

PUBLIC DISCLOSURE COPY

Form 990

Return of Organization Exempt From Income Tax

OMB No. 1545-0047

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

2024

Department of the Treasury Internal Revenue Service

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.

Open to Public Inspection

A For the 2024 calendar year, or tax year beginning 07/01, 2024, and ending 06/30, 20 25

B Check if applicable: [] Address change [] Name change [] Initial return [] Final return/terminated [] Amended return [] Application pending
C Name of organization ORANGE COUNTY'S UNITED WAY
Doing business as
Number and street (or P.O. box if mail is not delivered to street address) Room/suite
18012 MITCHELL SOUTH
City or town, state or province, country, and ZIP or foreign postal code
IRVINE, CA 92614-6008
D Employer identification number 33-0047994
E Telephone number (949) 660-7600
F Name and address of principal officer: SUSAN B. PARKS
SAME AS C ABOVE
G Gross receipts \$ 38,275,589
H(a) Is this a group return for subordinates? [] Yes [x] 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: [x] 501(c)(3) [] 501(c) () (insert no.) [] 4947(a)(1) or [] 527
J Website: WWW.UNITEDWAYOC.ORG
K Form of organization: [x] Corporation [] Trust [] Association [] Other
L Year of formation: 1940
M State of legal domicile: CA

Part I Summary

Table with 3 columns: Line number, Description, and Amount. Rows include: 1. Briefly describe the organization's mission... TO IMPROVE LIVES IN ORANGE COUNTY BY DELIVERING MEASURABLE LONG-TERM SOLUTIONS TO COMPLEX ISSUES IN EDUCATION, FINANCIAL STABILITY, AND HOUSING. 2. Check this box [] if the organization discontinued its operations... 3. Number of voting members... 4. Number of independent voting members... 5. Total number of individuals employed... 6. Total number of volunteers... 7a. Total unrelated business revenue... 7b. Net unrelated business taxable income... 8. Contributions and grants... 9. Program service revenue... 10. Investment income... 11. Other revenue... 12. Total revenue... 13. Grants and similar amounts paid... 14. Benefits paid to or for members... 15. Salaries, other compensation... 16a. Professional fundraising fees... 16b. Total fundraising expenses... 17. Other expenses... 18. Total expenses... 19. Revenue less expenses... 20. Total assets... 21. Total liabilities... 22. Net assets or fund balances.

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: JEEGISHA PANCHAL, CFO
Date
Type or print name and title

Paid Preparer Use Only
Print/Type preparer's name: MATTHEW FRERKER
Preparer's signature: Matthew Frerker
Date: 04/03/2026
Check [] if self-employed
PTIN: P01677675
Firm's name: BDO USA
Firm's EIN: 13-5381590
Firm's address: 221 N. WALL STREET, SUITE 400, SPOKANE, WA 99201-0611
Phone no.: (509) 747-8095

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

Part III Statement of Program Service Accomplishments

Check if Schedule O contains a response or note to any line in this Part III Yes No

1 Briefly describe the organization's mission:
(SEE ON SCHEDULE O)

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 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 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 \$ 15,917,337 including grants of \$ 15,917,337) (Revenue \$)
(SEE ON SCHEDULE O)

4b (Code:) (Expenses \$ 6,384,479 including grants of \$) (Revenue \$)

PROGRAM SERVICE EXPENSE ALLOCATIONS ARE COMPRISED OF COMMUNITY IMPACT GRANT PROGRAMS AND INITIATIVES THAT FULFILL ORANGE COUNTY UNITED WAY'S MISSION. IN ADDITION TO RUNNING OUR OWN INITIATIVES, THIS INCLUDES PROGRAM MANAGEMENT OF COMMUNITY WIDE COLLABORATIVES. OCUW PROVIDES EVALUATION AND MONITORING OF ALL GRANT PARTNERSHIPS; SUPPORT OF CRITICAL COMMUNITY PARTNERSHIPS; LEADERSHIP AND PARTICIPATION IN COALITIONS AND COMMITTEES; COMMUNITY OUTREACH EFFORTS; CAPACITY TRAINING FOR FUNDED PARTNERS; VOLUNTEER ENGAGEMENT EFFORTS; AND STRATEGIC PARTNERSHIPS WITH LOCAL FUNDER COLLABORATIVES IN THE AREAS OF EDUCATION, INCOME, AND HOUSING.

4c (Code:) (Expenses \$ 4,317,635 including grants of \$ 4,317,635) (Revenue \$)

THROUGH OCUW'S DONOR DESIGNATED GIVING PROGRAM, DONORS HAVE THE OPTION TO DESIGNATE THEIR GIFT TO THEIR CHARITY(IES) OF CHOICE, HELPING TO FACILITATE PHILANTHROPY TO MEET LOCAL COMMUNITY NEEDS. OCUW STEWARDS THESE INVESTMENTS BY ENSURING DONOR DESIGNATIONS ARE ALLOCATED TO ORGANIZATIONS THAT QUALIFY AS 501(C)(3) TAX DEDUCTIBLE ORGANIZATIONS UNDER CURRENT IRS TAX CODE LAW.

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

4e Total program service expenses 26,619,451

Part IV Checklist of Required Schedules

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

Part IV Checklist of Required Schedules *(continued)*

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

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		
b Enter the number of Forms W-2G included on line 1a. Enter -0- if not applicable		
c Did the organization comply with backup withholding rules for reportable payments to vendors and reportable gaming (gambling) winnings to prize winners?	✓	

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	161		
b	If at least one is reported on line 2a, did the organization file all required federal employment tax returns?	2b		✓	
3a	Did the organization have unrelated business gross income of \$1,000 or more during the year?	3a			✓
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			✓
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			✓
b	Did any taxable party notify the organization that it was or is a party to a prohibited tax shelter transaction?	5b			✓
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			✓
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			✓
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			✓
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			✓
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			✓
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			✓
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

Section A. Governing Body and Management

		Yes	No
1a	Enter the number of voting members of the governing body at the end of the tax year If there are material differences in voting rights among members of the governing body, or if the governing body delegated broad authority to an executive committee or similar committee, explain on Schedule O.		
	1a 47		
b	Enter the number of voting members included on line 1a, above, who are independent		
	1b 46		
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?		<input checked="" type="checkbox"/>
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?		<input checked="" type="checkbox"/>
4	Did the organization make any significant changes to its governing documents since the prior Form 990 was filed?		<input checked="" type="checkbox"/>
5	Did the organization become aware during the year of a significant diversion of the organization's assets?		<input checked="" type="checkbox"/>
6	Did the organization have members or stockholders?		<input checked="" type="checkbox"/>
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?		<input checked="" type="checkbox"/>
b	Are any governance decisions of the organization reserved to (or subject to approval by) members, stockholders, or persons other than the governing body?		<input checked="" type="checkbox"/>
8	Did the organization contemporaneously document the meetings held or written actions undertaken during the year by the following:		
a	The governing body?	<input checked="" type="checkbox"/>	
b	Each committee with authority to act on behalf of the governing body?	<input checked="" type="checkbox"/>	
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		<input checked="" type="checkbox"/>

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?		<input checked="" type="checkbox"/>
b	If "Yes," did the organization have written policies and procedures governing the activities of such chapters, affiliates, and branches to ensure their operations are consistent with the organization's exempt purposes?		
11a	Has the organization provided a complete copy of this Form 990 to all members of its governing body before filing the form?	<input checked="" type="checkbox"/>	
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	<input checked="" type="checkbox"/>	
b	Were officers, directors, or trustees, and key employees required to disclose annually interests that could give rise to conflicts?	<input checked="" type="checkbox"/>	
c	Did the organization regularly and consistently monitor and enforce compliance with the policy? If "Yes," describe on Schedule O how this was done	<input checked="" type="checkbox"/>	
13	Did the organization have a written whistleblower policy?	<input checked="" type="checkbox"/>	
14	Did the organization have a written document retention and destruction policy?	<input checked="" type="checkbox"/>	
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	<input checked="" type="checkbox"/>	
b	Other officers or key employees of the organization	<input checked="" type="checkbox"/>	
	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?		<input checked="" type="checkbox"/>
b	If "Yes," did the organization follow a written policy or procedure requiring the organization to evaluate its participation in joint venture arrangements under applicable federal tax law, and take steps to safeguard the organization's exempt status with respect to such arrangements?		

Section C. Disclosure

- 17** List the states with which a copy of this Form 990 is required to be filed CA
- 18** Section 6104 requires an organization to make its Forms 1023 (1024 or 1024-A, if applicable), 990, and 990-T (section 501(c)(3)s only) available for public inspection. Indicate how you made these available. Check all that apply.
 Own website Another's website Upon request Other (explain on Schedule O)
- 19** Describe on Schedule O whether (and if so, how) the organization made its governing documents, conflict of interest policy, and financial statements available to the public during the tax year.
- 20** State the name, address, and telephone number of the person who possesses the organization's books and records.
JEEGISHA PANCHAL, 18012 MITCHELL SOUTH, IRVINE, CA 92614, (949) 263-6153

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 dotted 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) SUSAN B. PARKS PRESIDENT, CEO	37.5	✓		✓				454,940	0	18,570
(2) EMILEE TELLO CHIEF FINANCIAL OFFICER (OUTGOING 4/2025)	37.5			✓				226,548	0	19,855
(3) CHRIS TICKNOR CHIEF TRANSFORMATION OFFICER	37.5				✓			232,838	0	622
(4) ANN RAMIREZ CHIEF STRATEGY OFFICER	37.5				✓			187,317	0	22,262
(5) ELIZABETH ANDRADE EXECUTIVE DIRECTOR, 2110C	37.5				✓			200,439	0	622
(6) MICHAEL LEO GREENE VICE PRESIDENT, IT	37.5				✓			176,530	0	14,837
(7) REBECCA HEYHOE EXECUTIVE DIRECTOR, U2EH	37.5				✓			170,793	0	13,935
(8) CHRISTINE MARIE DITTMER CHIEF PHILANTHROPY OFFICER	37.5				✓			167,660	0	9,297
(9) ROSE MARY BUENAVENTURA VICE PRESIDENT DEVOPS (INACTIVE)	37.5					✓		164,070	0	11,302
(10) TAMARA THOMPSON VP DEVELOPMENT (INACTIVE)	37.5					✓		153,904	0	14,231
(11) YAHAIRA MARCELA ORTIZ DIRECTOR, OPERATIONS	37.5					✓		146,487	0	12,602
(12) ANDREW BARSOUMFAHMY EXECUTIVE DIRECTOR, U4FS	37.5					✓		147,673	0	9,477
(13) SERGIO CONTRERAS EXECUTIVE DIRECTOR, U4SS	37.5					✓		148,003	0	5,062
(14) HUGH CONNERS TREASURER, DIRECTOR	1.0	✓		✓				0	0	0

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

(A) Name and title	(B) Average hours per week (list any hours for related organizations below dotted 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			
(15) LAWRENCE R. ARMSTRONG VICE CHAIR	1.0	<input checked="" type="checkbox"/>		<input checked="" type="checkbox"/>				0	0	0
(16) MAGGIE O'SULLIVAN SECRETARY, DIRECTOR	1.0	<input checked="" type="checkbox"/>		<input checked="" type="checkbox"/>				0	0	0
(17) NANDA KUMAR CHERUVATATH CHAIR	1.0	<input checked="" type="checkbox"/>		<input checked="" type="checkbox"/>				0	0	0
(18) ALLEN STAFF DIRECTOR	1.0	<input checked="" type="checkbox"/>						0	0	0
(19) AMY MATHIESON DIRECTOR	1.0	<input checked="" type="checkbox"/>						0	0	0
(20) ANTONELLA CASTRO DIRECTOR	1.0	<input checked="" type="checkbox"/>						0	0	0
(21) BILL MAURER DIRECTOR	1.0	<input checked="" type="checkbox"/>						0	0	0
(22) BILL PEDIGO DIRECTOR	1.0	<input checked="" type="checkbox"/>						0	0	0
(23) CHRISTINE SCHEUNEMAN DIRECTOR	1.0	<input checked="" type="checkbox"/>						0	0	0
(24) CODY TUBBS DIRECTOR	1.0	<input checked="" type="checkbox"/>						0	0	0
(25) (SEE PART VII CONTINUATION SHEET)										
1b Subtotal								2,577,202	0	152,674
c Total from continuation sheets to Part VII, Section A								0	0	0
d Total (add lines 1b and 1c)								2,577,202	0	152,674

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 28

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

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
SYNOPTEK LLC, P.O. BOX 737625, DALLAS, TX 75373	SOFTWARE DEVELOPMENT	152,782
GREEN RIVER DATA ANALYSIS, LLC, 167 MAIN STREET, SUITE 103, BRATTLEBORO, VT 05301	DATA WAREHOUSE	122,915
PAULA MATTSON, 4177 SUSSEX CIRCLE, CYPRESS, CA 90630	CONTRACTOR-PROJECT MANAGEMENT	111,833

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 3

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					
	1b	Membership dues					
	1c	Fundraising events	1,262,407				
	1d	Related organizations					
	1e	Government grants (contributions)	10,024,318				
	1f	All other contributions, gifts, grants, and similar amounts not included above	24,819,815				
	1g	Noncash contributions included in lines 1a-1f	\$ 1,127,300				
	1h	Total. Add lines 1a-1f	36,106,540				
	Program Service Revenue			Business Code			
2a		-----					
b		-----					
c		-----					
d		-----					
e		-----					
f		All other program service revenue . .		0	0	0	0
g	Total. Add lines 2a-2f		0				
Other Revenue	3	Investment income (including dividends, interest, and other similar amounts)	767,862			767,862	
	4	Income from investment of tax-exempt bond proceeds					
	5	Royalties	192,858			192,858	
	6a	Gross rents	(i) Real				
			(ii) Personal				
	6b	Less: rental expenses					
	6c	Rental income or (loss)	0	0			
	d	Net rental income or (loss)					
	7a	Gross amount from sales of assets other than inventory	(i) Securities	1,127,300			
			(ii) Other				
	7b	Less: cost or other basis and sales expenses	1,127,300				
	7c	Gain or (loss)	0	0			
	d	Net gain or (loss)					
	8a	Gross income from fundraising events (not including \$ <u>1,262,407</u> of contributions reported on line 1c). See Part IV, line 18					
				81,029			
	8b	Less: direct expenses	535,922				
	c	Net income or (loss) from fundraising events	(454,893)			(454,893)	
9a	Gross income from gaming activities. See Part IV, line 19						
9b	Less: direct expenses						
c	Net income or (loss) from gaming activities						
10a	Gross sales of inventory, less returns and allowances						
10b	Less: cost of goods sold						
c	Net income or (loss) from sales of inventory						
Miscellaneous Revenue			Business Code				
	11a	-----					
	b	-----					
	c	-----					
	d	All other revenue		0	0	0	
e	Total. Add lines 11a-11d		0				
12	Total revenue. See instructions		36,612,367	0	0	505,827	

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	20,234,972	20,234,972		
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	2,234,601	1,523,717	97,575	613,309
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	4,048,216	2,685,002	391,505	971,709
8 Pension plan accruals and contributions (include section 401(k) and 403(b) employer contributions)	110,971	73,377	11,190	26,404
9 Other employee benefits	485,547	329,221	37,832	118,494
10 Payroll taxes	509,377	339,722	40,574	129,081
11 Fees for services (nonemployees):				
a Management				
b Legal	248,523		248,523	
c Accounting	103,304		103,304	
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 Schedule O.)	736,881	245,923	159,165	331,793
12 Advertising and promotion	388,937	198,276	23,850	166,811
13 Office expenses	320,169	93,230	170,945	55,994
14 Information technology	927,919	399,928	422,665	105,326
15 Royalties				
16 Occupancy	241,917	144,352	49,449	48,116
17 Travel	7,949	682	71	7,196
18 Payments of travel or entertainment expenses for any federal, state, or local public officials				
19 Conferences, conventions, and meetings	82,196	10,097	42,071	30,028
20 Interest				
21 Payments to affiliates	211,856	127,114	42,371	42,371
22 Depreciation, depletion, and amortization	322,726	193,636	64,545	64,545
23 Insurance	33,671	20,202	6,734	6,735
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 -----				
b -----				
c -----				
d -----				
e All other expenses -----	0	0	0	0
25 Total functional expenses. Add lines 1 through 24e	31,249,732	26,619,451	1,912,369	2,717,912
26 Joint costs. Complete this line only if the organization reported in column (B) joint costs from a combined educational campaign and fundraising solicitation. Check here <input type="checkbox"/> if following SOP 98-2 (ASC 958-720)				

Part X Balance Sheet

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

		(A)		(B)
		Beginning of year		End of year
Assets	1 Cash—non-interest-bearing	9,221,947	1	7,019,235
	2 Savings and temporary cash investments		2	
	3 Pledges and grants receivable, net	4,457,855	3	9,840,438
	4 Accounts receivable, net		4	
	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	0
	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	0
	7 Notes and loans receivable, net		7	
	8 Inventories for sale or use		8	
	9 Prepaid expenses and deferred charges	237,498	9	266,716
	10a Land, buildings, and equipment: cost or other basis. Complete Part VI of Schedule D	10a 6,789,444		
	b Less: accumulated depreciation	10b 4,476,766	2,548,436	10c 2,312,678
	11 Investments—publicly traded securities	17,171,101	11	19,231,188
	12 Investments—other securities. See Part IV, line 11	0	12	0
	13 Investments—program-related. See Part IV, line 11	0	13	0
	14 Intangible assets		14	
	15 Other assets. See Part IV, line 11	0	15	0
16 Total assets. Add lines 1 through 15 (must equal line 33)	33,636,837	16	38,670,255	
Liabilities	17 Accounts payable and accrued expenses	6,915,831	17	5,351,425
	18 Grants payable	422,300	18	10,000
	19 Deferred revenue		19	
	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	0
	23 Secured mortgages and notes payable to unrelated third parties		23	
	24 Unsecured notes and loans payable to unrelated third parties		24	
	25 Other liabilities (including federal income tax, payables to related third parties, and other liabilities not included on lines 17–24). Complete Part X of Schedule D	0	25	0
	26 Total liabilities. Add lines 17 through 25	7,338,131	26	5,361,425
Net Assets or Fund Balances	Organizations that follow FASB ASC 958, check here <input checked="" type="checkbox"/> and complete lines 27, 28, 32, and 33.			
	27 Net assets without donor restrictions	21,626,197	27	28,636,321
	28 Net assets with donor restrictions	4,672,509	28	4,672,509
	Organizations that do not follow FASB ASC 958, check here <input type="checkbox"/> and complete lines 29 through 33.			
	29 Capital stock or trust principal, or current funds		29	
	30 Paid-in or capital surplus, or land, building, or equipment fund		30	
	31 Retained earnings, endowment, accumulated income, or other funds		31	
	32 Total net assets or fund balances	26,298,706	32	33,308,830
33 Total liabilities and net assets/fund balances	33,636,837	33	38,670,255	

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	36,612,367
2	Total expenses (must equal Part IX, column (A), line 25)	2	31,249,732
3	Revenue less expenses. Subtract line 2 from line 1	3	5,362,635
4	Net assets or fund balances at beginning of year (must equal Part X, line 32, column (A))	4	26,298,706
5	Net unrealized gains (losses) on investments	5	1,342,907
6	Donated services and use of facilities	6	
7	Investment expenses	7	
8	Prior period adjustments	8	304,582
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	33,308,830

Part XII Financial Statements and Reporting

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

	Yes	No
1 Accounting method used to prepare the Form 990: <input type="checkbox"/> Cash <input checked="" type="checkbox"/> Accrual <input type="checkbox"/> Other _____ If the organization changed its method of accounting from a prior year or checked "Other," explain on Schedule O.		
2a Were the organization's financial statements compiled or reviewed by an independent accountant? If "Yes," check a box below to indicate whether the financial statements for the year were compiled or reviewed on a separate basis, consolidated basis, or both. <input type="checkbox"/> Separate basis <input type="checkbox"/> Consolidated basis <input type="checkbox"/> Both consolidated and separate basis		✓
b Were the organization's financial statements audited by an independent accountant? If "Yes," check a box below to indicate whether the financial statements for the year were audited on a separate basis, consolidated basis, or both. <input checked="" type="checkbox"/> Separate basis <input type="checkbox"/> Consolidated basis <input type="checkbox"/> Both consolidated and separate basis	✓	
c If "Yes" to line 2a or 2b, does the organization have a committee that assumes responsibility for oversight of the audit, review, or compilation of its financial statements and selection of an independent accountant? If the organization changed either its oversight process or selection process during the tax year, explain on Schedule O.	✓	
3a As a result of a federal award, was the organization required to undergo an audit or audits as set forth in the Uniform Guidance, 2 C.F.R. Part 200, Subpart F?	✓	
b If "Yes," did the organization undergo the required audit or audits? If the organization did not undergo the required audit or audits, explain why on Schedule O and describe any steps taken to undergo such audits.	✓	

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 dotted 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			
(25) EDWARD MORA ----- DIRECTOR	1.0 -----	✓						0	0	0
(26) GREG CUSTER ----- DIRECTOR	1.0 -----	✓						0	0	0
(27) HENRY MENDOZA ----- DIRECTOR	1.0 -----	✓						0	0	0
(28) IDO DOTAN ----- DIRECTOR	1.0 -----	✓						0	0	0
(29) JACQUELINE AKERBLOM ----- DIRECTOR	1.0 -----	✓						0	0	0
(30) JACQUES BALLARD ----- DIRECTOR	1.0 -----	✓						0	0	0
(31) JAMES JOHNSON, JR. ----- DIRECTOR	1.0 -----	✓						0	0	0
(32) JARROD INGLE ----- DIRECTOR	1.0 -----	✓						0	0	0
(33) JAY ORLANDI ----- DIRECTOR	1.0 -----	✓						0	0	0
(34) JOE NUZZOLESE ----- DIRECTOR	1.0 -----	✓						0	0	0
(35) JOHN F. SIMONIS ----- DIRECTOR	1.0 -----	✓						0	0	0
(36) JOHN VALENTA ----- DIRECTOR	1.0 -----	✓						0	0	0
(37) JULIE MILLER-PHIPPS ----- DIRECTOR	1.0 -----	✓						0	0	0
(38) KEITH KOBATA ----- DIRECTOR	1.0 -----	✓						0	0	0
(39) KENNETH LICKEL ----- DIRECTOR	1.0 -----	✓						0	0	0
(40) LARRY LABRADO ----- DIRECTOR (OUTGOING 2/12/2025)	1.0 -----	✓						0	0	0
(41) LISA LOCKLEAR ----- DIRECTOR (OUTGOING 6/30/2025)	1.0 -----	✓						0	0	0
(42) M. MABOOB AKHTER ----- DIRECTOR	1.0 -----	✓						0	0	0
(43) MARK CLEMENS ----- DIRECTOR	1.0 -----	✓						0	0	0
(44) MARTHA V. DANIEL ----- DIRECTOR (OUTGOING 7/31/2024)	1.0 -----	✓						0	0	0

(A) Name and Title	(B) Average hours per week (list any hours for related organizations below dotted 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			
(45) MARY GARRETT ----- DIRECTOR	1.0 -----	✓						0	0	0
(46) MICHAEL A. JOHNSON ----- DIRECTOR	1.0 -----	✓						0	0	0
(47) MICHAEL O'MAHONEY ----- DIRECTOR (OUTGOING 9/26/2024)	1.0 -----	✓						0	0	0
(48) MITCHELL SHENKIN ----- DIRECTOR	1.0 -----	✓						0	0	0
(49) NISHA VERMA ----- DIRECTOR	1.0 -----	✓						0	0	0
(50) NIZA OUN-NGUYEN ----- DIRECTOR	1.0 -----	✓						0	0	0
(51) PHONG HUYNH ----- DIRECTOR	1.0 -----	✓						0	0	0
(52) RENEE HENDRICK ----- DIRECTOR	1.0 -----	✓						0	0	0
(53) RICHARD SANCHEZ ----- DIRECTOR	1.0 -----	✓						0	0	0
(54) ROBBIN NARIKE PRECIADO ----- DIRECTOR	1.0 -----	✓						0	0	0
(55) RYAN FLYNN ----- DIRECTOR	1.0 -----	✓						0	0	0
(56) RYAN SMITH ----- DIRECTOR	1.0 -----	✓						0	0	0
(57) SHIRIN BEHZADI ----- DIRECTOR	1.0 -----	✓						0	0	0
(58) SRIDHAR SUNDARAM ----- DIRECTOR	1.0 -----	✓						0	0	0
(59) STEVEN D. ALLISON ----- DIRECTOR	1.0 -----	✓						0	0	0
(60) JEEGISHA PANCHAL ----- CHIEF FINANCIAL OFFICER	37.5 -----			✓				0	0	0

**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 ORANGE COUNTY'S UNITED WAY	Employer identification number 33-0047994
---	---

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 33¹/₃% 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 33¹/₃% 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?		(v) Amount of monetary support (see instructions)	(vi) Amount of other support (see instructions)
			Yes	No		
(A)						
(B)						
(C)						
(D)						
(E)						
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.")	47,745,113	67,629,732	35,213,467	26,408,207	36,106,540	213,103,059
2 Tax revenues levied for the organization's benefit and either paid to or expended on its behalf						0
3 The value of services or facilities furnished by a governmental unit to the organization without charge						0
4 Total. Add lines 1 through 3	47,745,113	67,629,732	35,213,467	26,408,207	36,106,540	213,103,059
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)						3,266,593
6 Public support. Subtract line 5 from line 4						209,836,466

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	47,745,113	67,629,732	35,213,467	26,408,207	36,106,540	213,103,059
8 Gross income from interest, dividends, payments received on securities loans, rents, royalties, and income from similar sources	296,459	322,117	462,237	711,530	960,720	2,753,063
9 Net income from unrelated business activities, whether or not the business is regularly carried on						0
10 Other income. Do not include gain or loss from the sale of capital assets (Explain in Part VI.)	0	12	0	14,739	0	14,751
11 Total support. Add lines 7 through 10						215,870,873
12 Gross receipts from related activities, etc. (see instructions)					12	0
13 First 5 years. If the Form 990 is for the organization's first, second, third, fourth, or fifth tax year as a section 501(c)(3) organization, check this box and stop here						<input type="checkbox"/>

Section C. Computation of Public Support Percentage

14 Public support percentage for 2024 (line 6, column (f), divided by line 11, column (f))	14	97.20 %
15 Public support percentage from 2023 Schedule A, Part II, line 14	15	98.40 %
16a 33 1/3% support test—2024. If the organization did not check the box on line 13, and line 14 is 33 1/3% or more, check this box and stop here . The organization qualifies as a publicly supported organization		<input checked="" type="checkbox"/>
b 33 1/3% support test—2023. If the organization did not check a box on line 13 or 16a, and line 15 is 33 1/3% or more, check this box and stop here . The organization qualifies as a publicly supported organization		<input type="checkbox"/>
17a 10%-facts-and-circumstances test—2024. If the organization did not check a box on line 13, 16a, or 16b, and line 14 is 10% or more, and if the organization meets the facts-and-circumstances test, check this box and stop here . Explain in Part VI how the organization meets the facts-and-circumstances test. The organization qualifies as a publicly supported organization		<input type="checkbox"/>
b 10%-facts-and-circumstances test—2023. If the organization did not check a box on line 13, 16a, 16b, or 17a, and line 15 is 10% or more, and if the organization meets the facts-and-circumstances test, check this box and stop here . Explain in Part VI how the organization meets the facts-and-circumstances test. The organization qualifies as a publicly supported organization		<input type="checkbox"/>
18 Private foundation. If the organization did not check a box on line 13, 16a, 16b, 17a, or 17b, check this box and see instructions		<input type="checkbox"/>

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

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

Section A. Public Support

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

Section B. Total Support

Calendar year (or fiscal year beginning in)	(a) 2020	(b) 2021	(c) 2022	(d) 2023	(e) 2024	(f) Total
9 Amounts from line 6						
10a Gross income from interest, dividends, payments received on securities loans, rents, royalties, and income from similar sources						
b Unrelated business taxable income (less section 511 taxes) from businesses acquired after June 30, 1975						
c Add lines 10a and 10b						
11 Net income from unrelated business activities not included on line 10b, whether or not the business is regularly carried on						
12 Other income. Do not include gain or loss from the sale of capital assets (Explain in Part VI.)						
13 Total support. (Add lines 9, 10c, 11, and 12.)						
14 First 5 years. If the Form 990 is for the organization's first, second, third, fourth, or fifth tax year as a section 501(c)(3) organization, check this box and stop here <input type="checkbox"/>						

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 <input type="checkbox"/>		
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 <input type="checkbox"/>		
20 Private foundation. If the organization did not check a box on line 14, 19a, or 19b, check this box and see instructions <input type="checkbox"/>		

Part IV Supporting Organizations

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

Section A. All Supporting Organizations

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

Part IV Supporting Organizations (continued)

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

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.		
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.		

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).		

Section D. All Type III Supporting Organizations

	Yes	No
1 Did the organization provide to each of its supported organizations, by the last day of the fifth month of the organization's tax year, (i) a written notice describing the type and amount of support provided during the prior tax year, (ii) a copy of the Form 990 that was most recently filed as of the date of notification, and (iii) copies of the organization's governing documents in effect on the date of notification, to the extent not previously provided?		
2 Were any of the organization's officers, directors, or trustees either (i) appointed or elected by the supported organization(s), or (ii) serving on the governing body of a supported organization? If "No," explain in Part VI how the organization maintained a close and continuous working relationship with the supported organization(s).		
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.		

Section E. Type III Functionally Integrated Supporting Organizations

1 Check the box next to the method that the organization used to satisfy the Integral Part Test during the year (see instructions).		
a <input type="checkbox"/> The organization satisfied the Activities Test. Complete line 2 below.		
b <input type="checkbox"/> The organization is the parent of each of its supported organizations. Complete line 3 below.		
c <input type="checkbox"/> The organization supported a governmental entity. Describe in Part VI how you supported a governmental entity (see instructions).		
2 Activities Test. Answer lines 2a and 2b below.		
a Did substantially all of the organization's activities during the tax year directly further the exempt purposes of the supported organization(s) to which the organization was responsive? 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.		
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.		
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 .		
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.		

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

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

Section A—Adjusted Net Income		(A) Prior Year	(B) Current Year (optional)
1	Net short-term capital gain	1	
2	Recoveries of prior-year distributions	2	
3	Other gross income (see instructions)	3	
4	Add lines 1 through 3.	4	
5	Depreciation and depletion	5	
6	Portion of operating expenses paid or incurred for production or collection of gross income or for management, conservation, or maintenance of property held for production of income (see instructions)	6	
7	Other expenses (see instructions)	7	
8	Adjusted Net Income (subtract lines 5, 6, and 7 from line 4)	8	
Section B—Minimum Asset Amount		(A) Prior Year	(B) Current Year (optional)
1	Aggregate fair market value of all non-exempt-use assets (see instructions for short tax year or assets held for part of year):		
a	Average monthly value of securities	1a	
b	Average monthly cash balances	1b	
c	Fair market value of other non-exempt-use assets	1c	
d	Total (add lines 1a, 1b, and 1c)	1d	
e	Discount claimed for blockage or other factors (<i>explain in detail in Part VI</i>):		
2	Acquisition indebtedness applicable to non-exempt-use assets	2	
3	Subtract line 2 from line 1d.	3	
4	Cash deemed held for exempt use. Enter 0.015 of line 3 (for greater amount, see instructions).	4	
5	Net value of non-exempt-use assets (subtract line 4 from line 3)	5	
6	Multiply line 5 by 0.035.	6	
7	Recoveries of prior-year distributions	7	
8	Minimum Asset Amount (add line 7 to line 6)	8	
Section C—Distributable Amount			Current Year
1	Adjusted net income for prior year (from Section A, line 8, column A)	1	
2	Enter 0.85 of line 1.	2	
3	Minimum asset amount for prior year (from Section B, line 8, column A)	3	
4	Enter greater of line 2 or line 3.	4	
5	Income tax imposed in prior year	5	
6	Distributable Amount. Subtract line 5 from line 4, unless subject to emergency temporary reduction (see instructions).	6	
7	<input type="checkbox"/> Check here if the current year is the organization's first as a non-functionally integrated Type III supporting organization (see instructions).		

Part VI

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.)

Return Reference - Identifier	Explanation						
SCHEDULE A, PART II, LINE 10 - OTHER INCOME	Description	(a) 2020	(b) 2021	(c) 2022	(d) 2023	(e) 2024	(f) Total
	(1)	0	12	0	14,739	0	14,751
	Total	0	12	0	14,739	0	14,751

**Schedule B
(Form 990)**

(Rev. January 2025)
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 ORANGE COUNTY'S UNITED WAY	Employer identification number 33-0047994
---	---

Organization type (check one):

Filers of:

Section:

Form 990 or 990-EZ

- 501(c)(3) (enter number) organization
- 4947(a)(1) nonexempt charitable trust **not** treated as a private foundation
- 527 political organization

Form 990-PF

- 501(c)(3) exempt private foundation
- 4947(a)(1) nonexempt charitable trust treated as a private foundation
- 501(c)(3) taxable private foundation

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

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

General Rule

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

Special Rules

- For an organization described in section 501(c)(3) filing Form 990 or 990-EZ that met the 33¹/₃% 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 ORANGE COUNTY'S UNITED WAY	Employer identification number 33-0047994
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Part I **Contributors** (see instructions). Use duplicate copies of Part I if additional space is needed.

(a) No.	(b) Name, address, and ZIP + 4	(c) Total contributions	(d) Type of contribution
1	----- ----- -----	\$ 5,175,000	Person <input checked="" type="checkbox"/> Payroll <input type="checkbox"/> Noncash <input type="checkbox"/> (Complete Part II for noncash contributions.)
2	----- ----- -----	\$ 5,000,000	Person <input checked="" type="checkbox"/> Payroll <input type="checkbox"/> Noncash <input checked="" type="checkbox"/> (Complete Part II for noncash contributions.)
3	----- ----- -----	\$ 2,471,103	Person <input checked="" type="checkbox"/> Payroll <input type="checkbox"/> Noncash <input type="checkbox"/> (Complete Part II for noncash contributions.)
4	----- ----- -----	\$ 2,048,472	Person <input checked="" type="checkbox"/> Payroll <input type="checkbox"/> Noncash <input type="checkbox"/> (Complete Part II for noncash contributions.)
5	----- ----- -----	\$ 1,412,474	Person <input checked="" type="checkbox"/> Payroll <input type="checkbox"/> Noncash <input type="checkbox"/> (Complete Part II for noncash contributions.)
6	----- ----- -----	\$ 1,024,390	Person <input checked="" type="checkbox"/> Payroll <input type="checkbox"/> Noncash <input type="checkbox"/> (Complete Part II for noncash contributions.)

Name of organization ORANGE COUNTY'S UNITED WAY	Employer identification number 33-0047994
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Part I **Contributors** (see instructions). Use duplicate copies of Part I if additional space is needed.

(a) No.	(b) Name, address, and ZIP + 4	(c) Total contributions	(d) Type of contribution
7	----- ----- -----	\$ 868,395	Person <input checked="" type="checkbox"/> Payroll <input type="checkbox"/> Noncash <input type="checkbox"/> (Complete Part II for noncash contributions.)
8	----- ----- -----	\$ 796,963	Person <input checked="" type="checkbox"/> Payroll <input type="checkbox"/> Noncash <input type="checkbox"/> (Complete Part II for noncash contributions.)
-----	----- ----- -----	\$ -----	Person <input type="checkbox"/> Payroll <input type="checkbox"/> Noncash <input type="checkbox"/> (Complete Part II for noncash contributions.)
-----	----- ----- -----	\$ -----	Person <input type="checkbox"/> Payroll <input type="checkbox"/> Noncash <input type="checkbox"/> (Complete Part II for noncash contributions.)
-----	----- ----- -----	\$ -----	Person <input type="checkbox"/> Payroll <input type="checkbox"/> Noncash <input type="checkbox"/> (Complete Part II for noncash contributions.)
-----	----- ----- -----	\$ -----	Person <input type="checkbox"/> Payroll <input type="checkbox"/> Noncash <input type="checkbox"/> (Complete Part II for noncash contributions.)
-----	----- ----- -----	\$ -----	Person <input type="checkbox"/> Payroll <input type="checkbox"/> Noncash <input type="checkbox"/> (Complete Part II for noncash contributions.)

Name of organization ORANGE COUNTY'S UNITED WAY	Employer identification number 33-0047994
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Part II **Noncash Property** (see instructions). Use duplicate copies of Part II if additional space is needed.

(a) No. from Part I	(b) Description of noncash property given	(c) FMV (or estimate) <small>(See instructions.)</small>	(d) Date received
2	STOCK ----- ----- -----	\$ 869,209	06/30/2025 -----
-----	----- ----- -----	\$ -----	-----
(a) No. from Part I	(b) Description of noncash property given	(c) FMV (or estimate) <small>(See instructions.)</small>	(d) Date received
-----	----- ----- -----	\$ -----	-----
(a) No. from Part I	(b) Description of noncash property given	(c) FMV (or estimate) <small>(See instructions.)</small>	(d) Date received
-----	----- ----- -----	\$ -----	-----
(a) No. from Part I	(b) Description of noncash property given	(c) FMV (or estimate) <small>(See instructions.)</small>	(d) Date received
-----	----- ----- -----	\$ -----	-----
(a) No. from Part I	(b) Description of noncash property given	(c) FMV (or estimate) <small>(See instructions.)</small>	(d) Date received
-----	----- ----- -----	\$ -----	-----
(a) No. from Part I	(b) Description of noncash property given	(c) FMV (or estimate) <small>(See instructions.)</small>	(d) Date received
-----	----- ----- -----	\$ -----	-----

Name of organization ORANGE COUNTY'S UNITED WAY	Employer identification number 33-0047994
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Part III *Exclusively religious, charitable, etc., contributions to organizations described in section 501(c)(7), (8), or (10) that total more than \$1,000 for the year from any one contributor.* Complete columns (a) through (e) and the following line entry. For organizations completing Part III, enter the total of *exclusively* religious, charitable, etc., contributions of **\$1,000 or less** for the year. (Enter this information once. See instructions.) \$ _____
 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
-----	----- ----- -----	----- ----- -----	----- ----- -----

Transferee's name, address, and ZIP + 4	Relationship of transferor to transferee
----- ----- -----	----- ----- -----

(a) No. from Part I	(b) Purpose of gift	(c) Use of gift	(d) Description of how gift is held
-----	----- ----- -----	----- ----- -----	----- ----- -----

(e) Transfer of gift	
Transferee's name, address, and ZIP + 4	Relationship of transferor to transferee
----- ----- -----	----- ----- -----

(a) No. from Part I	(b) Purpose of gift	(c) Use of gift	(d) Description of how gift is held
-----	----- ----- -----	----- ----- -----	----- ----- -----

(e) Transfer of gift	
Transferee's name, address, and ZIP + 4	Relationship of transferor to transferee
----- ----- -----	----- ----- -----

(a) No. from Part I	(b) Purpose of gift	(c) Use of gift	(d) Description of how gift is held
-----	----- ----- -----	----- ----- -----	----- ----- -----

(e) Transfer of gift	
Transferee's name, address, and ZIP + 4	Relationship of transferor to transferee
----- ----- -----	----- ----- -----

**SCHEDULE C
(Form 990)**

Political Campaign and Lobbying Activities

OMB No. 1545-0047

2024

Department of the Treasury
Internal Revenue Service

For Organizations Exempt From Income Tax Under Section 501(c) and Section 527

Complete if the organization is described below. Attach to Form 990 or Form 990-EZ.

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

Open to Public Inspection

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

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

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

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

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

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

Name of organization ORANGE COUNTY'S UNITED WAY	Employer identification number (EIN) 33-0047994
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Part I-A Complete if the organization is exempt under section 501(c) or is a section 527 organization.

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

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

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

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

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

(a) Name	(b) Address	(c) EIN	(d) Amount paid from filing organization's funds. If none, enter -0-.	(e) Amount of political contributions received and promptly and directly delivered to a separate political organization. If none, enter -0-.
(1)				
(2)				
(3)				
(4)				
(5)				
(6)				

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

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

Limits on Lobbying Expenditures (The term "expenditures" means amounts paid or incurred.)		(a) Filing organization's totals	(b) Affiliated group totals												
1a	Total lobbying expenditures to influence public opinion (grassroots lobbying)	10,350													
b	Total lobbying expenditures to influence a legislative body (direct lobbying)	3,450													
c	Total lobbying expenditures (add lines 1a and 1b)	13,800													
d	Other exempt purpose expenditures	31,235,932													
e	Total exempt purpose expenditures (add lines 1c and 1d)	31,249,732													
f	Lobbying nontaxable amount. Enter the amount from the following table in both columns.	1,000,000													
<table border="1" style="width: 100%; border-collapse: collapse;"> <thead> <tr> <th style="text-align: left;">IF the amount on line 1e, column (a) or (b) is:</th> <th style="text-align: left;">THEN the lobbying nontaxable amount is:</th> </tr> </thead> <tbody> <tr> <td>not over \$500,000</td> <td>20% of the amount on line 1e.</td> </tr> <tr> <td>over \$500,000 but not over \$1,000,000</td> <td>\$100,000 plus 15% of the excess over \$500,000.</td> </tr> <tr> <td>over \$1,000,000 but not over \$1,500,000</td> <td>\$175,000 plus 10% of the excess over \$1,000,000.</td> </tr> <tr> <td>over \$1,500,000 but not over \$17,000,000</td> <td>\$225,000 plus 5% of the excess over \$1,500,000.</td> </tr> <tr> <td>over \$17,000,000</td> <td>\$1,000,000.</td> </tr> </tbody> </table>		IF the amount on line 1e, column (a) or (b) is:	THEN the lobbying nontaxable amount is:	not over \$500,000	20% of the amount on line 1e.	over \$500,000 but not over \$1,000,000	\$100,000 plus 15% of the excess over \$500,000.	over \$1,000,000 but not over \$1,500,000	\$175,000 plus 10% of the excess over \$1,000,000.	over \$1,500,000 but not over \$17,000,000	\$225,000 plus 5% of the excess over \$1,500,000.	over \$17,000,000	\$1,000,000.		
IF the amount on line 1e, column (a) or (b) is:	THEN the lobbying nontaxable amount is:														
not over \$500,000	20% of the amount on line 1e.														
over \$500,000 but not over \$1,000,000	\$100,000 plus 15% of the excess over \$500,000.														
over \$1,000,000 but not over \$1,500,000	\$175,000 plus 10% of the excess over \$1,000,000.														
over \$1,500,000 but not over \$17,000,000	\$225,000 plus 5% of the excess over \$1,500,000.														
over \$17,000,000	\$1,000,000.														
g	Grassroots nontaxable amount (enter 25% of line 1f)	250,000													
h	Subtract line 1g from line 1a. If zero or less, enter -0-	0													
i	Subtract line 1f from line 1c. If zero or less, enter -0-	0													
j	If there is an amount other than zero on either line 1h or line 1i, did the organization file Form 4720 reporting section 4911 tax for this year?		<input type="checkbox"/> Yes <input type="checkbox"/> No												

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

Lobbying Expenditures During 4-Year Averaging Period					
Calendar year (or fiscal year beginning in)	(a) 2021	(b) 2022	(c) 2023	(d) 2024	(e) Total
2a Lobbying nontaxable amount	1,000,000	1,000,000	1,000,000	1,000,000	4,000,000
b Lobbying ceiling amount (150% of line 2a, column (e))					6,000,000
c Total lobbying expenditures	51,500	58,733	52,784	13,800	176,817
d Grassroots nontaxable amount	250,000	250,000	250,000	250,000	1,000,000
e Grassroots ceiling amount (150% of line 2d, column (e))					1,500,000
f Grassroots lobbying expenditures	38,625	44,050	39,588	10,350	132,613

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

For each "Yes" response on lines 1a through 1i below, provide in Part IV a detailed description of the lobbying activity.

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

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

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

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

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

Part IV Supplemental Information

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

SCHEDULE D (Form 990)

(Rev. January 2025)

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: ORANGE COUNTY'S UNITED WAY; Employer identification number: 33-0047994

Part I Organizations Maintaining Donor Advised Funds or Other Similar Funds or Accounts

Table with 3 columns: Line number, (a) Donor advised funds, (b) Funds and other accounts. Includes rows for total number, aggregate value of contributions, grants, and end of year, plus two Yes/No questions.

Part II Conservation Easements

Form for Conservation Easements including questions about purpose, monitoring, and expenses. Includes a table for 'Held at the End of the Tax Year' with rows 2a-2d.

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

Form for Organizations Maintaining Collections of Art, Historical Treasures, or Other Similar Assets including questions about reporting and revenue/assets.

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
1c Beginning balance	
1d Additions during the year	
1e Distributions during the year	
1f Ending balance	

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	16,671,345	15,507,042	14,771,124	17,997,325	15,050,239
b Contributions		20,000	10,000	638	101,142
c Net investment earnings, gains, and losses	1,599,606	1,844,303	1,425,918	(2,126,839)	4,245,944
d Grants or scholarships					
e Other expenditures for facilities and programs		700,000	700,000	1,100,000	1,400,000
f Administrative expenses	78,810				
g End of year balance	18,192,141	16,671,345	15,507,042	14,771,124	17,997,325

2 Provide the estimated percentage of the current year end balance (line 1g, column (a)) held as:

- a** Board designated or quasi-endowment 74.00 %
- b** Permanent endowment 26.00 %
- c** Term endowment 0.00 %

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?		✓
(ii) Related organizations?		✓
b If "Yes" on line 3a(ii), are the related organizations listed as required on Schedule R?		

4 Describe in Part XIII the intended uses of the organization's endowment funds.

Part VI Land, Buildings, and Equipment

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

Description of property	(a) Cost or other basis (investment)	(b) Cost or other basis (other)	(c) Accumulated depreciation	(d) Book value
1a Land		722,039		722,039
b Buildings		2,089,639	2,089,639	0
c Leasehold improvements		2,152,129	1,271,734	880,395
d Equipment		1,675,300	1,079,897	595,403
e Other		150,337	35,496	114,841
Total. Add lines 1a through 1e. (Column (d) must equal Form 990, Part X, line 10c, column (B))				2,312,678

Part VII Investments—Other Securities

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

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

Part VIII Investments—Program Related

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

(a) Description of investment	(b) Book value	(c) Method of valuation: Cost or end-of-year market value
(1)		
(2)		
(3)		
(4)		
(5)		
(6)		
(7)		
(8)		
(9)		
Total. (Column (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)	
(3)	
(4)	
(5)	
(6)	
(7)	
(8)	
(9)	
Total. (Column (b) must equal Form 990, Part X, line 25, col. (B))	0

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

Part XIII

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.

Return Reference - Identifier	Explanation	
SCHEDULE D, PART XI, LINE 2(D) - OTHER REVENUES IN AUDITED FINANCIAL STATEMENTS NOT IN FORM 990	(a) Description	(b) Amount
	PRIOR-YEAR REALLOCATION TO CI	336,846
	TOTAL	336,846
SCHEDULE D, PART XI, LINE 4(B) - OTHER REVENUE	(a) Description	(b) Amount
	DONOR DESIGNATIONS NET OF FEES	4,317,635
	PRIOR-YEAR PLEDGE LOSS ADJUSTMENT	32,264
	TOTAL	4,349,899
SCHEDULE D, PART XII, LINE 4(B) - OTHER EXPENSES	(a) Description	(b) Amount
	DONOR DESIGNATION AND DONOR DESIGNATION FEES	4,317,635
	TOTAL	4,317,635

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.

Return Reference - Identifier	Explanation
<p>SCHEDULE D, PART V, LINE 4 - INTENDED USES OF ENDOWMENT FUNDS</p>	<p>PURPOSE - ENDOWMENT FUNDS THE PRINCIPLE OBJECTIVE OF THE ENDOWMENT FUND IS TO PROVIDE A SOURCE OF INCOME TO HELP FUND THE ORGANIZATION'S OPERATIONAL COSTS, THEREBY PROVIDING SOME PROTECTION AGAINST FLUCTUATIONS IN ANNUAL CAMPAIGN REVENUE AND MAXIMIZING THE AMOUNT OF RESOURCES FOCUSED ON THE COMMUNITY'S MOST CRITICAL ISSUES.</p>
<p>SCHEDULE D, PART X, LINE 2 - FIN 48 (ASC 740) FOOTNOTE</p>	<p>THE ORGANIZATION IS EXEMPT FROM INCOME TAXES TO THE EXTENT PROVIDED UNDER SECTION 501(C)(3) OF THE INTERNAL REVENUE CODE. ACCORDINGLY, NO PROVISION FOR INCOME TAXES IS INCLUDED IN THE ACCOMPANYING FINANCIAL STATEMENTS. THE ORGANIZATION FOLLOWS THE PROVISIONS OF ACCOUNTING STANDARDS CODIFICATION (ASC) NO. 740, INCOME TAXES (ASC 740), SURROUNDING ACCOUNTING FOR UNCERTAIN INCOME TAX POSITIONS. ASC 740 PRESCRIBES A RECOGNITION THRESHOLD AND MEASUREMENT OF TAX POSITIONS TAKEN OR EXPECTED TO BE TAKEN IN INCOME TAX RETURNS. ASC 740 ALSO PROVIDES GUIDANCE ON ACCOUNTING FOR INTEREST AND PENALTIES ASSOCIATED WITH TAX POSITIONS. THE ORGANIZATION REPORTS INTEREST AND PENALTIES, IF ANY, RELATED TO INCOME TAX MATTERS WITHIN ORGANIZATIONAL ADMINISTRATION SUPPORT SERVICES IN THE STATEMENT OF ACTIVITIES AND CHANGES IN NET ASSETS.</p>

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

		(a) Event #1	(b) Event #2	(c) Other events	(d) Total events
		WPF BREAKFAST (event type)	FALL FUNDRAISER (event type)	(total number)	(add col. (a) through col. (c))
Revenue	1 Gross receipts	519,180	824,256		1,343,436
	2 Less: Contributions	487,526	774,881		1,262,407
	3 Gross income (line 1 minus line 2)	31,654	49,375	0	81,029
Direct Expenses	4 Cash prizes				0
	5 Noncash prizes		18,678		18,678
	6 Rent/facility costs	38,561	54,363		92,924
	7 Food and beverages	56,624	96,133		152,757
	8 Entertainment	0	17,785		17,785
	9 Other direct expenses	29,528	224,250		253,778
	10 Direct expense summary. Add lines 4 through 9 in column (d)				535,922
11 Net income summary. Subtract line 10 from line 3, column (d)				(454,893)	

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

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

9 Enter the state(s) in which the organization conducts gaming activities: _____

a Is the organization licensed to conduct gaming activities in each of these states? Yes No

b If "No," explain: _____

10a Were any of the organization's gaming licenses revoked, suspended, or terminated during the tax year? Yes No

b If "Yes," explain: _____

**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

ORANGE COUNTY'S UNITED WAY

Employer identification number

33-0047994

Part I General Information on Grants and Assistance

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

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

1 (a) Name and address of organization or government	(b) EIN	(c) IRC section (if applicable)	(d) Amount of cash grant	(e) Amount of noncash assistance	(f) Method of valuation (book, FMV, appraisal, other)	(g) Description of noncash assistance	(h) Purpose of grant or assistance
(1) ABRAZAR INC 7101 WYOMING STREET, WESTMINSTER, CA 92683	33-0301538	501(C)(3)	711,500				INCOME AND EDUCATION
(2) (SEE STATEMENT)	33-0669145	501(C)(3)	165,000				HUMAN SERVICES
(3) THE CHRYSALIS CENTER 522 S. MAIN STREET, LOS ANGELES, CA 90013	95-3972624	501(C)(3)	106,000				HEALTH/HUMAN SERVICES
(4) GOOD HANDS FOUNDATION 12 RUE BRITTANY, Foothill Ranch, CA 92610	47-1888690	501(C)(3)	88,000				INCOME
(5) ANAHEIM ELEMENTARY SCHOOL DISTRICT 1001 S EAST STREET, ANAHEIM, CA 92805	95-6000119	501(C)(3)	55,450				HEALTH/HUMAN SERVICES
(6) SEGERSTROM CENTER FOR THE ARTS 600 TOWN CENTER DRIVE, COSTA MESA, CA 92626	23-7287150	501(C)(3)	34,065				EDUCATION
(7) ACCESS CALIFORNIA SERVICES 300 W CARL KARCHER WAY, ANAHEIM, CA 92801	33-0826205	501(C)(3)	34,000				INCOME
(8) ANAHEIM UNION HIGH SCHOOL DISTRICT 501N CRESCENT WAY, ANAHEIM, CA 92801	95-6000120	501(C)(3)	30,000				EDUCATION
(9) ONEOC 1901 EAST 4TH STREET, SANTA ANA, CA 92705	95-2021700	501(C)(3)	26,800				HEALTH/HUMAN SERVICES
(10) RADIANT FUTURES P.O. BOX 916, FULLERTON, CA 92832	51-0201813	501(C)(3)	25,000				INCOME/HOUSING
(11) ASIAN AMERICAN SENIOR CITIZENS SERVICE 850 N. BIRCH STREET, SANTA ANA, CA 92701	33-0396096	501(C)(3)	24,500				INCOME/HEALTH
(12) (SEE STATEMENT)							

2 Enter total number of section 501(c)(3) and government organizations listed in the line 1 table 35

3 Enter total number of other organizations listed in the line 1 table 0

Part II

Grants and Other Assistance to Governments and Organizations in the United States (continued)

(a) Name and address of organization or government	(b) EIN	(c) IRC section if applicable	(d) Amount of cash grant	(e) Amount of non-cash assistance	(f) Method of valuation (book, FMV, appraisal, other)	(g) Description of non-cash assistance	(h) Purpose of grant or assistance
(12) LAGUNA WOODS VILLAGE PC CLUB 24351 EL TORO ROAD, LAGUNA WOODS, CA 92637	42-1645625	501(C)(3)	24,000				INCOME
(13) COMMUNITY ACTION PARTNERSHIP 11870 MONARCH, GARDEN GROVE, CA 92841	95-2452787	501(C)(3)	22,000				INCOME/HEALTH
(14) DAYLE MCINTOSH CENTER FOR THE DISABLED 501 N. BROOKHURST STREET, ANAHEIM, CA 92801	95-3313707	501(C)(3)	20,000				HEALTH/HUMAN SERVICES
(15) EVERFREE 337 N. CLARK STREET, ORANGE, CA 92868	35-2534806	501(C)(3)	20,000				HEALTH/HUMAN SERVICES
(16) GARDEN GROVE UNIFIED SCHOOL DISTRICT 10331 STANFORD AVENUE, GARDEN GROVE, CA 92840	95-2378800	501(C)(3)	20,000				EDUCATION
(17) THE SALVATION ARMY 30840 HAWTHORNE BLVD., RANCHO PALOS VERDES, CA 90275	94-1156347	501(C)(3)	20,000				HEALTH/HUMAN SERVICES
(18) VIETNAMESE AMERICAN CANCER FOUNDATION 17150 NEWHOPE STREET, SUITE 203, FOUNTAIN VALLEY, CA 92708	91-2170415	501(C)(3)	20,000				HEALTH/HUMAN SERVICES
(19) SANTIAGO DE COMPOSTELA CHURCH 21682 LAKE FOREST DRIVE, LAKE FOREST, CA 92630	95-3402508	501(C)(3)	19,352				INCOME
(20) SAN FRANCISCO SOLANO CATHOLIC CHURCH 22082 ANTONIO PARKWAY, RANCHO SANTA MARGARITA, CA 92688	95-3018918	501(C)(3)	18,000				INCOME
(21) ST. KILIAN CATHOLIC CHURCH 26872 ESTANCIERO DRIVE, MISSION VIEJO, CA 92691	36-2171058	501(C)(3)	17,500				INCOME
(22) CAPISTRANO UNIFIED SCHOOL DISTRICT 33122 VALLE ROAD, SAN JUAN CAPISTRANO, CA 92677	95-2321055	501(C)(3)	15,000				EDUCATION
(23) COMMUNITY HEALTH INITIATIVE OF ORANGE COUNTY 1505 E. 17TH STREET, SUITE #121, SANTA ANA, CA 92705	47-2671013	501(C)(3)	15,000				EDUCATION
(24) INTERNATIONAL SANCTUARY 27001 MOULTON PARKWAY, STE. A-203, LAGUNA HILLS, CA 92656	39-2061146	501(C)(3)	15,000				HEALTH/HUMAN SERVICES
(25) BOYS & GIRLS CLUBS OF CENTRAL ORANGE COAST 17701 COWAN SUITE 110, IRVINE, CA 92614	95-1893417	501(C)(3)	14,000				HEALTH/HUMAN SERVICES
(26) SECOND HARVEST FOOD BANK 8014 MARINE WAY, IRVINE, CA 92618	32-0362611	501(C)(3)	13,395				HEALTH

(a) Name and address of organization or government	(b) EIN	(c) IRC section if applicable	(d) Amount of cash grant	(e) Amount of non-cash assistance	(f) Method of valuation (book, FMV, appraisal, other)	(g) Description of non-cash assistance	(h) Purpose of grant or assistance
(27) CALIFORNIA STATE UNIVERSITY FULLERTON 800 N STATE COLLEGE BLVD., FULLERTON, CA 92831	33-0567945	501(C)(3)	12,000				INCOME
(28) I5 FREEDOM NETWORK 160 AVENIDA GRANADA, SAN CLEMENTE, CA 92672	47-4898095	501(C)(3)	12,000				HEALTH/HUMAN SERVICES
(29) GOODWILL INDUSTRIES OF ORANGE COUNTY - DES 410 N FAIRVIEW STREET, SANTA ANA, CA 92703	95-1644018	501(C)(3)	11,500				HUMAN SERVICES
(30) UNIDOS SOUTH OC, INC 31392 LA MATANZA STREET, SAN JUAN CAPISTRANO, CA 92675	82-3510252	501(C)(3)	10,000				HOUSING
(31) ABIDING SAVIOR LUTHERAN CHURCH 23262 EL TORO ROAD, LAKE FOREST, CA 92630	59-3081174	501(C)(3)	9,000				HEALTH/HUMAN SERVICES
(32) BUILDING SKILLS PARTNERSHIP 828 W WASHINGTON BLVD., LOS ANGELES, CA 90015	26-1254255	501(C)(3)	9,000				HEALTH/HUMAN SERVICES
(33) VANGUARD UNIVERSITY FINANCIAL AID OFFICE, COSTA MESA, CA 92626	95-6002998	501(C)(3)	7,500				EDUCATION
(34) COASTLINE COMMUNITY COLLEGE 11460 WARNER AVENUE, FOUNTAIN VALLEY, CA 92708	33-0094898	501(C)(3)	6,250				EDUCATION
(35) FOSTER GREATNESS P.O. BOX 6392, LAGUNA NIGUEL, CA 92607	83-4232638	501(C)(3)	6,000				HUMAN SERVICES

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

Return Reference - Identifier	Explanation
SCHEDULE I, PART I, LINE 2 - PROCEDURES FOR MONITORING USE OF GRANT FUNDS	GENERAL INFO - GRANTS & ASSISTANCE: ORANGE COUNTY'S UNITED WAY MONITORS THE USE OF GRANT FUNDS BY ENGAGING IN A FORMAL GRANT AGREEMENT WITH THE AGENCY REFERENCING THE FUNDED PROGRAM AND ANTICIPATED OUTCOMES. QUARTERLY REPORTS ARE REQUIRED AND MEASURED AGAINST ANTICIPATED OUTCOMES. IN ADDITION, UPDATED FINANCIAL STATEMENTS AND AUDIT REPORTS ARE REQUIRED. ANY PERFORMANCE PROBLEMS WITH THE GRANTEE ARE MONITORED BOTH BY STAFF AND THE COMMUNITY IMPACT COMMITTEE.
(2) SCHEDULE I, PART II, COLUMN A - NAME AND ADDRESS OF ORGANIZATION OR GOVERNMENT	WORKING WARDROBES FOR A NEW START 2000 E. MCFADDEN AVE., SUITE 100, SANTA ANA, CA 92705

**SCHEDULE J
(Form 990)**

(Rev. January 2025)

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

ORANGE COUNTY'S UNITED WAY

Employer identification number

33-0047994

Part I Questions Regarding Compensation

	Yes	No
<p>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.</p> <p> <input type="checkbox"/> First-class or charter travel <input type="checkbox"/> Housing allowance or residence for personal use <input checked="" type="checkbox"/> Travel for companions <input type="checkbox"/> Payments for business use of personal residence <input type="checkbox"/> Tax indemnification and gross-up payments <input checked="" type="checkbox"/> Health or social club dues or initiation fees <input type="checkbox"/> Discretionary spending account <input type="checkbox"/> Personal services (such as maid, chauffeur, chef) </p>		
<p>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</p>	✓	
<p>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?</p>	✓	
<p>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.</p> <p> <input checked="" type="checkbox"/> Compensation committee <input type="checkbox"/> Written employment contract <input type="checkbox"/> Independent compensation consultant <input checked="" type="checkbox"/> Compensation survey or study <input type="checkbox"/> Form 990 of other organizations <input checked="" type="checkbox"/> Approval by the board or compensation committee </p>		
<p>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:</p> <p>a Receive a severance payment or change-of-control payment?</p> <p>b Participate in or receive payment from a supplemental nonqualified retirement plan?</p> <p>c Participate in or receive payment from an equity-based compensation arrangement?</p> <p>If "Yes" to any of lines 4a–c, list the persons and provide the applicable amounts for each item in Part III.</p>		✓
		✓
		✓
<p>Only section 501(c)(3), 501(c)(4), and 501(c)(29) organizations must complete lines 5–9.</p>		
<p>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:</p> <p>a The organization?</p> <p>b Any related organization?</p> <p>If "Yes" on line 5a or 5b, describe in Part III.</p>		✓
		✓
<p>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:</p> <p>a The organization?</p> <p>b Any related organization?</p> <p>If "Yes" on line 6a or 6b, describe in Part III.</p>		✓
		✓
<p>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</p>		✓
<p>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</p>		✓
<p>9 If "Yes" on line 8, did the organization also follow the rebuttable presumption procedure described in Regulations section 53.4958-6(c)?</p>		

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	SUSAN B. PARKS	(i)	382,440	72,500	0	9,093	9,477	473,510	9,387
	PRESIDENT, CEO	(ii)	0	0	0	0	0	0	0
2	EMILEE TELLO	(i)	226,548	0	0	6,985	12,870	246,403	6,600
	CHIEF FINANCIAL OFFICER (OUTGOING 4/2025)	(ii)	0	0	0	0	0	0	0
3	CHRIS TICKNOR	(i)	232,838	0	0	0	622	233,460	0
	CHIEF TRANSFORMATION OFFICER	(ii)	0	0	0	0	0	0	0
4	ANN RAMIREZ	(i)	187,317	0	0	6,320	15,942	209,579	5,145
	CHIEF STRATEGY OFFICER	(ii)	0	0	0	0	0	0	0
5	ELIZABETH ANDRADE	(i)	180,439	20,000	0	0	622	201,061	0
	EXECUTIVE DIRECTOR, 2110C	(ii)	0	0	0	0	0	0	0
6	MICHAEL LEO GREENE	(i)	176,530	0	0	5,360	9,477	191,367	4,380
	VICE PRESIDENT, IT	(ii)	0	0	0	0	0	0	0
7	REBECCA HEYHOE	(i)	170,793	0	0	4,458	9,477	184,728	4,244
	EXECUTIVE DIRECTOR, U2EH	(ii)	0	0	0	0	0	0	0
8	CHRISTINE MARIE DITTMER	(i)	167,660	0	0	0	9,297	176,957	4,580
	CHIEF PHILANTHROPY OFFICER	(ii)	0	0	0	0	0	0	0
9	ROSE MARY BUENAVENTURA	(i)	164,070	0	0	1,825	9,477	175,372	0
	VICE PRESIDENT DEVOPS (INACTIVE)	(ii)	0	0	0	0	0	0	0
10	TAMARA THOMPSON	(i)	153,904	0	0	4,754	9,477	168,135	4,580
	VP DEVELOPMENT (INACTIVE)	(ii)	0	0	0	0	0	0	0
11	YAHAIRA MARCELA ORTIZ	(i)	131,487	15,000	0	3,125	9,477	159,089	2,647
	DIRECTOR, OPERATIONS	(ii)	0	0	0	0	0	0	0
12	ANDREW BARSOUMFAHMY	(i)	147,673	0	0	0	9,477	157,150	0
	EXECUTIVE DIRECTOR, U4FS	(ii)	0	0	0	0	0	0	0
13	SERGIO CONTRERAS	(i)	148,003	0	0	4,440	622	153,065	4,040
	EXECUTIVE DIRECTOR, U4SS	(ii)	0	0	0	0	0	0	0
14		(i)							
		(ii)							
15		(i)							
		(ii)							
16		(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.

Return Reference - Identifier	Explanation
SCHEDULE J, PART I, LINE 1A - HEALTH OR SOCIAL CLUB DUES OR INITIATION FEES	COMPENSATION - HEALTH OR SOCIAL CLUB DUES: THE MEMBERSHIP IS USED TO CONDUCT BUSINESS RELATED MEETINGS AND ENGAGEMENTS TO FURTHER ADVANCE THE MISSION OF THE ORGANIZATION.

**SCHEDULE M
(Form 990)**

Noncash Contributions

OMB No. 1545-0047

2024

**Open to Public
Inspection**

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

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

Department of the Treasury
Internal Revenue Service

Name of the organization

ORANGE COUNTY'S UNITED WAY

Employer identification number

33-0047994

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				
2				
3				
4				
5				
6				
7				
8				
9				
10	✓	18	1,127,300	MARKET VALUE
11				
12				
13				
14				
15				
16				
17				
18				
19				
20				
21				
22				
23				
24				
25				
26				
27				
28				

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

	Yes	No
30a		✓
31	✓	
32a		✓
33		

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.

Return Reference - Identifier	Explanation
SCHEDULE M, PART I - EXPLANATIONS OF REPORTING METHOD FOR NUMBER OF CONTRIBUTIONS	SECURITIES - CLOSELY HELD STOCK - THE AMOUNT IN COLUMN (B) REPRESENTS THE NUMBER OF CONTRIBUTIONS RECEIVED.

**SCHEDULE O
(Form 990)**

(Rev. January 2025)

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

ORANGE COUNTY'S UNITED WAY

Employer identification number

33-0047994

Return Reference - Identifier	Explanation
FORM 990, PART III, LINE 1 - ORGANIZATION'S MISSION	<p>TO IMPROVE LIVES IN ORANGE COUNTY BY DELIVERING MEASURABLE LONG-TERM SOLUTIONS TO COMPLEX ISSUES IN EDUCATION, FINANCIAL STABILITY, AND HOUSING.</p> <p>ORANGE COUNTY UNITED WAY (OCUW) IS COMMITTED TO BREAKING BARRIERS AND IMPROVING LIVES FOR EVERYONE WHO LIVES HERE. THROUGH OUR KEY INITIATIVES - UNITED FOR STUDENT SUCCESS, UNITED FOR FINANCIAL SECURITY, AND UNITED TO END HOMELESSNESS - WE ARE WORKING TO ENSURE LOCAL STUDENTS SUCCEED, OC FAMILIES GAIN FINANCIAL SECURITY, AND OUR UNHOUSED NEIGHBORS FIND A PLACE TO CALL HOME. WE ALSO OFFER VITAL SUPPORT VIA 2-1-1 ORANGE COUNTY (211OC) OUR KEY SERVICE THAT CONNECTS THOUSANDS OF RESIDENTS WITH HEALTH AND HUMAN SERVICE RESOURCES.</p> <p>TO LEARN MORE OR DISCOVER HOW YOU CAN HELP, VISIT UNITEDWAYOC.ORG</p> <p>OCUW IS A STANDALON, INDEPENDENT 501(C)(3) NONPROFIT ORGANIZATION.</p>

**SCHEDULE O
(Form 990)**

(Rev. January 2025)

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
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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

ORANGE COUNTY'S UNITED WAY

Employer identification number

33-0047994

Return Reference - Identifier	Explanation
<p>FORM 990, PART III, LINE 4A - PROGRAM SERVICE DESCRIPTION</p>	<p>ORANGE COUNTY UNITED WAY IS COMMITTED TO ENSURING LOCAL STUDENTS SUCCEED, OC FAMILIES GAIN FINANCIAL SECURITY, OUR UNHOUSED NEIGHBORS FIND A PLACE TO CALL HOME, AND EVERYONE GETS CONNECTED TO THE ASSISTANCE THEY NEED. WE SERVE HUNDREDS OF THOUSANDS OF OUR RESIDENTS BY DELIVERING CRUCIAL PROGRAMS AND SERVICES DIRECTLY TO OUR COMMUNITIES.</p> <p>OUR UNIQUE APPROACH COMES FROM AN UNDERSTANDING THAT ORANGE COUNTY'S MOST CRITICAL ISSUES ARE INTER-RELATED, AND WE MUST TACKLE THEM IN AN INTERCONNECTED WAY TO PROVIDE LONG-TERM SOLUTIONS THAT BREAK THE CYCLE. THIS INFORMS THE WORK WE FOCUS ON THROUGH OUR KEY INITIATIVES AND KEY SERVICE:</p> <p>UNITED FOR STUDENT SUCCESS AIMS TO ENSURE LOCAL STUDENTS RECEIVE THE SUPPORT THEY NEED TO STAY ON TRACK IN SCHOOL AND GRADUATE ON TIME READY FOR COLLEGE, CAREER, AND LIFE.</p> <p>PROGRAM OFFERINGS:</p> <ul style="list-style-type: none"> . DESTINATION GRADUATION AIMS TO INCREASE THE HIGH SCHOOL GRADUATION RATE BY HELPING BOTH STUDENTS AND PARENTS UNDERSTAND THAT HIGHER EDUCATION IS ATTAINABLE AND ACCESSIBLE, REGARDLESS OF BACKGROUND. OFFERINGS INCLUDE EXCITING COLLEGE AND CAREER EXPLORATION, FINANCIAL AID AND SCHOLARSHIP OPPORTUNITIES, COLLEGE FIELD TRIPS, APPLICATION SUPPORT, LEADERSHIP SKILLS, AND MORE. . YOUTH CAREER CONNECTIONS OFFERS WORK-BASED LEARNING OPPORTUNITIES THAT INFUSE CLASSROOM CURRICULUMS WITH REAL-WORLD CAREER EXPERIENCES BY CONNECTING STUDENTS DIRECTLY TO LEADING LOCAL EMPLOYERS FOR HANDS-ON ACTIVITIES SUCH AS INDUSTRY SITE VISITS, INTERNSHIPS, AND MORE. . SENIOR YEAR MENTORSHIP PROGRAM HELPS MOTIVATED HIGH SCHOOL SENIORS FROM UNDERREPRESENTED DISTRICTS TO STAY ON TRACK AND GRADUATE ON TIME. MENTORING FROM LEADING PROFESSIONALS AND A ROBUST VIRTUAL WORKSHOP SERIES TEACH STUDENTS ESSENTIAL LIFE AND CAREER SKILLS TO POSITION THEM FOR FUTURE SUCCESS. <p>UNITED TO END HOMELESSNESS IS COMMITTED TO ENDING HOMELESSNESS IN ORANGE COUNTY SO THAT EVERYONE HAS A SAFE AND AFFORDABLE PLACE TO CALL HOME AND OPPORTUNITIES TO THRIVE. THE GOAL IS TO ACTIVATE IMMEDIATE AND LONG-TERM HOUSING-FIRST SOLUTIONS ACROSS OUR COMMUNITY THROUGH COLLABORATION WITH THE COUNTY'S TOP BUSINESS, PHILANTHROPIC, GOVERNMENTAL, FAITH-BASED, AND NONPROFIT LEADERS.</p> <p>PROGRAMS:</p> <ul style="list-style-type: none"> . WELCOMEHOMEOC IS OUR HOUSING NAVIGATION AND LANDLORD INCENTIVE PROGRAM, WHICH HELPS INDIVIDUALS AND FAMILIES WHO ARE EXPERIENCING HOMELESSNESS AND HOLDING A RENTAL ASSISTANCE VOUCHER TO SECURE HOUSING IN PRIVATE MARKET APARTMENTS AND ENSURES SUPPORTIVE SERVICES ARE PROVIDED SO THEY CAN REMAIN HOUSED FOR THE LONG-TERM. . WHATEVER IT TAKES IS A PROGRAM LAUNCHED WITH CALOPTIMA HEALTH FOR MEMBERS EXPERIENCING HOMELESSNESS AND HOUSING INSECURITY. THE PROGRAM EXPEDITES ACCESS TO FLEXIBLE FUNDS, INCENTIVIZES PROPERTY OWNERS, AND COORDINATES WITH 30+ COMMUNITY-BASED ORGANIZATIONS TO FIND POSITIVE RESOLUTIONS. . PUBLIC AWARENESS & EDUCATION: WE HOLD WORKSHOPS, HOST COMMUNITY CHATS, AND ENGAGE IN BROAD PUBLIC AWARENESS ACTIVITIES TO HELP BREAK DOWN MYTHS SURROUNDING HOMELESSNESS AND PROVIDE UP-TO-DATE STATISTICS AND BEST PRACTICES FOR SOLVING HOMELESSNESS IN ORANGE COUNTY. . HOUSING CHAMPIONS ADVOCACY NETWORK RECRUITS, TRAINS, ORGANIZES, AND EQUIPS LOCAL RESIDENTS TO ENGAGE IN ADVOCACY IN THEIR COMMUNITIES FOR SOLUTIONS TO END HOMELESSNESS. <p>UNITED FOR FINANCIAL SECURITY EMPOWERS ORANGE COUNTY FAMILIES THROUGH PROGRAMS THAT FOCUS ON THE MOST ESSENTIAL TOOLS TO BUILD FINANCIAL STABILITY.</p> <p>PROGRAMS:</p> <ul style="list-style-type: none"> . OC FREE TAX PREP HELPS FAMILIES KEEP THEIR HARD-EARNED MONEY BY SAVING ON PREPARATION FEES, CLAIMING TAX CREDITS, AND RECEIVING THEIR REFUNDS QUICKLY AND SAFELY, PROVIDING A SAFETY NET FOR LOCAL HOUSEHOLDS TO PUT TOWARD BILLS, CAR REPAIRS, GROCERIES, AND OTHER BASIC NEEDS. . SPARKPOINT OC PROMOTES FINANCIAL EMPOWERMENT THROUGH FREE ONE-TO-ONE FINANCIAL COACHING TO INCREASE INCOME, MANAGE CREDIT, AND BUILD ASSETS THROUGH SAVINGS AND ASSET PLANNING TO REACH GOALS LIKE BUYING A HOME OR PAYING FOR COLLEGE.

**SCHEDULE O
(Form 990)**

(Rev. January 2025)

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.

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OMB No. 1545-0047

**Open to Public
Inspection**

Name of the organization

ORANGE COUNTY'S UNITED WAY

Employer identification number

33-0047994

Return Reference - Identifier	Explanation
	<p>. UPSKILL OC, OUR WORKFORCE DEVELOPMENT PROGRAM, IS AN INNOVATIVE, COLLABORATIVE APPROACH TO BRIDGING THE SKILLS GAP IN VARIOUS INDUSTRIES AND CREATING PATHWAYS TO JOBS THAT PAY A LIVING WAGE.</p> <p>IN JULY 2023, WE ADDED OUR KEY SERVICE, 2-1-1 ORANGE COUNTY (211OC) RECOGNIZED AS A CRITICAL LINK FOR CONNECTING RESIDENTS TO COMMUNITY RESOURCES. THROUGH 211OC, RESOURCES ARE BEING ALLOCATED MORE EQUITABLY, SERVICES CAN BE ACCESSED MORE EFFECTIVELY, AND UNMET NEEDS AND BARRIERS ARE BEING IDENTIFIED SO WE CAN APPROPRIATELY ADDRESS THEM.</p> <p>COMPONENTS:</p> <p>. HOTLINE: A FREE, CONFIDENTIAL, 24/7 HOTLINE PROVIDES IMMEDIATE CONNECTIONS TO HEALTHCARE, HOUSING ASSISTANCE, FOOD SUPPORT, AND MORE. CALLERS CAN REACH HELP ANYTIME VIA PHONE, TEXT, OR WEB SEARCH.</p> <p>. PARTNER NETWORK: THOUSANDS OF HEALTH AND HUMAN SERVICE PROVIDERS COLLABORATE THROUGH OUR COMMUNITY INFORMATION EXCHANGE (CIE), DELIVERING WHOLE-PERSON SUPPORT AND ENSURING INDIVIDUALS AREN'T RETRAUMATIZED BY RETELLING THEIR STORIES. THIS ALLOWS FOR COMPASSIONATE, COORDINATED CARE. CURRENTLY, 211OC CONNECTS PEOPLE IN OC WITH 3,000+ SOCIAL SERVICES PROGRAMS.</p> <p>. COMMUNITY DATA AND INSIGHTS: THROUGH THE HOTLINE, PARTNER NETWORK, CIE, AND THE HOMELESS MANAGEMENT INFORMATION SYSTEM (HMIS), 211OC COLLECTS VITAL DATA THAT REVEALS COMMUNITY NEEDS AND SERVICE GAPS.</p>
<p>FORM 990, PART VI, LINE 11B - REVIEW OF FORM 990 BY GOVERNING BODY</p>	<p>GOVERNING BODY & MGMT - REVIEW OF FORM 990: THE CFO WORKED CLOSELY WITH THE INDEPENDENT TAX PREPARER IN THE PREPARATION OF THE ORGANIZATION'S TAX RETURN. THE FINAL PRODUCT WAS REVIEWED BY THE BOARD OF DIRECTORS PRIOR TO FILING.</p>
<p>FORM 990, PART VI, LINE 12C - CONFLICT OF INTEREST POLICY</p>	<p>POLICIES - MONITOR AND COMPLIANCE ENFORCEMENT: OFFICERS, DIRECTORS, TRUSTEES AND KEY EMPLOYEES ARE REQUIRED TO DISCLOSE ANNUALLY INTERESTS THAT WOULD GIVE RISE TO CONFLICTS. CONFLICT STATEMENTS ARE REVIEWED ANNUALLY AND ANY STATED CONFLICT IS REVIEWED BY THE BOARD DEVELOPMENT COMMITTEE AND BY THE BOARD OF DIRECTORS</p>
<p>FORM 990, PART VI, LINE 15A - PROCESS TO ESTABLISH COMPENSATION OF TOP MANAGEMENT OFFICIAL</p>	<p>POLICIES - COMPENSATION: THE EXECUTIVE COMPENSATION COMMITTEE ("THE COMMITTEE") OF THE BOARD OF DIRECTORS IS COMPRISED OF INDEPENDENT DIRECTORS RESPONSIBLE FOR REVIEW AND APPROVAL OF COMPENSATION FOR THE CHIEF EXECUTIVE OFFICER AND OTHER KEY EMPLOYEES.</p> <p>ORANGE COUNTY'S UNITED WAY'S EXECUTIVE COMPENSATION PROGRAM IS DESIGNED TO ENCOURAGE RETENTION OF HIGH CALIBER EXECUTIVES. THE COMMITTEE CONSIDERS NUMEROUS FACTORS INCLUDING OCUW'S MISSION AND GOALS, COMPARABLE COMPENSATION OFFERED IN COMPARABLE MARKETS AND OVERALL PERFORMANCE OF THE CEO AND KEY EMPLOYEES. AS PART OF THE PROCESS THE COMMITTEE REVIEWS A SUMMARY OF SALARY DATA PUBLISHED IN COMPENSATION SURVEYS FROM INDEPENDENT SOURCES INCLUDING UNITED WAY WORLDWIDE AND REGIONAL DATA FROM OTHER NON-PROFITS IN SOUTHERN CALIFORNIA.</p> <p>THE COMMITTEE ALSO REVIEWED THE PERFORMANCE INCENTIVE PROGRAM. THIS PLAN IS DESIGNED TO REWARD PERFORMANCE BASED ON BOTH QUANTIFIABLE AND NON QUANTIFIABLE SPECIFIC ORGANIZATIONAL DRIVERS. FINALLY, THE COMMITTEE REVIEWED AND DETERMINED OTHER COMPENSATION WHICH INCLUDES HEALTH AND WELFARE BENEFITS AND CONTRIBUTIONS TO A QUALIFIED RETIREMENT PLAN. THE COMMITTEE BELIEVES THE COMPENSATION PROGRAM AND INFORMATION DESCRIB ABOVE IS IN LINE WITH ORANGE COUNTY UNITED WAY'S MISSION AND GOALS AND ACCURATELY REFLECTS A COMPETITIVE PROGRAM TO ATTRACT AND RETAIN HIGH LEVEL EXECUTIVES.</p>
<p>FORM 990, PART VI, LINE 19 - REQUIRED DOCUMENTS AVAILABLE TO THE PUBLIC</p>	<p>DISCLOSURE - GOVERNING DOCS, CONFLICT OF INTEREST POLICY & FINANCIALS: THE FINANCIAL STATEMENTS AND TAX RETURN ARE AVAILABLE ON THE ORGANIZATION'S WEBSITE AND GUIDESTAR. ANY OTHER GOVERNING DOCUMENTS ARE AVAILABLE UPON REQUEST.</p>