FUNDS.

FORM 990, PART III, LINE 4D, OTHER PROGRAM SERVICES:
OTHER PROGRAM SERVICES
EXPENSES $ 3,310,439. INCLUDING GRANTS OF $ 0. REVENUE $ 0.

FORM 990, PART VI, SECTION B, LINE 11B:
FORM 990 IS PREPARED BY UWCM, REVIEWED BY INDEPENDENT AUDITORS AND PRESENTED TO THE FINANCE COMMITTEE FOR REVIEW. AFTER REVIEW AND ACCEPTANCE, THE DOCUMENT IS ELECTRONICALLY MAILED TO BOARD MEMBERS FOR THEIR REVIEW. THE FORM 990 IS DISCUSSED AT A BOARD MEETING AND IS PRESENTED BY THE TREASURER. THE TREASURER CALLS FOR A MOTION TO ACCEPT THE FORM 990 DOCUMENT AND THEN THE FORM IS FILED WITH THE INTERNAL REVENUE SERVICE.

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FORM 990, PART VI, SECTION B, LINE 12C:
CONFLICT OF INTEREST POLICY FOR UWCM:
EACH YEAR ALL STAFF AND VOLUNTEERS ARE REQUIRED TO RE-VERIFY THE CODE OF ETHICS WHICH INCLUDES THE CONFLICT OF INTEREST POLICY AND THE WHISTLEBLOWER POLICY.
CONFLICT OF INTEREST FOR STAFF:
UNITED WAY OF CENTRAL MARYLAND IS A NON-PROFIT CHARITABLE CORPORATION. ITS PRINCIPAL PURPOSES AND ACTIVITIES ARE INFORMATION AND REFERRAL SERVICES, DEVELOPING AND INCUBATING INNOVATIVE SERVICES AND PROGRAMS, GRANTMAKING, COLLABORATION, PROMOTING VOLUNTEERISM AND ADVOCACY AND MOBILIZING RESOURCES AS A TRUSTED FUNDRAISER. ULTIMATE AUTHORITY AND RESPONSIBILITY FOR MANAGING UNITED WAY OF CENTRAL MARYLAND'S AFFAIRS RESIDES WITH ITS BOARD OF DIRECTORS. THE BOARD OF DIRECTORS AND THE COMMITTEES THEY FORM CONSIST OF VOLUNTEERS.

WITH THE GOAL OF AVOIDING ANY APPEARANCE OF EVEN THEORETICAL CONFLICTS OF INTEREST AND TO SET AN EXAMPLE FOR AGENCY MEMBER ORGANIZATIONS THAT MAY LOOK TO UNITED WAY OF CENTRAL MARYLAND FOR GUIDANCE WITH RESPECT TO THE CONDUCT OF THEIR OWN AFFAIRS, UNITED WAY OF CENTRAL MARYLAND HAS ESTABLISHED THE FOLLOWING GUIDELINES FOR YOU TO FOLLOW IN CONDUCTING YOURSELF IN BUSINESS IN WHICH YOU MAY HAVE OR MAY DEVELOP A CONFLICT OF INTEREST.

I. A CONFLICT OF INTEREST OCCURS WHENEVER YOU PERMIT THE PROSPECT OF DIRECT OR INDIRECT PERSONAL GAIN TO IMPROPERLY INFLUENCE YOUR JUDGMENT OR ACTIONS IN THE CONDUCT OF UNITED WAY OF CENTRAL MARYLAND BUSINESS. EXAMPLES OF POTENTIAL CONFLICTS OF INTEREST ARE:

A. ACQUISITION OR SALE OF ANY PROPERTY OR SERVICES BY UNITED WAY OF CENTRAL MARYLAND WHERE THERE IS COMPENSATION OR OTHER DIRECT OR INDIRECT FINANCIAL BENEFIT TO YOU OR A MEMBER OF YOUR FAMILY.

B. PLACEMENT OF UNITED WAY OF CENTRAL MARYLAND BUSINESS OF ANY KIND WITH A COMPANY OWNED OR CONTROLLED BY YOU OR YOUR FAMILY.

II. A CONFLICT OF INTEREST ARISES WHEN, FOR PERSONAL OR FAMILY GAIN, YOU IMPROPERLY USE CONFIDENTIAL INFORMATION OF UNITED WAY OF CENTRAL MARYLAND.

III. YOU MUST NOT MISUSE YOUR POSITION WITH UNITED WAY OF CENTRAL MARYLAND TO SOLICIT FROM PRESENT OR PROSPECTIVE CONTRIBUTORS OR VOLUNTEERS OF UNITED WAY OF CENTRAL MARYLAND ANY DISCOUNT ON PERSONAL OR FAMILY PURCHASES OF EQUIPMENT, MATERIALS, OR SERVICES. HOWEVER, YOU MAY ACCEPT ANY DISCOUNT OFFERED GENERALLY TO ALL EMPLOYEES OF UNITED WAY OF CENTRAL MARYLAND.

IV. YOU MAY NOT SERVE AS A VOTING MEMBER OF THE BOARD OF ANY AFFILIATED AGENCY THAT RECEIVES ALLOCATED FUNDS FROM UNITED WAY OF CENTRAL MARYLAND.

SHOULD A POTENTIAL CONFLICT OF INTEREST, AS DESCRIBED IN SECTIONS I OR II, EXIST OR ARISE, YOU MUST DISCLOSE THE FACTS AND CIRCUMSTANCES OF THE POTENTIAL CONFLICT TO YOUR SUPERVISOR IMMEDIATELY.

YOU MUST PERIODICALLY SIGN, AS A CONDITION OF EMPLOYMENT OR CONTINUED EMPLOYMENT, A CONFLICT OF INTEREST CERTIFICATE.

CONFLICT OF INTEREST FOR BOARD AND VOLUNTEERS

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UNITED WAY OF CENTRAL MARYLAND, INC. ("UNITED WAY") IS A NON-PROFIT CHARITABLE CORPORATION WHOSE PRINCIPAL PURPOSES AND ACTIVITIES ARE FUND RAISING, APPORTIONMENT OF FUNDS AND INFORMATION AND REFERRAL SERVICES FOR THE BENEFIT OF OTHER NON-PROFIT CHARITABLE ORGANIZATIONS IN CENTRAL MARYLAND AND THE PERSONS WHOM SUCH ORGANIZATIONS SERVE. ULTIMATE AUTHORITY AND RESPONSIBILITY FOR MANAGING THE UNITED WAY'S AFFAIRS RESIDES WITH ITS BOARD OF DIRECTORS. THE MEMBERSHIP OF THE BOARD AND ALL COMMITTEES OF THE BOARD CONSISTS ENTIRELY OF VOLUNTEERS ("VOLUNTEERS").

IN VIEW OF THE PURPOSES OF THE UNITED WAY AND THE NATURE OF ITS ACTIVITIES, VOLUNTEERS MAY FIND THEMSELVES IN SITUATIONS WHERE THEIR OUTSIDE BUSINESS, PERSONAL OR CIVIC ACTIVITIES COME INTO CONFLICT WITH THEIR FIDUCIARY DUTIES TO THE UNITED WAY.

THE UNITED WAY ADOPTS THE FOLLOWING POLICY WITH RESPECT TO PARTICIPATION BY VOLUNTEERS IN MATTERS COMING BEFORE THE BOARD AND ITS COMMITTEES IN WHICH THEY MAY HAVE A POTENTIAL CONFLICT OF INTEREST:

1. NO VOLUNTEER SHALL KNOWINGLY PARTICIPATE IN ANY DECISION OF THE BOARD OF DIRECTORS OR ANY COMMITTEE THEREOF OR OTHERWISE ATTEMPT TO INFLUENCE THE CONDUCT OF THE UNITED WAY WHERE SUCH DECISION OR CONDUCT WOULD DIRECTLY OR INDIRECTLY CONFER ON SUCH VOLUNTEER, OR ANY MEMBER OF SUCH VOLUNTEER'S FAMILY, OR ON ANY FIRM OR ORGANIZATION IN WHICH SUCH VOLUNTEER IS AN OFFICER OR DIRECTOR OR HAS A MATERIAL FINANCIAL INTEREST, ANY FINANCIAL BENEFIT, BUSINESS ADVANTAGE, PREFERENTIAL TREATMENT OR OTHER ADVANTAGE OR BENEFIT (A "CONFLICT OF INTEREST"). FOR THE PURPOSES OF THIS POLICY, THE TERM "CONFLICT OF INTEREST" DOES NOT INCLUDE CONFLICTS OF A PURELY PHILOSOPHICAL OR IDEOLOGICAL NATURE.

2. IN THE EVENT THAT THERE IS A MATTER FOR CONSIDERATION OR DECISION THAT RAISES A POTENTIAL CONFLICT OF INTEREST FOR ANY VOLUNTEER, THE VOLUNTEER SHALL IMMEDIATELY DISCLOSE THE POTENTIAL CONFLICT OF INTEREST TO THE BOARD OR TO THE COMMITTEE CONSIDERING THE MATTER, AS THE CASE MAY BE, AND SHALL NOT CAST A VOTE ON THE MATTER.

3. THIS POLICY SHALL NOT BE CONSTRUED AS PREVENTING OR DISCOURAGING ANY VOLUNTEER FROM PARTICIPATING IN THE DISCUSSION OF A MATTER WITH RESPECT TO WHICH SUCH VOLUNTEER HAS A CONFLICT OF INTEREST, PROVIDED SUCH VOLUNTEER COMPLIES WITH PARAGRAPH 2 OF THIS POLICY.

AT LEAST ANNUALLY, PREFERABLY AT THE ORGANIZATIONAL MEETINGS OF THE BOARD AND EACH OF ITS COMMITTEES, ALL VOLUNTEERS SHALL BE GIVEN A COPY OF THIS THE UNITED WAY OF CENTRAL MARYLAND, INC. 52-0591543
POLICY, AND EACH VOLUNTEER WILL BE ASKED TO SIGN A WRITTEN STATEMENT ACKNOWLEDGING THAT HE OR SHE HAS READ AND UNDERSTANDS THE POLICY AND DISCLOSING ANY ACTUAL OR POTENTIAL CONFLICTS OF INTEREST OF WHICH HE OR SHE MAY BE AWARE.

FORM 990, PART VI, SECTION B, LINE 15:
THIS DISCLOSURE PROVIDES INFORMATION ON THE GOVERNANCE AND OVERSIGHT OF THE COMPENSATION FOR UWCM EXECUTIVES (CONSISTING OF THE PRESIDENT/CHIEF EXECUTIVE OFFICER (CEO) AND CHIEF FINANCIAL OFFICER (CFO).
1. EXECUTIVE COMPENSATION AT UWCM IS OVERSEEN BY THE EXECUTIVE COMMITTEE OF THE BOARD OF DIRECTORS. IN SETTING EXECUTIVE COMPENSATION, THE EXECUTIVE COMMITTEE EMPLOYS AN INDEPENDENT THIRD PARTY COMPENSATION CONSULTANT AND EVALUATES UWCM EXECUTIVE COMPENSATION AGAINST A GROUP OF SIMILAR NON-PROFIT

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ORGANIZATIONS, USING DATA FROM COMPARABLE UNITED WAYS AND PUBLISHED COMPENSATION SURVEYS.
2. UNDER THE DIRECTION OF THE BOARD CHAIR, THE EXECUTIVE COMMITTEE ESTABLISHES ANNUAL PERFORMANCE OBJECTIVES FOR THE PRESIDENT/CEO.
3. THE CEO AND BOARD CHAIR MEET PERIODICALLY DURING THE FISCAL YEAR TO REVIEW THE CEO'S PROGRESS AGAINST MEASURABLE, PRE-ESTABLISHED PERFORMANCE OBJECTIVES. THE PERFORMANCE OBJECTIVES ARE ESTABLISHED BY THE EXECUTIVE COMMITTEE AND REVIEWED BY THE BOARD, IN ADVANCE OF EACH FISCAL YEAR.
4. THE CEO PRESENTS A PROGRESS REPORT ON THE PRE-ESTABLISHED PERFORMANCE OBJECTIVES TO THE EXECUTIVE COMMITTEE AND BOARD OF DIRECTORS AT REGULARLY SCHEDULED MEETINGS.
5. EACH YEAR, THE CEO IS PROVIDED A COMPREHENSIVE, CONFIDENTIAL REVIEW OF HIS/HER PERFORMANCE. THE BOARD CHAIR, IN CONSULTATION WITH THE EXECUTIVE COMMITTEE, DETERMINES A PERFORMANCE RATING FOR THE CEO, USING ESTABLISHED UWCM PERFORMANCE RATING CATEGORIES.
6. TO DETERMINE SALARY RANGES, UWCM USES A MARKET PRICING PROCESS. THE HUMAN RESOURCES DEPARTMENT (HR) WORKS WITH AN INDEPENDENT THIRD PARTY COMPENSATION CONSULTANT TO COMPARE EXECUTIVE SALARIES TO SALARIES PAID TO COMPARABLE EXECUTIVES (BASED ON UWCM'S PEER GROUP OF SIMILAR NON-PROFIT ORGANIZATIONS AND PUBLISHED COMPENSATION SURVEYS). THE RESULTS ARE COMPILED BY HR AND REVIEWED BY THE EXECUTIVE COMMITTEE FOR THE PURPOSE OF DETERMINING THE SALARY RANGE FOR THE PRESIDENT/CEO POSITION WITHIN ESTABLISHED GUIDELINES. THE GUIDELINES FOR THE PRESIDENT / CEO POSITION ARE REVIEWED AND APPROVED BY THE EXECUTIVE COMMITTEE. A SEPARATE INDEPENDENT WRITTEN COMPENSATION ASSESSMENT IS MADE PERIODICALLY BY THE COMMITTEES, INDEPENDENT COMPENSATION CONSULTANT AND PRESENTED TO THE EXECUTIVE COMMITTEE.
7. BASED ON ITS DETERMINATION OF COMPARABILITY AND PERFORMANCE, THE EXECUTIVE COMMITTEE DETERMINES ANNUAL EXECUTIVE COMPENSATION WITHIN ESTABLISHED GUIDELINES. THIS DETERMINATION MAY INCLUDE A PERCENTAGE INCREASE IN BASE SALARY.
8. THE ANNUAL SALARY DETERMINATION PROCESS IS DOCUMENTED IN THE MINUTES OF THE EXECUTIVE COMMITTEE AND PRESENTED TO THE BOARD OF DIRECTORS. UWCM EXECUTIVE COMPENSATION POLICY MAY BE AMENDED ONLY BY THE UWCM BOARD OF DIRECTORS.

FORM 990, PART VI, SECTION C, LINE 18:
UWCM MAKES THE FORM 990 AVAILABLE FOR PUBLIC INSPECTION ON OUR WEBSITE. THE FORM 990 IS ALSO AVAILABLE FOR PUBLIC INSPECTION UPON REQUEST.

FORM 990, PART VI, SECTION C, LINE 19:
UWCM MAKES THE ANNUAL AUDIT AVAILABLE FOR PUBLIC INSPECTION ON OUR WEBSITE. THE CONFLICT OF INTEREST AND WHISTLEBLOWERS POLICIES ARE INCLUDED AS PART OF THE FORM 990 FILING. THESE DOCUMENTS ARE AVAILABLE UPON REQUEST FOR THE SAME PERIOD OF TIME AS SET FORTH IN IRC SECTION 6104(D).

FORM 990, PART XII, LINE 2C
UNITED WAY OF CENTRAL MARYLAND'S AUDIT AND FINANCE COMMITTEE IS RESPONSIBLE FOR THE OVERSIGHT OF THE ANNUAL AUDIT AND THE REVIEW PROCESS FOR THE SELECTION OF THE INDEPENDENT PUBLIC ACCOUNTANT(IPA). THE TREASURER OF THE BOARD HEADS THE AUDIT AND FINANCE COMMITTEE AND REPORTS THE RECOMMENDATIONS FROM THE AUDIT AND FINANCE COMMITTEE TO THE BOARD OF DIRECTORS. DURING THE REVIEW, PRIOR TO FILING THE ANNUAL AUDIT, THE IPA HAS INDEPENDENT ACCESS TO THE AUDIT AND FINANCE COMMITTEE WHERE NO UWCM STAFF IS PRESENT.