

Extended to May 15, 2026

# Return of Organization Exempt From Income Tax

OMB No. 1545-0047

# Form 990

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

# 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](http://www.irs.gov/Form990) for instructions and the latest information.

Open to Public Inspection

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

|  |   |   |  |
|--|---|---|--|
| <b>B</b> Check if applicable:<br><br><input type="checkbox"/> Address change<br><input type="checkbox"/> Name change<br><input type="checkbox"/> Initial return<br><input type="checkbox"/> Final return/terminated<br><input type="checkbox"/> Amended return<br><input type="checkbox"/> Application pending | <b>C</b> Name of organization<br><b>Foothill Family Service</b>                                       |   | <b>D</b> Employer identification number<br><b>95-1690990</b> |
|  | Doing business as   |   | <b>E</b> Telephone number<br><b>(626)993-3000</b>            |
|  | Number and street (or P.O. box if mail is not delivered to street address)                            | Room/suite  |  |
|  | <b>2500 East Foothill Blvd.</b>   | <b>300</b>  | <b>G</b> Gross receipts \$ <b>35,664,382.</b>                |
|  | City or town, state or province, country, and ZIP or foreign postal code<br><b>Pasadena, CA 91107</b> |   |  |
| <b>F</b> Name and address of principal officer: <b>James F. Siegrist same as C above</b>   |   | <b>H(a)</b> Is this a group return for subordinates? <input type="checkbox"/> Yes <input checked="" type="checkbox"/> No<br><b>H(b)</b> Are all subordinates included? <input type="checkbox"/> Yes <input type="checkbox"/> No<br>If "No," attach a list. See instructions |  |
| <b>I</b> Tax-exempt status: <input checked="" type="checkbox"/> 501(c)(3) <input type="checkbox"/> 501(c) ( ) (insert no.) <input type="checkbox"/> 4947(a)(1) or <input type="checkbox"/> 527   |   | <b>H(c)</b> Group exemption number  |  |
| <b>J</b> Website: <b>www.foothillfamily.org</b>  |   | <b>K</b> Form of organization: <input checked="" type="checkbox"/> Corporation <input type="checkbox"/> Trust <input type="checkbox"/> Association <input type="checkbox"/> Other   |  |
| <b>L</b> Year of formation: <b>1926</b>  |   | <b>M</b> State of legal domicile: <b>CA</b>   |  |

## Part I Summary

|   |   |                                  |                     |
|---|---|----------------------------------|---------------------|
| <b>Activities &amp; Governance</b>  | <b>1</b> Briefly describe the organization's mission or most significant activities: <b>Foothill Family empowers children and families to achieve personal success.</b> |                                  |                     |
|   | <b>2</b> Check this box <input type="checkbox"/> if the organization discontinued its operations or disposed of more than 25% of its net assets.                        |                                  |                     |
|   | <b>3</b> Number of voting members of the governing body (Part VI, line 1a)  | <b>3</b>                         | <b>27</b>           |
|   | <b>4</b> Number of independent voting members of the governing body (Part VI, line 1b)  | <b>4</b>                         | <b>27</b>           |
|   | <b>5</b> Total number of individuals employed in calendar year 2024 (Part V, line 2a)   | <b>5</b>                         | <b>423</b>          |
|   | <b>6</b> Total number of volunteers (estimate if necessary)   | <b>6</b>                         | <b>95</b>           |
|   | <b>7a</b> Total unrelated business revenue from Part VIII, column (C), line 12  | <b>7a</b>                        | <b>0.</b>           |
| <b>b</b> Net unrelated business taxable income from Form 990-T, Part I, line 11 | <b>7b</b>   | <b>0.</b>                        |                     |
| <b>Revenue</b>  | <b>8</b> Contributions and grants (Part VIII, line 1h)  | <b>Prior Year</b>                | <b>Current Year</b> |
|   | <b>9</b> Program service revenue (Part VIII, line 2g)   | <b>33,415,938.</b>               | <b>35,150,632.</b>  |
|   | <b>10</b> Investment income (Part VIII, column (A), lines 3, 4, and 7d)   | <b>77,930.</b>                   | <b>66,227.</b>      |
|   | <b>11</b> Other revenue (Part VIII, column (A), lines 5, 6d, 8c, 9c, 10c, and 11e)  | <b>288,711.</b>                  | <b>295,450.</b>     |
|   | <b>12</b> Total revenue - add lines 8 through 11 (must equal Part VIII, column (A), line 12)  | <b>5,923.</b>                    | <b>8,922.</b>       |
| <b>Expenses</b>   | <b>13</b> Grants and similar amounts paid (Part IX, column (A), lines 1-3)  | <b>33,788,502.</b>               | <b>35,521,231.</b>  |
|   | <b>14</b> Benefits paid to or for members (Part IX, column (A), line 4)   | <b>0.</b>                        | <b>59,500.</b>      |
|   | <b>15</b> Salaries, other compensation, employee benefits (Part IX, column (A), lines 5-10)   | <b>0.</b>                        | <b>0.</b>           |
|   | <b>16a</b> Professional fundraising fees (Part IX, column (A), line 11e)  | <b>25,299,090.</b>               | <b>25,046,246.</b>  |
|   | <b>b</b> Total fundraising expenses (Part IX, column (D), line 25)  | <b>0.</b>                        | <b>0.</b>           |
|   | <b>17</b> Other expenses (Part IX, column (A), lines 11a-11d, 11f-24e)  | <b>1,245,840.</b>                | <b>8,774,500.</b>   |
|   | <b>18</b> Total expenses. Add lines 13-17 (must equal Part IX, column (A), line 25)   | <b>8,774,500.</b>                | <b>9,878,476.</b>   |
| <b>19</b> Revenue less expenses. Subtract line 18 from line 12                  | <b>34,073,590.</b>  | <b>34,984,222.</b>               |                     |
| <b>Net Assets or Fund Balances</b>  | <b>20</b> Total assets (Part X, line 16)  | <b>-285,088.</b>                 | <b>537,009.</b>     |
|   | <b>21</b> Total liabilities (Part X, line 26)   | <b>Beginning of Current Year</b> | <b>End of Year</b>  |
|   | <b>22</b> Net assets or fund balances. Subtract line 21 from line 20  | <b>43,204,585.</b>               | <b>44,525,486.</b>  |
|   |   | <b>24,361,295.</b>               | <b>23,681,238.</b>  |
|   |   | <b>18,843,290.</b>               | <b>20,844,248.</b>  |

## 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.

|                               |                                    |                      |                          |   |                  |
|-------------------------------|------------------------------------|----------------------|--------------------------|---|------------------|
| <b>Sign Here</b>              | Signature of officer               | Date                 |                          |   |                  |
|                               | <b>James F. Siegrist, CFO/COO</b>  | <b>2/12/2026</b>     |                          |   |                  |
| <b>Paid Preparer Use Only</b> | Preparer's name                    | Preparer's signature | Date                     | Check if self-employed <input type="checkbox"/> | PTIN             |
|                               | <b>Sean E. Cain, CPA</b>           |                      |                          |   | <b>P01612986</b> |
| <b>Paid Preparer Use Only</b> | Firm's name                        | Firm's EIN           | Phone no. (626) 403-6801 |   |                  |
|                               | <b>Harrington Group, CPAs, LLP</b> | <b>95-4557617</b>    |                          |   |                  |
| Firm's address                |                                    | Pasadena, CA 91107   |                          |   |                  |

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

Part III Statement of Program Service Accomplishments

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

1 Briefly describe the organization's mission: Foothill Family envisions generations of healthy families and thriving communities.

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

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

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

4a (Code: ) (Expenses \$ 12,594,657. including grants of \$ ) (Revenue \$ 42,284.) Mental Health Services for Children and Teens is funded by our contract with the the LA County Department of Mental Health (DMH). It includes Mental Health, School Based Mental Health and Intensive Mental Health services for children and teens.

4b (Code: ) (Expenses \$ 10,405,932. including grants of \$ ) (Revenue \$ ) Early Head Start provides weekly home visits to families of children 0-3 and pregnant women. Foothill Family's Early Head Start Program serves El Monte, South El Monte, Pomona, and parts of La Puente.

4c (Code: ) (Expenses \$ 1,319,095. including grants of \$ ) (Revenue \$ ) Family Preservation is a child welfare program funded through contracts with the Department of Children and Family Services to serve the families that are part of the following DCFS Regional Offices: Glendora, Pomona, and Santa Fe Springs. Services include in home counseling and case management focused on assisting families who are going through family reunification through the DCFS system as well as supporting families to remain together and avoid the detention of their children.

4d Other program services (Describe on Schedule O.) (Expenses \$ 4,789,127. including grants of \$ 59,500.) (Revenue \$ 23,943.)

4e Total program service expenses 29,108,811.

Part IV Checklist of Required Schedules

Table with 3 columns: Question ID, Yes, No. Rows include questions 1 through 21 regarding organizational requirements, such as political activities, lobbying, and financial reporting.

**Part IV Checklist of Required Schedules** (continued)

|   | Yes | No |
|---|-----|----|
| <b>22</b> 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> .....  | X   |    |
| <b>23</b> 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> .....  | X   |    |
| <b>24a</b> 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> .....  | X   |    |
| <b>b</b> Did the organization invest any proceeds of tax-exempt bonds beyond a temporary period exception? .....  |     | X  |
| <b>c</b> Did the organization maintain an escrow account other than a refunding escrow at any time during the year to defease any tax-exempt bonds? .....   |     | X  |
| <b>d</b> Did the organization act as an "on behalf of" issuer for bonds outstanding at any time during the year? .....  |     | X  |
| <b>25a Section 501(c)(3), 501(c)(4), and 501(c)(29) organizations.</b> 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> .....  |     | X  |
| <b>b</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> .....   |     | X  |
| <b>26</b> 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> .....   |     | X  |
| <b>27</b> 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> ..... |     | X  |
| <b>28</b> 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):   |     |    |
| <b>a</b> A current or former officer, director, trustee, key employee, creator or founder, or substantial contributor? <i>If "Yes," complete Schedule L, Part IV</i> .....  |     | X  |
| <b>b</b> A family member of any individual described in line 28a? <i>If "Yes," complete Schedule L, Part IV</i> .....   |     | X  |
| <b>c</b> 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> .....  |     | X  |
| <b>29</b> Did the organization receive more than \$25,000 in noncash contributions? <i>If "Yes," complete Schedule M</i> .....  | X   |    |
| <b>30</b> Did the organization receive contributions of art, historical treasures, or other similar assets, or qualified conservation contributions? <i>If "Yes," complete Schedule M</i> .....   |     | X  |
| <b>31</b> Did the organization liquidate, terminate, or dissolve and cease operations? <i>If "Yes," complete Schedule N, Part I</i> .....   |     | X  |
| <b>32</b> 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> .....   |     | X  |
| <b>33</b> 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> .....   |     | X  |
| <b>34</b> 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> .....   |     | X  |
| <b>35a</b> Did the organization have a controlled entity within the meaning of section 512(b)(13)? .....  |     | X  |
| <b>b</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> .....   |     |    |
| <b>36 Section 501(c)(3) organizations.</b> Did the organization make any transfers to an exempt non-charitable related organization? <i>If "Yes," complete Schedule R, Part V, line 2</i> .....   |     | X  |
| <b>37</b> 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> .....  |     | X  |
| <b>38</b> Did the organization complete Schedule O and provide explanations on Schedule O for Part VI, lines 11b and 19? .....  | X   |    |

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

**Part V Statements Regarding Other IRS Filings and Tax Compliance**

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

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

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

|            |  | Yes | No |
|------------|--|-----|----|
| <b>2a</b>  | 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  |     |    |
|            | <b>2a</b> 423  |     |    |
| <b>b</b>   | If at least one is reported on line 2a, did the organization file all required federal employment tax returns?   | X   |    |
| <b>3a</b>  | Did the organization have unrelated business gross income of \$1,000 or more during the year?  |     | X  |
| <b>b</b>   | If "Yes," has it filed a Form 990-T for this year? If "No" to line 3b, provide an explanation on Schedule O  |     |    |
| <b>4a</b>  | 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)?   |     | X  |
| <b>b</b>   | If "Yes," enter the name of the foreign country<br>See instructions for filing requirements for FinCEN Form 114, Report of Foreign Bank and Financial Accounts (FBAR).   |     |    |
| <b>5a</b>  | Was the organization a party to a prohibited tax shelter transaction at any time during the tax year?  |     | X  |
| <b>b</b>   | Did any taxable party notify the organization that it was or is a party to a prohibited tax shelter transaction?   |     | X  |
| <b>c</b>   | If "Yes" to line 5a or 5b, did the organization file Form 8886-T?  |     |    |
| <b>6a</b>  | 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?                                      |     | X  |
| <b>b</b>   | If "Yes," did the organization include with every solicitation an express statement that such contributions or gifts were not tax deductible?  |     |    |
| <b>7</b>   | <b>Organizations that may receive deductible contributions under section 170(c).</b>   |     |    |
| <b>a</b>   | 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?  | X   |    |
| <b>b</b>   | If "Yes," did the organization notify the donor of the value of the goods or services provided?  | X   |    |
| <b>c</b>   | Did the organization sell, exchange, or otherwise dispose of tangible personal property for which it was required to file Form 8282?   |     | X  |
| <b>d</b>   | If "Yes," indicate the number of Forms 8282 filed during the year  |     |    |
|            | <b>7d</b>  |     |    |
| <b>e</b>   | Did the organization receive any funds, directly or indirectly, to pay premiums on a personal benefit contract?  |     | X  |
| <b>f</b>   | Did the organization, during the year, pay premiums, directly or indirectly, on a personal benefit contract?   |     | X  |
| <b>g</b>   | If the organization received a contribution of qualified intellectual property, did the organization file Form 8899 as required?   | N/A |    |
| <b>h</b>   | If the organization received a contribution of cars, boats, airplanes, or other vehicles, did the organization file a Form 1098-C?   | N/A |    |
| <b>8</b>   | <b>Sponsoring organizations maintaining donor advised funds.</b> Did a donor advised fund maintained by the sponsoring organization have excess business holdings at any time during the year?   |     |    |
|            | N/A  |     |    |
| <b>9</b>   | <b>Sponsoring organizations maintaining donor advised funds.</b>   |     |    |
| <b>a</b>   | Did the sponsoring organization make any taxable distributions under section 4966?   |     |    |
|            | N/A  |     |    |
| <b>b</b>   | Did the sponsoring organization make a distribution to a donor, donor advisor, or related person?  |     |    |
|            | N/A  |     |    |
| <b>10</b>  | <b>Section 501(c)(7) organizations.</b> Enter:   |     |    |
| <b>a</b>   | Initiation fees and capital contributions included on Part VIII, line 12   |     |    |
|            | N/A  |     |    |
| <b>b</b>   | Gross receipts, included on Form 990, Part VIII, line 12, for public use of club facilities  |     |    |
| <b>11</b>  | <b>Section 501(c)(12) organizations.</b> Enter:  |     |    |
| <b>a</b>   | Gross income from members or shareholders  |     |    |
|            | N/A  |     |    |
| <b>b</b>   | Gross income from other sources. (Do not net amounts due or paid to other sources against amounts due or received from them.)  |     |    |
| <b>12a</b> | <b>Section 4947(a)(1) non-exempt charitable trusts.</b> Is the organization filing Form 990 in lieu of Form 1041?  |     |    |
| <b>b</b>   | If "Yes," enter the amount of tax-exempt interest received or accrued during the year  |     |    |
|            | N/A  |     |    |
| <b>13</b>  | <b>Section 501(c)(29) qualified nonprofit health insurance issuers.</b>  |     |    |
| <b>a</b>   | Is the organization licensed to issue qualified health plans in more than one state?<br><b>Note:</b> See the instructions for additional information the organization must report on Schedule O.   |     |    |
|            | N/A  |     |    |
| <b>b</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  |     |    |
| <b>c</b>   | Enter the amount of reserves on hand   |     |    |
|            | 13c  |     |    |
| <b>14a</b> | Did the organization receive any payments for indoor tanning services during the tax year?   |     | X  |
| <b>b</b>   | If "Yes," has it filed a Form 720 to report these payments? If "No," provide an explanation on Schedule O  |     |    |
| <b>15</b>  | 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?<br>If "Yes," see the instructions and file Form 4720, Schedule N.                 |     | X  |
| <b>16</b>  | Is the organization an educational institution subject to the section 4968 excise tax on net investment income?<br>If "Yes," complete Form 4720, Schedule O.   |     | X  |
| <b>17</b>  | <b>Section 501(c)(21) organizations.</b> 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?<br>If "Yes," complete Form 6069. |     |    |
|            | N/A  |     |    |

**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 |
|-----------|--|-----|----|
| <b>1a</b> | Enter the number of voting members of the governing body at the end of the tax year<br>If there are material differences in voting rights among members of the governing body, or if the governing body delegated broad authority to an executive committee or similar committee, explain on Schedule O. |     |    |
|           | <b>1a</b> 27   |     |    |
| <b>b</b>  | Enter the number of voting members included on line 1a, above, who are independent   |     |    |
|           | <b>1b</b> 27   |     |    |
| <b>2</b>  | Did any officer, director, trustee, or key employee have a family relationship or a business relationship with any other officer, director, trustee, or key employee?  |     | X  |
| <b>3</b>  | Did the organization delegate control over management duties customarily performed by or under the direct supervision of officers, directors, trustees, or key employees to a management company or other person?  |     | X  |
| <b>4</b>  | Did the organization make any significant changes to its governing documents since the prior Form 990 was filed?   |     | X  |
| <b>5</b>  | Did the organization become aware during the year of a significant diversion of the organization's assets?   |     | X  |
| <b>6</b>  | Did the organization have members or stockholders?   |     | X  |
| <b>7a</b> | Did the organization have members, stockholders, or other persons who had the power to elect or appoint one or more members of the governing body?   |     | X  |
| <b>b</b>  | Are any governance decisions of the organization reserved to (or subject to approval by) members, stockholders, or persons other than the governing body?  |     | X  |
| <b>8</b>  | Did the organization contemporaneously document the meetings held or written actions undertaken during the year by the following:  |     |    |
| <b>a</b>  | The governing body?  | X   |    |
| <b>b</b>  | Each committee with authority to act on behalf of the governing body?  | X   |    |
| <b>9</b>  | Is there any officer, director, trustee, or key employee listed in Part VII, Section A, who cannot be reached at the organization's mailing address? If "Yes," provide the names and addresses on Schedule O   |     | X  |

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

|            |  | Yes | No |
|------------|--|-----|----|
| <b>10a</b> | Did the organization have local chapters, branches, or affiliates?   |     | X  |
| <b>b</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?   |     |    |
| <b>10b</b> |  |     |    |
| <b>11a</b> | Has the organization provided a complete copy of this Form 990 to all members of its governing body before filing the form?  | X   |    |
| <b>b</b>   | Describe on Schedule O the process, if any, used by the organization to review this Form 990.  |     |    |
| <b>12a</b> | Did the organization have a written conflict of interest policy? If "No," go to line 13  | X   |    |
| <b>b</b>   | Were officers, directors, or trustees, and key employees required to disclose annually interests that could give rise to conflicts?  | X   |    |
| <b>c</b>   | Did the organization regularly and consistently monitor and enforce compliance with the policy? If "Yes," describe on Schedule O how this was done   | X   |    |
| <b>12c</b> |  | X   |    |
| <b>13</b>  | Did the organization have a written whistleblower policy?  | X   |    |
| <b>14</b>  | Did the organization have a written document retention and destruction policy?   | X   |    |
| <b>15</b>  | 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?   |     |    |
| <b>a</b>   | The organization's CEO, Executive Director, or top management official   | X   |    |
| <b>b</b>   | Other officers or key employees of the organization  | X   |    |
|            | If "Yes" to line 15a or 15b, describe the process on Schedule O. See instructions.   |     |    |
| <b>16a</b> | Did the organization invest in, contribute assets to, or participate in a joint venture or similar arrangement with a taxable entity during the year?  |     | X  |
| <b>b</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? |     |    |
| <b>16b</b> |  |     |    |

**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  
**James F. Siegrist - (626)993-3000**  
2500 East Foothill Blvd., 300, Pasadena, CA 91107

**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)<br>Name and title  | (B)<br>Average hours per week (list any hours for related organizations below line) | (C)<br>Position (do not check more than one box, unless person is both an officer and a director/trustee) |                       |         |              |                              |          | (D)<br>Reportable compensation from the organization (W-2/1099-MISC/1099-NEC) | (E)<br>Reportable compensation from related organizations (W-2/1099-MISC/1099-NEC) | (F)<br>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) Steven Allen<br>Executive Director                       | 37.50   |   |                       | X       |              |                              | 415,588. | 0.  | 35,282.  |   |
| (2) James Siegrist<br>Chief Financial & Operating Officer    | 37.50   |   |                       | X       |              |                              | 296,936. | 0.  | 38,597.  |   |
| (3) Tiffany Tsuchiyama<br>Chief Human Resources Officer      | 37.50   |   |                       |         |              | X                            | 256,520. | 0.  | 21,176.  |   |
| (4) Tami Mitsumori-Miller<br>Chief Clinical Officer          | 37.50   |   |                       |         |              | X                            | 215,790. | 0.  | 24,938.  |   |
| (5) Lara Lund<br>Director of Foundation Grants               | 37.50   |   |                       |         |              | X                            | 160,743. | 0.  | 28,458.  |   |
| (6) Sheila Thornton<br>Clinical Director                     | 37.50   |   |                       |         |              | X                            | 155,674. | 0.  | 26,827.  |   |
| (7) Christopher Howard<br>Director of Information Technology | 37.50   |   |                       |         |              | X                            | 153,902. | 0.  | 15,873.  |   |
| (8) Julietta Perez<br>Chair/Past Chair (trans 9/24)          | 1.00  | X   |                       | X       |              |                              | 0.       | 0.  | 0.   |   |
| (9) Laurel Bear<br>Vice Chair/Chair (trans 9/24)             | 1.00  | X   |                       | X       |              |                              | 0.       | 0.  | 0.   |   |
| (10) Vince R. Lawler<br>Secretary & Vice Chair (trans 9/24)  | 1.00  | X   |                       | X       |              |                              | 0.       | 0.  | 0.   |   |
| (11) Angie Wilson<br>Treasurer                               | 1.00  | X   |                       | X       |              |                              | 0.       | 0.  | 0.   |   |
| (12) Chuck Tapert<br>Past Chair/Dir. At Large (trans 9/24)   | 1.00  | X   |                       |         |              |                              | 0.       | 0.  | 0.   |   |
| (13) David Y. Lin<br>Dir. At Large                           | 1.00  | X   |                       |         |              |                              | 0.       | 0.  | 0.   |   |
| (14) Vanessa Wolf Alexander<br>Director                      | 1.00  | X   |                       |         |              |                              | 0.       | 0.  | 0.   |   |
| (15) Jeremy Baker<br>Director                                | 1.00  | X   |                       |         |              |                              | 0.       | 0.  | 0.   |   |
| (16) Cushon Bell<br>Director (end 6/25)                      | 1.00  | X   |                       |         |              |                              | 0.       | 0.  | 0.   |   |
| (17) David Choi<br>Director                                  | 1.00  | X   |                       |         |              |                              | 0.       | 0.  | 0.   |   |

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

| (A)<br>Name and title  | (B)<br>Average hours per week (list any hours for related organizations below line) | (C)<br>Position (do not check more than one box, unless person is both an officer and a director/trustee) |                       |         |              |                              |        | (D)<br>Reportable compensation from the organization (W-2/1099-MISC/1099-NEC) | (E)<br>Reportable compensation from related organizations (W-2/1099-MISC/1099-NEC) | (F)<br>Estimated amount of other compensation from the organization and related organizations |
|--|---|---|-----------------------|---------|--------------|------------------------------|--------|---|--|---|
|  |   | Individual trustee or director  | Institutional trustee | Officer | Key employee | Highest compensated employee | Former |   |  |   |
| (18) Tina Chiou<br>Director                                    | 1.00  | X   |                       |         |              |                              |        | 0.  | 0.   | 0.  |
| (19) Margaret Juarez, MD<br>Director                           | 1.00  | X   |                       |         |              |                              |        | 0.  | 0.   | 0.  |
| (20) Chang M. Liu<br>Director                                  | 1.00  | X   |                       |         |              |                              |        | 0.  | 0.   | 0.  |
| (21) Sheela Gade<br>Director                                   | 1.00  | X   |                       |         |              |                              |        | 0.  | 0.   | 0.  |
| (22) Lisette Gavina Lopez<br>Director                          | 1.00  | X   |                       |         |              |                              |        | 0.  | 0.   | 0.  |
| (23) Kristopher Lythgoe<br>Director                            | 1.00  | X   |                       |         |              |                              |        | 0.  | 0.   | 0.  |
| (24) Judy A. Matthews<br>Director                              | 1.00  | X   |                       |         |              |                              |        | 0.  | 0.   | 0.  |
| (25) Abel Montanez<br>Director                                 | 1.00  | X   |                       |         |              |                              |        | 0.  | 0.   | 0.  |
| (26) Edgar Mora<br>Director (start 2/25)                       | 1.00  | X   |                       |         |              |                              |        | 0.  | 0.   | 0.  |
| <b>1b Subtotal</b>   |   |   |                       |         |              |                              |        | 1,655,153.  | 0.   | 191,151.  |
| <b>c Total from continuation sheets to Part VII, Section A</b> |   |   |                       |         |              |                              |        | 0.  | 0.   | 0.  |
| <b>d Total (add lines 1b and 1c)</b>                           |   |   |                       |         |              |                              |        | 1,655,153.  | 0.   | 191,151.  |

**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 29

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

**Section B. Independent Contractors**

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

| (A)<br>Name and business address   | (B)<br>Description of services | (C)<br>Compensation |
|--|--------------------------------|---------------------|
| Puente Ave Preschool ICC<br>14032 Dillardale St., La Puente, CA 91746    | Contract daycare               | 434,809.            |
| Locum Tenens.com LLC, 2575 Northwinds Parkway, Alpharetta, GA 30009      | Recruiting services            | 384,663.            |
| Joy's Children's Learning Center<br>14033 Ragus St., La Puente, CA 91746 | Contract daycare               | 176,428.            |
| Bruce Abbott, Inc., 180 S. Lake Ave. Suite 320, Pasadena, CA 91101       | Contract Psychiatrist          | 120,185.            |
| DSH, 3250 Wilshire Blvd Suite 1105, Los Angeles, CA 90010                | Architecture services          | 105,396.            |

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

See Part VII, Section A Continuation sheets



**Part VIII Statement of Revenue**

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

|  |   |                      | (A)            | (B)                                | (C)                        | (D)  |  |
|--|---|----------------------|----------------|------------------------------------|----------------------------|--|--|
|  |   |                      | Total revenue  | Related or exempt function revenue | Unrelated business revenue | Revenue excluded from tax under sections 512 - 514 |  |
| Contributions, Gifts, Grants and Other Similar Amounts   | <b>1 a</b> Federated campaigns  | <b>1a</b>            |                |                                    |                            |  |  |
|  | <b>b</b> Membership dues  | <b>1b</b>            |                |                                    |                            |  |  |
|  | <b>c</b> Fundraising events   | <b>1c</b>            | 167,868.       |                                    |                            |  |  |
|  | <b>d</b> Related organizations  | <b>1d</b>            |                |                                    |                            |  |  |
|  | <b>e</b> Government grants (contributions)  | <b>1e</b>            | 32,337,545.    |                                    |                            |  |  |
|  | <b>f</b> All other contributions, gifts, grants, and similar amounts not included above | <b>1f</b>            | 2,645,219.     |                                    |                            |  |  |
|  | <b>g</b> Noncash contributions included in lines 1a-1f                                  | <b>1g</b>            | \$ 136,550.    |                                    |                            |  |  |
|  | <b>h Total.</b> Add lines 1a-1f   |                      |                | 35,150,632.                        |                            |  |  |
| Program Service Revenue  | <b>2 a</b> Fees DMH Insurance   | <b>Business Code</b> |                |                                    |                            |  |  |
|  |   | 624100               | 42,284.        | 42,284.                            |                            |  |  |
|  | <b>b</b> Fees Batterers Treatment   | 624100               | 18,018.        | 18,018.                            |                            |  |  |
|  | <b>c</b> Other fees   | 624100               | 5,925.         | 5,925.                             |                            |  |  |
|  | <b>d</b>  |                      |                |                                    |                            |  |  |
|  | <b>e</b>  |                      |                |                                    |                            |  |  |
|  | <b>f</b> All other program service revenue  |                      |                |                                    |                            |  |  |
| <b>g Total.</b> Add lines 2a-2f  |   |                      | 66,227.        |                                    |                            |  |  |
| Other Revenue  | <b>3</b> Investment income (including dividends, interest, and other similar amounts)   |                      | 295,450.       |                                    |                            | 295,450.   |  |
|  | <b>4</b> Income from investment of tax-exempt bond proceeds                             |                      |                |                                    |                            |  |  |
|  | <b>5</b> Royalties  |                      |                |                                    |                            |  |  |
|  | <b>6 a</b> Gross rents  | <b>6a</b>            | (i) Real       |                                    |                            |  |  |
|  |   |                      | (ii) Personal  |                                    |                            |  |  |
|  |   |                      |                |                                    |                            |  |  |
|  | <b>b</b> Less: rental expenses  | <b>6b</b>            |                |                                    |                            |  |  |
|  | <b>c</b> Rental income or (loss)  | <b>6c</b>            |                |                                    |                            |  |  |
|  | <b>d</b> Net rental income or (loss)  |                      |                |                                    |                            |  |  |
|  | <b>7 a</b> Gross amount from sales of assets other than inventory                       | <b>7a</b>            | (i) Securities |                                    |                            |  |  |
|  |   |                      | (ii) Other     |                                    |                            |  |  |
|  |   |                      |                |                                    |                            |  |  |
|  | <b>b</b> Less: cost or other basis and sales expenses                                   | <b>7b</b>            |                |                                    |                            |  |  |
|  | <b>c</b> Gain or (loss)   | <b>7c</b>            |                |                                    |                            |  |  |
|  | <b>d</b> Net gain or (loss)   |                      |                |                                    |                            |  |  |
| <b>8 a</b> Gross income from fundraising events (not including \$ 167,868. of contributions reported on line 1c). See Part IV, line 18 | <b>8a</b>   |                      | 143,151.       |                                    |                            |  |  |
|  |   |                      | 143,151.       |                                    |                            |  |  |
|  |   |                      |                |                                    |                            |  |  |
| <b>b</b> Less: direct expenses   | <b>8b</b>   |                      |                |                                    |                            |  |  |
| <b>c</b> Net income or (loss) from fundraising events  |   |                      | 0.             |                                    |                            |  |  |
| <b>9 a</b> Gross income from gaming activities. See Part IV, line 19   | <b>9a</b>   |                      |                |                                    |                            |  |  |
|  |   |                      |                |                                    |                            |  |  |
|  |   |                      |                |                                    |                            |  |  |
| <b>b</b> Less: direct expenses   | <b>9b</b>   |                      |                |                                    |                            |  |  |
| <b>c</b> Net income or (loss) from gaming activities   |   |                      |                |                                    |                            |  |  |
| <b>10 a</b> Gross sales of inventory, less returns and allowances  | <b>10a</b>  |                      |                |                                    |                            |  |  |
|  |   |                      |                |                                    |                            |  |  |
|  |   |                      |                |                                    |                            |  |  |
| <b>b</b> Less: cost of goods sold  | <b>10b</b>  |                      |                |                                    |                            |  |  |
| <b>c</b> Net income or (loss) from sales of inventory  |   |                      |                |                                    |                            |  |  |
| Miscellaneous Revenue  | <b>11 a</b> Other income  | <b>Business Code</b> |                |                                    |                            |  |  |
|  |   | 900099               | 8,922.         |                                    |                            | 8,922.   |  |
|  | <b>b</b>  |                      |                |                                    |                            |  |  |
|  | <b>c</b>  |                      |                |                                    |                            |  |  |
|  | <b>d</b> All other revenue  |                      |                |                                    |                            |  |  |
| <b>e Total.</b> Add lines 11a-11d  |   |                      | 8,922.         |                                    |                            |  |  |
| <b>12 Total revenue.</b> See instructions  |   |                      | 35,521,231.    | 66,227.                            | 0.                         | 304,372.   |  |

**Part IX Statement of Functional Expenses**

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

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

| Do not include amounts reported on lines 6b, 7b, 8b, 9b, and 10b of Part VIII.   | (A)<br>Total expenses | (B)<br>Program service expenses | (C)<br>Management and general expenses | (D)<br>Fundraising expenses |
|--|-----------------------|---------------------------------|--|-----------------------------|
| 1 Grants and other assistance to domestic organizations and domestic governments. See Part IV, line 21   |                       |                                 |  |                             |
| 2 Grants and other assistance to domestic individuals. See Part IV, line 22  | 59,500.               | 59,500.                         |  |                             |
| 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   | 798,569.              | 641,218.                        | 129,408.                               | 27,943.                     |
| 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   | 18,831,984.           | 15,108,800.                     | 3,064,380.                             | 658,804.                    |
| 8 Pension plan accruals and contributions (include section 401(k) and 403(b) employer contributions)   | 677,130.              | 548,121.                        | 105,260.                               | 23,749.                     |
| 9 Other employee benefits  | 3,319,112.            | 2,686,743.                      | 515,956.                               | 116,413.                    |
| 10 Payroll taxes   | 1,419,451.            | 1,149,012.                      | 220,654.                               | 49,785.                     |
| 11 Fees for services (nonemployees):   |                       |                                 |  |                             |
| a Management   |                       |                                 |  |                             |
| b Legal  |                       |                                 |  |                             |
| c Accounting   | 42,252.               | 33,833.                         | 8,419.                                 |                             |
| d Lobbying   |                       |                                 |  |                             |
| e Professional fundraising services. See Part IV, line 17  |                       |                                 |  |                             |
| f Investment management fees   |                       |                                 |  |                             |
| g Other. (If line 11g amount exceeds 10% of line 25, column (A), amount, list line 11g expenses on Sch O.)   | 3,509,638.            | 3,432,260.                      |  | 77,378.                     |
| 12 Advertising and promotion   | 203,399.              | 202,041.                        | 90.                                    | 1,268.                      |
| 13 Office expenses   | 2,492,491.            | 2,128,327.                      | 296,483.                               | 67,681.                     |
| 14 Information technology  | 223,378.              | 208,723.                        |  | 14,655.                     |
| 15 Royalties   |                       |                                 |  |                             |
| 16 Occupancy   | 1,311,281.            | 1,111,351.                      | 161,393.                               | 38,537.                     |
| 17 Travel  | 564,274.              | 559,264.                        | 31.                                    | 4,979.                      |
| 18 Payments of travel or entertainment expenses for any federal, state, or local public officials  |                       |                                 |  |                             |
| 19 Conferences, conventions, and meetings  |                       |                                 |  |                             |
| 20 Interest  |                       |                                 |  |                             |
| 21 Payments to affiliates  |                       |                                 |  |                             |
| 22 Depreciation, depletion, and amortization   | 558,591.              | 466,561.                        | 90,726.                                | 1,304.                      |
| 23 Insurance   | 163,516.              | 132,348.                        | 27,301.                                | 3,867.                      |
| 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>Miscellaneous</b>   | 673,106.              | 640,709.                        | 9,470.                                 | 22,927.                     |
| b <b>In-kind materials</b>   | 136,550.              |                                 |  | 136,550.                    |
| c  |                       |                                 |  |                             |
| d  |                       |                                 |  |                             |
| e All other expenses   |                       |                                 |  |                             |
| <b>25 Total functional expenses.</b> Add lines 1 through 24e   | <b>34,984,222.</b>    | <b>29,108,811.</b>              | <b>4,629,571.</b>                      | <b>1,245,840.</b>           |
| <b>26 Joint costs.</b> 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   | <b>1</b> Cash - non-interest-bearing .....   | 55,932.                | <b>1</b>    | 0.          |
|  | <b>2</b> Savings and temporary cash investments .....  | 8,810,426.             | <b>2</b>    | 8,083,623.  |
|  | <b>3</b> Pledges and grants receivable, net .....  | 701,701.               | <b>3</b>    | 468,717.    |
|  | <b>4</b> Accounts receivable, net .....  | 3,435,780.             | <b>4</b>    | 5,382,765.  |
|  | <b>5</b> 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 ..... |                        | <b>5</b>    |             |
|  | <b>6</b> Loans and other receivables from other disqualified persons (as defined under section 4958(f)(1)), and persons described in section 4958(c)(3)(B) .....   |                        | <b>6</b>    |             |
|  | <b>7</b> Notes and loans receivable, net .....   |                        | <b>7</b>    |             |
|  | <b>8</b> Inventories for sale or use .....   |                        | <b>8</b>    |             |
|  | <b>9</b> Prepaid expenses and deferred charges .....   | 313,871.               | <b>9</b>    | 482,846.    |
|  | <b>10a</b> Land, buildings, and equipment: cost or other basis. Complete Part VI of Schedule D .....   | <b>10a</b> 20,968,039. |             |             |
|  | <b>b</b> Less: accumulated depreciation .....  | <b>10b</b> 5,845,021.  |             |             |
|  | <b>11</b> Investments - publicly traded securities .....   | 15,807,066.            | <b>10c</b>  | 15,123,018. |
|  | <b>12</b> Investments - other securities. See Part IV, line 11 .....   | 12,167,654.            | <b>11</b>   | 13,517,670. |
|  | <b>13</b> Investments - program-related. See Part IV, line 11 .....  |                        | <b>12</b>   |             |
|  | <b>14</b> Intangible assets .....  |                        | <b>13</b>   |             |
|  | <b>15</b> Other assets. See Part IV, line 11 .....   | 1,912,155.             | <b>14</b>   |             |
| <b>16</b> <b>Total assets.</b> Add lines 1 through 15 (must equal line 33) ..... | 43,204,585.  | <b>15</b>              | 1,466,847.  |             |
|  |  | <b>16</b>              | 44,525,486. |             |
| Liabilities  | <b>17</b> Accounts payable and accrued expenses .....  | 2,566,441.             | <b>17</b>   | 1,990,485.  |
|  | <b>18</b> Grants payable .....   | 7,749,990.             | <b>18</b>   | 7,553,499.  |
|  | <b>19</b> Deferred revenue .....   | 484,228.               | <b>19</b>   | 1,233,781.  |
|  | <b>20</b> Tax-exempt bond liabilities .....  | 6,067,519.             | <b>20</b>   | 5,791,815.  |
|  | <b>21</b> Escrow or custodial account liability. Complete Part IV of Schedule D .....  |                        | <b>21</b>   |             |
|  | <b>22</b> 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 .....     |                        | <b>22</b>   |             |
|  | <b>23</b> Secured mortgages and notes payable to unrelated third parties .....   |                        | <b>23</b>   |             |
|  | <b>24</b> Unsecured notes and loans payable to unrelated third parties .....   |                        | <b>24</b>   |             |
|  | <b>25</b> 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 .....  | 7,493,117.             | <b>25</b>   | 7,111,658.  |
|  | <b>26</b> <b>Total liabilities.</b> Add lines 17 through 25 .....  | 24,361,295.            | <b>26</b>   | 23,681,238. |
| Net Assets or Fund Balances  | <b>Organizations that follow FASB ASC 958, check here</b> <input checked="" type="checkbox"/> <b>and complete lines 27, 28, 32, and 33.</b>  |                        |             |             |
|  | <b>27</b> Net assets without donor restrictions .....  | 17,774,412.            | <b>27</b>   | 19,570,474. |
|  | <b>28</b> Net assets with donor restrictions .....   | 1,068,878.             | <b>28</b>   | 1,273,774.  |
|  | <b>Organizations that do not follow FASB ASC 958, check here</b> <input type="checkbox"/> <b>and complete lines 29 through 33.</b>   |                        |             |             |
|  | <b>29</b> Capital stock or trust principal, or current funds .....   |                        | <b>29</b>   |             |
|  | <b>30</b> Paid-in or capital surplus, or land, building, or equipment fund .....   |                        | <b>30</b>   |             |
|  | <b>31</b> Retained earnings, endowment, accumulated income, or other funds .....   |                        | <b>31</b>   |             |
|  | <b>32</b> <b>Total net assets or fund balances</b> .....   | 18,843,290.            | <b>32</b>   | 20,844,248. |
| <b>33</b> <b>Total liabilities and net assets/fund balances</b> .....            | 43,204,585.  | <b>33</b>              | 44,525,486. |             |

**Part XI Reconciliation of Net Assets**

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

|           |  |           |             |
|-----------|--|-----------|-------------|
| <b>1</b>  | Total revenue (must equal Part VIII, column (A), line 12)  | <b>1</b>  | 35,521,231. |
| <b>2</b>  | Total expenses (must equal Part IX, column (A), line 25)   | <b>2</b>  | 34,984,222. |
| <b>3</b>  | Revenue less expenses. Subtract line 2 from line 1   | <b>3</b>  | 537,009.    |
| <b>4</b>  | Net assets or fund balances at beginning of year (must equal Part X, line 32, column (A))                      | <b>4</b>  | 18,843,290. |
| <b>5</b>  | Net unrealized gains (losses) on investments   | <b>5</b>  | 1,463,949.  |
| <b>6</b>  | Donated services and use of facilities   | <b>6</b>  |             |
| <b>7</b>  | Investment expenses  | <b>7</b>  |             |
| <b>8</b>  | Prior period adjustments   | <b>8</b>  |             |
| <b>9</b>  | Other changes in net assets or fund balances (explain on Schedule O)   | <b>9</b>  | 0.          |
| <b>10</b> | Net assets or fund balances at end of year. Combine lines 3 through 9 (must equal Part X, line 32, column (B)) | <b>10</b> | 20,844,248. |

**Part XII Financial Statements and Reporting**

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

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



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

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

**Section A. Public Support**

| Calendar year (or fiscal year beginning in)  | (a) 2020    | (b) 2021    | (c) 2022    | (d) 2023    | (e) 2024    | (f) Total    |
|--|-------------|-------------|-------------|-------------|-------------|--------------|
| <b>1</b> Gifts, grants, contributions, and membership fees received. (Do not include any "unusual grants.") .....  | 28,477,922. | 29,701,630. | 32,838,042. | 33,415,938. | 35,150,632. | 159,584,164. |
| <b>2</b> Tax revenues levied for the organization's benefit and either paid to or expended on its behalf .....   |             |             |             |             |             |              |
| <b>3</b> The value of services or facilities furnished by a governmental unit to the organization without charge .....   |             |             |             |             |             |              |
| <b>4 Total.</b> Add lines 1 through 3 .....  | 28,477,922. | 29,701,630. | 32,838,042. | 33,415,938. | 35,150,632. | 159,584,164. |
| <b>5</b> 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) ..... |             |             |             |             |             |              |
| <b>6 Public support.</b> Subtract line 5 from line 4.  |             |             |             |             |             | 159,584,164. |

**Section B. Total Support**

| Calendar year (or fiscal year beginning in)   | (a) 2020    | (b) 2021    | (c) 2022    | (d) 2023    | (e) 2024    | (f) Total                |
|---|-------------|-------------|-------------|-------------|-------------|--------------------------|
| <b>7</b> Amounts from line 4 .....  | 28,477,922. | 29,701,630. | 32,838,042. | 33,415,938. | 35,150,632. | 159,584,164.             |
| <b>8</b> Gross income from interest, dividends, payments received on securities loans, rents, royalties, and income from similar sources .....  | 4,836.      | 2,297.      | 50,540.     | 288,711.    | 295,450.    | 641,834.                 |
| <b>9</b> Net income from unrelated business activities, whether or not the business is regularly carried on .....   |             |             |             |             |             |                          |
| <b>10</b> Other income. Do not include gain or loss from the sale of capital assets (Explain in Part VI.) .....   | 2,200.      | 17,864.     | 5,741.      | 5,923.      | 8,922.      | 40,650.                  |
| <b>11 Total support.</b> Add lines 7 through 10   |             |             |             |             |             | 160,266,648.             |
| <b>12</b> Gross receipts from related activities, etc. (see instructions) .....   |             |             |             |             | 12          | 319,007.                 |
| <b>13 First 5 years.</b> 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 <b>stop here</b> ..... |             |             |             |             |             | <input type="checkbox"/> |

**Section C. Computation of Public Support Percentage**

|   |           |                                     |
|---|-----------|-------------------------------------|
| <b>14</b> Public support percentage for 2024 (line 6, column (f), divided by line 11, column (f)) .....   | <b>14</b> | 99.57 %                             |
| <b>15</b> Public support percentage from 2023 Schedule A, Part II, line 14 .....  | <b>15</b> | 99.64 %                             |
| <b>16a 33 1/3% support test - 2024.</b> If the organization did not check the box on line 13, and line 14 is 33 1/3% or more, check this box and <b>stop here.</b> The organization qualifies as a publicly supported organization .....  |           | <input checked="" type="checkbox"/> |
| <b>b 33 1/3% support test - 2023.</b> 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 <b>stop here.</b> The organization qualifies as a publicly supported organization .....   |           | <input type="checkbox"/>            |
| <b>17a 10% -facts-and-circumstances test - 2024.</b> 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 <b>stop here.</b> 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>b 10% -facts-and-circumstances test - 2023.</b> 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 <b>stop here.</b> 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>18 Private foundation.</b> 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

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

Section B. Total Support

Table with 7 columns: (a) 2020, (b) 2021, (c) 2022, (d) 2023, (e) 2024, (f) Total. Rows include: 9 Amounts from line 6; 10a Gross income from interest, dividends, payments received on securities loans, rents, royalties, and income from similar sources; 10b Unrelated business taxable income (less section 511 taxes) from businesses acquired after June 30, 1975; 10c Add lines 10a and 10b; 11 Net income from unrelated business activities not included on line 10b, whether or not the business is regularly carried on; 12 Other income. Do not include gain or loss from the sale of capital assets (Explain in Part VI.); 13 Total support. (Add lines 9, 10c, 11, and 12.)

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

Section C. Computation of Public Support Percentage

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

Section D. Computation of Investment Income Percentage

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

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

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

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

**Part IV Supporting Organizations**

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

**Section A. All Supporting Organizations**

|  | Yes | No |
|--|-----|----|
| <b>1</b> 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>  |     |    |
| <b>2</b> 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>   |     |    |
| <b>3a</b> 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>b</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>   |     |    |
| <b>c</b> 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>  |     |    |
| <b>4a</b> 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>b</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>  |     |    |
| <b>c</b> 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>   |     |    |
| <b>5a</b> 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>b Type I or Type II only.</b> Was any added or substituted supported organization part of a class already designated in the organization's organizing document?   |     |    |
| <b>c Substitutions only.</b> Was the substitution the result of an event beyond the organization's control?  |     |    |
| <b>6</b> 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>  |     |    |
| <b>7</b> 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>  |     |    |
| <b>8</b> 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>  |     |    |
| <b>9a</b> 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>b</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>  |     |    |
| <b>c</b> 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>   |     |    |
| <b>10a</b> 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>b</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 |
|--|-----|----|
| <b>11</b> Has the organization accepted a gift or contribution from any of the following persons?  |     |    |
| <b>a</b> 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>11a</b>   |     |    |
| <b>b</b> A family member of a person described on line 11a above?  |     |    |
| <b>11b</b>   |     |    |
| <b>c</b> 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 <b>Part VI</b> .                             |     |    |
| <b>11c</b>   |     |    |

**Section B. Type I Supporting Organizations**

|   | Yes | No |
|---|-----|----|
| <b>1</b> 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 <b>Part VI</b> 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. |     |    |
| <b>1</b>  |     |    |
| <b>2</b> 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 <b>Part VI</b> how providing such benefit carried out the purposes of the supported organization(s) that operated, supervised, or controlled the supporting organization.   |     |    |
| <b>2</b>  |     |    |

**Section C. Type II Supporting Organizations**

|  | Yes | No |
|--|-----|----|
| <b>1</b> 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 <b>Part VI</b> how control or management of the supporting organization was vested in the same persons that controlled or managed the supported organization(s). |     |    |
| <b>1</b>   |     |    |

**Section D. All Type III Supporting Organizations**

|   | Yes | No |
|---|-----|----|
| <b>1</b> 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? |     |    |
| <b>1</b>  |     |    |
| <b>2</b> 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 <b>Part VI</b> how the organization maintained a close and continuous working relationship with the supported organization(s).   |     |    |
| <b>2</b>  |     |    |
| <b>3</b> 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 <b>Part VI</b> the role the organization's supported organizations played in this regard.  |     |    |
| <b>3</b>  |     |    |

**Section E. Type III Functionally Integrated Supporting Organizations**

|   |  |  |
|---|--|--|
| <b>1</b> Check the box next to the method that the organization used to satisfy the Integral Part Test during the year (see instructions).  |  |  |
| <b>a</b> <input type="checkbox"/> The organization satisfied the Activities Test. Complete line 2 below.  |  |  |
| <b>b</b> <input type="checkbox"/> The organization is the parent of each of its supported organizations. Complete line 3 below.   |  |  |
| <b>c</b> <input type="checkbox"/> The organization supported a governmental entity. Describe in <b>Part VI</b> how you supported a governmental entity (see instructions).  |  |  |
| <b>2</b> Activities Test. Answer lines 2a and 2b below.   |  |  |
| <b>a</b> 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 <b>Part VI</b> 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>2a</b>   |  |  |
| <b>b</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 <b>Part VI</b> the reasons for the organization's position that its supported organization(s) would have engaged in these activities but for the organization's involvement.  |  |  |
| <b>2b</b>   |  |  |
| <b>3</b> Parent of Supported Organizations. Answer lines 3a and 3b below.   |  |  |
| <b>a</b> 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 <b>Part VI</b> .   |  |  |
| <b>3a</b>   |  |  |
| <b>b</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 <b>Part VI</b> the role played by the organization in this regard.   |  |  |
| <b>3b</b>   |  |  |

**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.

| <b>Section A - Adjusted Net Income</b> |  | (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                                      | <b>Adjusted Net Income</b> (subtract lines 5, 6, and 7 from line 4)  | 8              |                             |

| <b>Section B - Minimum Asset Amount</b> |   | (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                                       | <b>Total</b> (add lines 1a, 1b, and 1c)   | 1d             |                             |
| e                                       | <b>Discount</b> 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                                       | <b>Minimum Asset Amount</b> (add line 7 to line 6)  | 8              |                             |

| <b>Section C - Distributable Amount</b> |   |   | 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                                       | <b>Distributable Amount.</b> Subtract line 5 from line 4, unless subject to emergency temporary reduction (see instructions).   | 6 |              |
| 7                                       | <input type="checkbox"/> Check here if the current year is the organization's first as a non-functionally integrated Type III supporting organization (see instructions). |   |              |

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

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

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



**SCHEDULE D**  
**(Form 990)**

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

**Supplemental Financial Statements**

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

Go to [www.irs.gov/Form990](http://www.irs.gov/Form990) for instructions and the latest information.

OMB No. 1545-0047

**Open to Public  
Inspection**

Name of the organization

Foothill Family Service

Employer identification number

95-1690990

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

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

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

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

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

Protection of natural habitat  Preservation of a certified historic structure

Preservation of open space

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

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

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

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

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

Yes  No

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

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

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

Yes  No

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

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

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

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

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

(i) Revenue included on Form 990, Part VIII, line 1 ..... \$ \_\_\_\_\_

(ii) Assets included in Form 990, Part X ..... \$ \_\_\_\_\_

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

a Revenue included on Form 990, Part VIII, line 1 ..... \$ \_\_\_\_\_

b Assets included in Form 990, Part X ..... \$ \_\_\_\_\_

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

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

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

- 1a** Is the organization an agent, trustee, custodian, or other intermediary for contributions or other assets not included on Form 990, Part X?  Yes  No
- b** If "Yes," explain the arrangement in Part XIII and complete the following table:
- |  | Amount    |
|--|-----------|
| <b>c</b> Beginning balance             | <b>1c</b> |
| <b>d</b> Additions during the year     | <b>1d</b> |
| <b>e</b> Distributions during the year | <b>1e</b> |
| <b>f</b> Ending balance                | <b>1f</b> |
- 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 |
|---|------------------|----------------|--------------------|----------------------|---------------------|
| <b>1a</b> Beginning of year balance                     | 676,678.         | 672,859.       | 666,389.           | 683,927.             | 653,175.            |
| <b>b</b> Contributions                                  |                  |                |                    |                      | 30,752.             |
| <b>c</b> Net investment earnings, gains, and losses     | 4,896.           | 3,819.         | 6,470.             | -17,538.             |                     |
| <b>d</b> Grants or scholarships                         |                  |                |                    |                      |                     |
| <b>e</b> Other expenditures for facilities and programs |                  |                |                    |                      |                     |
| <b>f</b> Administrative expenses                        |                  |                |                    |                      |                     |
| <b>g</b> End of year balance                            | 681,574.         | 676,678.       | 672,859.           | 666,389.             | 683,927.            |

- 2** Provide the estimated percentage of the current year end balance (line 1g, column (a)) held as:
- a** Board designated or quasi-endowment \_\_\_\_\_ %
  - b** Permanent endowment 100.0000 %
  - c** Term endowment \_\_\_\_\_ %
- The percentages on lines 2a, 2b, and 2c should equal 100%.
- 3a** Are there endowment funds not in the possession of the organization that are held and administered for the organization by:
- |   | Yes | No |
|---|-----|----|
| <b>(i)</b> Unrelated organizations?   |     | X  |
| <b>(ii)</b> Related organizations?  |     | X  |
| <b>b</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 |
|---|--------------------------------------|---------------------------------|------------------------------|----------------|
| <b>1a</b> Land  |                                      | 6,643,175.                      |                              | 6,643,175.     |
| <b>b</b> Buildings  |                                      | 7,018,102.                      | 1,614,372.                   | 5,403,730.     |
| <b>c</b> Leasehold improvements   |                                      | 5,834,802.                      | 3,137,557.                   | 2,697,245.     |
| <b>d</b> Equipment  |                                      | 1,471,960.                      | 1,093,092.                   | 378,868.       |
| <b>e</b> Other  |                                      |                                 |                              |                |
| <b>Total.</b> Add lines 1a through 1e. (Column (d) must equal Form 990, Part X, line 10c, column (B)) |                                      |                                 |                              | 15,123,018.    |

**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)   |                |   |
| <b>Total.</b> (Col. (b) must equal Form 990, Part X, line 12, col. (B)) |                |   |

**Part VIII Investments - Program Related.**

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

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

**Part IX Other Assets**

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

| (a) Description   | (b) Book value |
|---|----------------|
| (1)   |                |
| (2)   |                |
| (3)   |                |
| (4)   |                |
| (5)   |                |
| (6)   |                |
| (7)   |                |
| (8)   |                |
| (9)   |                |
| <b>Total.</b> (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) <b>Other</b>  | 818,269.       |
| (3) <b>Reserve - contract adjustments</b>                                 | 3,148,997.     |
| (4) <b>Government owned assets</b>  | 1,748,564.     |
| (5) <b>Lease liabilities - operating leases</b>                           | 1,395,828.     |
| (6)   |                |
| (7)   |                |
| (8)   |                |
| (9)   |                |
| <b>Total.</b> (Column (b) must equal Form 990, Part X, line 25, col. (B)) |                |

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

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

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

|          |   |           |             |
|----------|---|-----------|-------------|
| <b>1</b> | Total revenue, gains, and other support per audited financial statements        | <b>1</b>  | 37,468,912. |
| <b>2</b> | Amounts included on line 1 but not on Form 990, Part VIII, line 12:             |           |             |
| <b>a</b> | Net unrealized gains (losses) on investments                                    | <b>2a</b> | 1,463,949.  |
| <b>b</b> | Donated services and use of facilities  | <b>2b</b> | 483,732.    |
| <b>c</b> | Recoveries of prior year grants   | <b>2c</b> |             |
| <b>d</b> | Other (Describe in Part XIII.)  | <b>2d</b> |             |
| <b>e</b> | Add lines 2a through 2d   | <b>2e</b> | 1,947,681.  |
| <b>3</b> | Subtract line 2e from line 1  | <b>3</b>  | 35,521,231. |
| <b>4</b> | Amounts included on Form 990, Part VIII, line 12, but not on line 1:            |           |             |
| <b>a</b> | Investment expenses not included on Form 990, Part VIII, line 7b                | <b>4a</b> |             |
| <b>b</b> | Other (Describe in Part XIII.)  | <b>4b</b> |             |
| <b>c</b> | Add lines 4a and 4b   | <b>4c</b> | 0.          |
| <b>5</b> | Total revenue. Add lines 3 and 4c. (This must equal Form 990, Part I, line 12.) | <b>5</b>  | 35,521,231. |

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

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

|          |  |           |             |
|----------|--|-----------|-------------|
| <b>1</b> | Total expenses and losses per audited financial statements                       | <b>1</b>  | 35,467,954. |
| <b>2</b> | Amounts included on line 1 but not on Form 990, Part IX, line 25:                |           |             |
| <b>a</b> | Donated services and use of facilities   | <b>2a</b> | 483,732.    |
| <b>b</b> | Prior year adjustments   | <b>2b</b> |             |
| <b>c</b> | Other losses   | <b>2c</b> |             |
| <b>d</b> | Other (Describe in Part XIII.)   | <b>2d</b> |             |
| <b>e</b> | Add lines 2a through 2d  | <b>2e</b> | 483,732.    |
| <b>3</b> | Subtract line 2e from line 1   | <b>3</b>  | 34,984,222. |
| <b>4</b> | Amounts included on Form 990, Part IX, line 25, but not on line 1:               |           |             |
| <b>a</b> | Investment expenses not included on Form 990, Part VIII, line 7b                 | <b>4a</b> |             |
| <b>b</b> | Other (Describe in Part XIII.)   | <b>4b</b> |             |
| <b>c</b> | Add lines 4a and 4b  | <b>4c</b> | 0.          |
| <b>5</b> | Total expenses. Add lines 3 and 4c. (This must equal Form 990, Part I, line 18.) | <b>5</b>  | 34,984,222. |

**Part XIII Supplemental Information**

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

**Part X, Line 2:**

The Agency is exempt from taxation under Internal Revenue Code Section 501(c)(3) and California Revenue and Taxation Code Section 23701d.

Generally accepted accounting principles provide accounting and disclosure guidance about positions taken by an organization in its tax returns that might be uncertain. Management has considered its tax positions and believes that all of the positions taken by the Agency in its federal and state exempt organization tax returns are more likely than not to be sustained upon examination. The Agency's returns are subject to examination by federal and state taxing authorities, generally for three and four years, respectively, after they are filed.





**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<br>(add col. (a) through<br>col. (c)) |
|--|---|-----------------------------|--------------|-------------------------------|--|
|  |   | <b>GALA</b><br>(event type) | (event type) | <b>None</b><br>(total number) |  |
| Revenue  | <b>1</b> Gross receipts .....   | 311,019.                    |              |                               | 311,019.   |
|  | <b>2</b> Less: Contributions .....  | 167,868.                    |              |                               | 167,868.   |
|  | <b>3</b> Gross income (line 1 minus line 2) .....                           | 143,151.                    |              |                               | 143,151.   |
| Direct Expenses  | <b>4</b> Cash prizes .....  | 1,100.                      |              |                               | 1,100.   |
|  | <b>5</b> Noncash prizes .....   | 1,316.                      |              |                               | 1,316.   |
|  | <b>6</b> Rent/facility costs .....  | 68,959.                     |              |                               | 68,959.  |
|  | <b>7</b> Food and beverages .....   | 719.                        |              |                               | 719.   |
|  | <b>8</b> Entertainment .....  | 2,500.                      |              |                               | 2,500.   |
|  | <b>9</b> Other direct expenses .....  | 68,557.                     |              |                               | 68,557.  |
|  | <b>10</b> Direct expense summary. Add lines 4 through 9 in column (d) ..... |                             |              |                               | 143,151.   |
| <b>11</b> Net income summary. Subtract line 10 from line 3, column (d) ..... |   |                             |              | 0.                            |  |

**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<br>bingo/progressive bingo                    | (c) Other gaming  | (d) Total gaming (add<br>col. (a) through col. (c)) |
|---|--------------------------------------|---|---|---|---|
|   |                                      | <b>1</b> Gross revenue .....  |   |   |   |
| Direct Expenses   | <b>2</b> Cash prizes .....           |   |   |   |   |
|   | <b>3</b> Noncash prizes .....        |   |   |   |   |
|   | <b>4</b> Rent/facility costs .....   |   |   |   |   |
|   | <b>5</b> Other direct expenses ..... |   |   |   |   |
|   | <b>6</b> Volunteer labor .....       | <input type="checkbox"/> Yes _____ %<br><input type="checkbox"/> No | <input type="checkbox"/> Yes _____ %<br><input type="checkbox"/> No | <input type="checkbox"/> Yes _____ %<br><input type="checkbox"/> No |   |
| <b>7</b> Direct expense summary. Add lines 2 through 5 in column (d) .....        |                                      |   |   |   |   |
| <b>8</b> 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: \_\_\_\_\_







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

| (a) Type of grant or assistance | (b) Number of recipients | (c) Amount of cash grant | (d) Amount of non-cash assistance | (e) Method of valuation (book, FMV, appraisal, other) | (f) Description of noncash assistance |
|---------------------------------|--------------------------|--------------------------|-----------------------------------|---|---------------------------------------|
| Scholarships                    | 15                       | 59,500.                  | 0.                                |   |                                       |
|                                 |                          |                          |                                   |   |                                       |
|                                 |                          |                          |                                   |   |                                       |
|                                 |                          |                          |                                   |   |                                       |
|                                 |                          |                          |                                   |   |                                       |

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

Part I, Line 2:

The organization maintains records to substantiate the amount of assistance and the selection criteria used to award the assistance through a selection committee.

**SCHEDULE J  
(Form 990)**

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

**Compensation Information**

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

OMB No. 1545-0047

Open to Public  
Inspection

Name of the organization: **Foothill Family Service** Employer identification number: **95-1690990**

**Part I Questions Regarding Compensation**

|   | Yes   | No   |  |  |   |   |   |  |  |  |
|---|---|--|--|--|---|---|---|--|--|--|
| <p><b>1a</b> 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> <table border="0"> <tr> <td><input type="checkbox"/> First-class or charter travel</td> <td><input type="checkbox"/> Housing allowance or residence for personal use</td> </tr> <tr> <td><input type="checkbox"/> Travel for companions</td> <td><input type="checkbox"/> Payments for business use of personal residence</td> </tr> <tr> <td><input type="checkbox"/> Tax indemnification and gross-up payments</td> <td><input type="checkbox"/> Health or social club dues or initiation fees</td> </tr> <tr> <td><input type="checkbox"/> Discretionary spending account</td> <td><input type="checkbox"/> Personal services (such as maid, chauffeur, chef)</td> </tr> </table> | <input type="checkbox"/> First-class or charter travel                              | <input type="checkbox"/> Housing allowance or residence for personal use | <input 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 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) |  |  |
| <input type="checkbox"/> First-class or charter travel  | <input type="checkbox"/> Housing allowance or residence for personal use            |  |  |  |   |   |   |  |  |  |
| <input 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 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)          |  |  |  |   |   |   |  |  |  |
| <b>b</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 .....   | <b>1b</b>   |  |  |  |   |   |   |  |  |  |
| <b>2</b> 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? .....   | <b>2</b>  |  |  |  |   |   |   |  |  |  |
| <p><b>3</b> 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> <table border="0"> <tr> <td><input checked="" type="checkbox"/> Compensation committee</td> <td><input type="checkbox"/> Written employment contract</td> </tr> <tr> <td><input type="checkbox"/> Independent compensation consultant</td> <td><input type="checkbox"/> Compensation survey or study</td> </tr> <tr> <td><input checked="" type="checkbox"/> Form 990 of other organizations</td> <td><input checked="" type="checkbox"/> Approval by the board or compensation committee</td> </tr> </table>  | <input checked="" type="checkbox"/> Compensation committee                          | <input type="checkbox"/> Written employment contract                     | <input type="checkbox"/> Independent compensation consultant | <input type="checkbox"/> Compensation survey or study                    | <input checked="" type="checkbox"/> Form 990 of other organizations | <input checked="" type="checkbox"/> Approval by the board or compensation committee |   |  |  |  |
| <input checked="" type="checkbox"/> Compensation committee  | <input type="checkbox"/> Written employment contract                                |  |  |  |   |   |   |  |  |  |
| <input type="checkbox"/> Independent compensation consultant  | <input type="checkbox"/> Compensation survey or study                               |  |  |  |   |   |   |  |  |  |
| <input checked="" type="checkbox"/> Form 990 of other organizations   | <input checked="" type="checkbox"/> Approval by the board or compensation committee |  |  |  |   |   |   |  |  |  |
| <b>4</b> 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:   |   |  |  |  |   |   |   |  |  |  |
| <b>a</b> Receive a severance payment or change-of-control payment? .....  | <b>4a</b>   | <input checked="" type="checkbox"/>                                      |  |  |   |   |   |  |  |  |
| <b>b</b> Participate in or receive payment from a supplemental nonqualified retirement plan? .....  | <b>4b</b>   | <input checked="" type="checkbox"/>                                      |  |  |   |   |   |  |  |  |
| <b>c</b> Participate in or receive payment from an equity-based compensation arrangement? .....   | <b>4c</b>   | <input checked="" type="checkbox"/>                                      |  |  |   |   |   |  |  |  |
| If "Yes" to any of lines 4a-c, list the persons and provide the applicable amounts for each item in Part III.   |   |  |  |  |   |   |   |  |  |  |
| <b>Only section 501(c)(3), 501(c)(4), and 501(c)(29) organizations must complete lines 5-9.</b>   |   |  |  |  |   |   |   |  |  |  |
| <b>5</b> 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:   |   |  |  |  |   |   |   |  |  |  |
| <b>a</b> The organization? .....  | <b>5a</b>   | <input checked="" type="checkbox"/>                                      |  |  |   |   |   |  |  |  |
| <b>b</b> Any related organization? .....  | <b>5b</b>   | <input checked="" type="checkbox"/>                                      |  |  |   |   |   |  |  |  |
| If "Yes" on line 5a or 5b, describe in Part III.  |   |  |  |  |   |   |   |  |  |  |
| <b>6</b> 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:   |   |  |  |  |   |   |   |  |  |  |
| <b>a</b> The organization? .....  | <b>6a</b>   | <input checked="" type="checkbox"/>                                      |  |  |   |   |   |  |  |  |
| <b>b</b> Any related organization? .....  | <b>6b</b>   | <input checked="" type="checkbox"/>                                      |  |  |   |   |   |  |  |  |
| If "Yes" on line 6a or 6b, describe in Part III.  |   |  |  |  |   |   |   |  |  |  |
| <b>7</b> 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 .....  | <b>7</b>  | <input checked="" type="checkbox"/>                                      |  |  |   |   |   |  |  |  |
| <b>8</b> 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 .....  | <b>8</b>  | <input checked="" type="checkbox"/>                                      |  |  |   |   |   |  |  |  |
| <b>9</b> If "Yes" on line 8, did the organization also follow the rebuttable presumption procedure described in Regulations section 53.4958-6(c)? .....   | <b>9</b>  |  |  |  |   |   |   |  |  |  |

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

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

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

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

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

| (A) Name and Title   |      | (B) Breakdown of W-2 and/or 1099-MISC and/or 1099-NEC compensation |                                     |                                     | (C) Retirement and other deferred compensation | (D) Nontaxable benefits | (E) Total of columns (B)(i)-(D) | (F) Compensation in column (B) reported as deferred on prior Form 990 |
|--|------|--|-------------------------------------|-------------------------------------|--|-------------------------|---------------------------------|---|
|  |      | (i) Base compensation  | (ii) Bonus & incentive compensation | (iii) Other reportable compensation |  |                         |                                 |   |
| (1) Steven Allen<br>Executive Director                       | (i)  | 319,550.   | 96,038.                             | 0.                                  | 16,703.  | 18,579.                 | 450,870.                        | 0.  |
|  | (ii) | 0.   | 0.                                  | 0.                                  | 0.   | 0.                      | 0.                              | 0.  |
| (2) James Siegrist<br>Chief Financial & Operating Officer    | (i)  | 227,789.   | 69,147.                             | 0.                                  | 15,172.  | 23,425.                 | 335,533.                        | 0.  |
|  | (ii) | 0.   | 0.                                  | 0.                                  | 0.   | 0.                      | 0.                              | 0.  |
| (3) Tiffany Tsuchiyama<br>Chief Human Resources Officer      | (i)  | 226,232.   | 30,288.                             | 0.                                  | 11,642.  | 9,534.                  | 277,696.                        | 0.  |
|  | (ii) | 0.   | 0.                                  | 0.                                  | 0.   | 0.                      | 0.                              | 0.  |
| (4) Tami Mitsumori-Miller<br>Chief Clinical Officer          | (i)  | 186,344.   | 29,446.                             | 0.                                  | 11,206.  | 13,732.                 | 240,728.                        | 0.  |
|  | (ii) | 0.   | 0.                                  | 0.                                  | 0.   | 0.                      | 0.                              | 0.  |
| (5) Lara Lund<br>Director of Foundation Grants               | (i)  | 160,743.   | 0.                                  | 0.                                  | 5,033.   | 23,425.                 | 189,201.                        | 0.  |
|  | (ii) | 0.   | 0.                                  | 0.                                  | 0.   | 0.                      | 0.                              | 0.  |
| (6) Sheila Thornton<br>Clinical Director                     | (i)  | 155,674.   | 0.                                  | 0.                                  | 8,248.   | 18,579.                 | 182,501.                        | 0.  |
|  | (ii) | 0.   | 0.                                  | 0.                                  | 0.   | 0.                      | 0.                              | 0.  |
| (7) Christopher Howard<br>Director of Information Technology | (i)  | 151,402.   | 2,500.                              | 0.                                  | 8,022.   | 7,851.                  | 169,775.                        | 0.  |
|  | (ii) | 0.   | 0.                                  | 0.                                  | 0.   | 0.                      | 0.                              | 0.  |
|  | (i)  |  |                                     |                                     |  |                         |                                 |   |
|  | (ii) |  |                                     |                                     |  |                         |                                 |   |
|  | (i)  |  |                                     |                                     |  |                         |                                 |   |
|  | (ii) |  |                                     |                                     |  |                         |                                 |   |
|  | (i)  |  |                                     |                                     |  |                         |                                 |   |
|  | (ii) |  |                                     |                                     |  |                         |                                 |   |
|  | (i)  |  |                                     |                                     |  |                         |                                 |   |
|  | (ii) |  |                                     |                                     |  |                         |                                 |   |
|  | (i)  |  |                                     |                                     |  |                         |                                 |   |
|  | (ii) |  |                                     |                                     |  |                         |                                 |   |
|  | (i)  |  |                                     |                                     |  |                         |                                 |   |
|  | (ii) |  |                                     |                                     |  |                         |                                 |   |
|  | (i)  |  |                                     |                                     |  |                         |                                 |   |
|  | (ii) |  |                                     |                                     |  |                         |                                 |   |

**Part III Supplemental Information**

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

Part I, Line 7:

Executive Steve Allen, James Siegrist, Tiffany Tsuchiyama, Tami Miller, and Christopher Howard were awarded a bonus based on fulfilling all normal job duties in addition to performing added duties.

**Supplemental Information on Tax-Exempt Bonds**  
Complete if the organization answered "Yes" on Form 990, Part IV, line 24a. Provide descriptions,  
explanations, and any additional information in Part VI.  
Attach to Form 990.  
Go to [www.irs.gov/Form990](http://www.irs.gov/Form990) for instructions and the latest information.

Name of the organization **Foothill Family Service** Employer identification number **95-1690990**

| Part I | Bond Issues | See Part VI for Column (a) Continuations |                |             |                 |                 |                            |              |    |                         |    |                      |    |
|--------|-------------|--|----------------|-------------|-----------------|-----------------|----------------------------|--------------|----|-------------------------|----|----------------------|----|
|        |             | (a) Issuer name                          | (b) Issuer EIN | (c) CUSIP # | (d) Date issued | (e) Issue price | (f) Description of purpose | (g) Defeased |    | (h) On behalf of issuer |    | (i) Pooled financing |    |
|        |             |  |                |             |                 |                 |                            | Yes          | No | Yes                     | No | Yes                  | No |
|        | <b>A</b>    | California Infrastructure and Econo      | 63-0304653     | None        | 03/01/19        | 4,992,500.      | Purchase of real property  |              | X  |                         | X  |                      | X  |
|        | <b>B</b>    | California Infrastructure and Econo      | 63-0304653     | None        | 06/05/20        | 2,396,400.      | Purchase of real property  |              | X  |                         | X  |                      | X  |
|        | <b>C</b>    |  |                |             |                 |                 |                            |              |    |                         |    |                      |    |
|        | <b>D</b>    |  |                |             |                 |                 |                            |              |    |                         |    |                      |    |

| Part II | Proceeds   | A          |    | B          |    | C   |    | D   |    |
|---------|--|------------|----|------------|----|-----|----|-----|----|
| 1       | Amount of bonds retired  |            |    |            |    |     |    |     |    |
| 2       | Amount of bonds legally defeased   |            |    |            |    |     |    |     |    |
| 3       | Total proceeds of issue  | 4,992,500. |    | 2,396,400. |    |     |    |     |    |
| 4       | Gross proceeds in reserve funds  |            |    |            |    |     |    |     |    |
| 5       | Capitalized interest from proceeds   |            |    |            |    |     |    |     |    |
| 6       | Proceeds in refunding escrows  |            |    |            |    |     |    |     |    |
| 7       | Issuance costs from proceeds   |            |    | 34,920.    |    |     |    |     |    |
| 8       | Credit enhancement from proceeds   |            |    |            |    |     |    |     |    |
| 9       | Working capital expenditures from proceeds   |            |    |            |    |     |    |     |    |
| 10      | Capital expenditures from proceeds   | 4,992,500. |    | 2,361,480. |    |     |    |     |    |
| 11      | Other spent proceeds   |            |    |            |    |     |    |     |    |
| 12      | Other unspent proceeds   |            |    |            |    |     |    |     |    |
| 13      | Year of substantial completion   |            |    |            |    |     |    |     |    |
|         |  | Yes        | No | Yes        | No | Yes | No | Yes | No |
| 14      | Were the bonds issued as part of a refunding issue of tax-exempt bonds (or, if issued prior to 2018, a current refunding issue)? |            | X  |            | X  |     |    |     |    |
| 15      | Were the bonds issued as part of a refunding issue of taxable bonds (or, if issued prior to 2018, an advance refunding issue)?   |            | X  |            | X  |     |    |     |    |
| 16      | Has the final allocation of proceeds been made?  | X          |    | X          |    |     |    |     |    |
| 17      | Does the organization maintain adequate books and records to support the final allocation of proceeds?                           | X          |    | X          |    |     |    |     |    |

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

| <b>Part III Private Business Use</b>  |     |    |     |    |     |    |     |    |
|---|-----|----|-----|----|-----|----|-----|----|
|   | A   |    | B   |    | C   |    | D   |    |
|   | Yes | No | Yes | No | Yes | No | Yes | No |
| <b>1</b> Was the organization a partner in a partnership, or a member of an LLC, which owned property financed by tax-exempt bonds? .....   |     | X  |     | X  |     |    |     |    |
| <b>2</b> Are there any lease arrangements that may result in private business use of bond-financed property? .....  |     | X  |     | X  |     |    |     |    |
| <b>3a</b> Are there any management or service contracts that may result in private business use of bond-financed property? .....  |     | X  |     | X  |     |    |     |    |
| <b>b</b> If "Yes" to line 3a, does the organization routinely engage bond counsel or other outside counsel to review any management or service contracts relating to the financed property?   |     |    |     |    |     |    |     |    |
| <b>c</b> Are there any research agreements that may result in private business use of bond-financed property? .....   |     | X  |     | X  |     |    |     |    |
| <b>d</b> If "Yes" to line 3c, does the organization routinely engage bond counsel or other outside counsel to review any research agreements relating to the financed property? ...   |     |    |     |    |     |    |     |    |
| <b>4</b> Enter the percentage of financed property used in a private business use by entities other than a section 501(c)(3) organization or a state or local government .....  |     | %  |     | %  |     | %  |     | %  |
| <b>5</b> Enter the percentage of financed property used in a private business use as a result of unrelated trade or business activity carried on by your organization, another section 501(c)(3) organization, or a state or local government ..... |     | %  |     | %  |     | %  |     | %  |
| <b>6</b> Total of lines 4 and 5 .....   |     | %  |     | %  |     | %  |     | %  |
| <b>7</b> Does the bond issue meet the private security or payment test? .....   |     | X  |     | X  |     |    |     |    |
| <b>8a</b> Has there been a sale or disposition of any of the bond-financed property to a non-governmental person other than a 501(c)(3) organization since the bonds were issued?   |     | X  |     | X  |     |    |     |    |
| <b>b</b> If "Yes" to line 8a, enter the percentage of bond-financed property sold or disposed of .....  |     | %  |     | %  |     | %  |     | %  |
| <b>c</b> If "Yes" to line 8a, was any remedial action taken pursuant to Regulations sections 1.141-12 and 1.145-2? .....  |     |    |     |    |     |    |     |    |
| <b>9</b> Has the organization established written procedures to ensure that all nonqualified bonds of the issue are remediated in accordance with the requirements under Regulations sections 1.141-12 and 1.145-2? .....                           | X   |    | X   |    |     |    |     |    |

| <b>Part IV Arbitrage</b>  |     |    |     |    |     |    |     |    |
|---|-----|----|-----|----|-----|----|-----|----|
|   | A   |    | B   |    | C   |    | D   |    |
|   | Yes | No | Yes | No | Yes | No | Yes | No |
| <b>1</b> Has the issuer filed Form 8038-T, Arbitrage Rebate, Yield Reduction and Penalty in Lieu of Arbitrage Rebate? ..... |     | X  |     | X  |     |    |     |    |
| <b>2</b> If "No" to line 1, did the following apply?  |     |    |     |    |     |    |     |    |
| <b>a</b> Rebate not due yet? .....  |     | X  |     | X  |     |    |     |    |
| <b>b</b> Exception to rebate? .....   |     | X  |     | X  |     |    |     |    |
| <b>c</b> No rebate due? .....   |     | X  |     | X  |     |    |     |    |
| If "Yes" to line 2c, provide in Part VI the date the rebate computation was performed .....                                 |     |    |     |    |     |    |     |    |
| <b>3</b> Is the bond issue a variable rate issue? .....   | X   |    | X   |    |     |    |     |    |

**Part IV Arbitrage** (continued)

|  | A                                   |                                     | B                                   |                                     | C   |    | D   |    |
|--|-------------------------------------|-------------------------------------|-------------------------------------|-------------------------------------|-----|----|-----|----|
|  | Yes                                 | No                                  | Yes                                 | No                                  | Yes | No | Yes | No |
| <b>4a</b> Has the organization or the governmental issuer entered into a qualified hedge with respect to the bond issue? ..... | <input checked="" type="checkbox"/> |                                     | <input checked="" type="checkbox"/> |                                     |     |    |     |    |
| <b>b</b> Name of provider .....  | BBVA USA                            |                                     | BBVA USA                            |                                     |     |    |     |    |
| <b>c</b> Term of hedge .....   | 10.0000000                          |                                     | 9.5000000                           |                                     |     |    |     |    |
| <b>d</b> Was the hedge superintegrated? .....  |                                     | <input checked="" type="checkbox"/> |                                     | <input checked="" type="checkbox"/> |     |    |     |    |
| <b>e</b> Was the hedge terminated? .....   |                                     | <input checked="" type="checkbox"/> |                                     | <input checked="" type="checkbox"/> |     |    |     |    |
| <b>5a</b> Were gross proceeds invested in a guaranteed investment contract (GIC)? .....  |                                     | <input checked="" type="checkbox"/> |                                     | <input checked="" type="checkbox"/> |     |    |     |    |
| <b>b</b> Name of provider .....  |                                     |                                     |                                     |                                     |     |    |     |    |
| <b>c</b> Term of GIC .....   |                                     |                                     |                                     |                                     |     |    |     |    |
| <b>d</b> Was the regulatory safe harbor for establishing the fair market value of the GIC satisfied? .....                     |                                     |                                     |                                     |                                     |     |    |     |    |
| <b>6</b> Were any gross proceeds invested beyond an available temporary period? .....  |                                     | <input checked="" type="checkbox"/> |                                     | <input checked="" type="checkbox"/> |     |    |     |    |
| <b>7</b> Has the organization established written procedures to monitor the requirements of section 148? .....                 | <input checked="" type="checkbox"/> |                                     | <input checked="" type="checkbox"/> |                                     |     |    |     |    |

**Part V Procedures To Undertake Corrective Action**

|   | A                                   |    | B                                   |    | C   |    | D   |    |
|---|-------------------------------------|----|-------------------------------------|----|-----|----|-----|----|
|   | Yes                                 | No | Yes                                 | No | Yes | No | Yes | No |
| Has the organization established written procedures to ensure that violations of federal tax requirements are timely identified and corrected through the voluntary closing agreement program if self-remediation isn't available under applicable regulations? ..... | <input checked="" type="checkbox"/> |    | <input checked="" type="checkbox"/> |    |     |    |     |    |

**Part VI Supplemental Information.** Provide additional information for responses to questions on Schedule K. See instructions.

**Schedule K, Part I, Bond Issues:**

(a) Issuer Name: California Infrastructure and Economic Development Bank

(a) Issuer Name: California Infrastructure and Economic Development Bank

**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](http://www.irs.gov/Form990) for instructions and the latest information.

Department of the Treasury  
Internal Revenue Service

Name of the organization: **Foothill Family Service** Employer identification number: **95-1690990**

**Part I Types of Property**

|  | (a)<br>Check if applicable | (b)<br>Number of contributions or items contributed | (c)<br>Noncash contribution amounts reported on Form 990, Part VIII, line 1g | (d)<br>Method of determining noncash contribution amounts |
|--|----------------------------|---|--|---|
| 1 Art - Works of art   |                            |   |  |   |
| 2 Art - Historical treasures                                 |                            |   |  |   |
| 3 Art - Fractional interests                                 |                            |   |  |   |
| 4 Books and publications                                     |                            |   |  |   |
| 5 Clothing and household goods                               | X                          |   | 7,500.   | FMV   |
| 6 Cars and other vehicles                                    |                            |   |  |   |
| 7 Boats and planes   |                            |   |  |   |
| 8 Intellectual property                                      |                            |   |  |   |
| 9 Securities - Publicly traded                               |                            |   |  |   |
| 10 Securities - Closely held stock                           |                            |   |  |   |
| 11 Securities - Partnership, LLC, or trust interests         |                            |   |  |   |
| 12 Securities - Miscellaneous                                |                            |   |  |   |
| 13 Qualified conservation contribution - Historic structures |                            |   |  |   |
| 14 Qualified conservation contribution - Other               |                            |   |  |   |
| 15 Real estate - Residential                                 |                            |   |  |   |
| 16 Real estate - Commercial                                  |                            |   |  |   |
| 17 Real estate - Other                                       |                            |   |  |   |
| 18 Collectibles  |                            |   |  |   |
| 19 Food inventory  |                            |   |  |   |
| 20 Drugs and medical supplies                                |                            |   |  |   |
| 21 Taxidermy   |                            |   |  |   |
| 22 Historical artifacts                                      |                            |   |  |   |
| 23 Scientific specimens                                      |                            |   |  |   |
| 24 Archeological artifacts                                   |                            |   |  |   |
| 25 Other ( <u>Variety items</u> )                            | X                          | 233   | 122,005.   | FMV   |
| 26 Other ( <u>Gift cards</u> )                               | X                          | 43  | 7,045.   | FMV   |
| 27 Other ( )   |                            |   |  |   |
| 28 Other ( )   |                            |   |  |   |

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

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

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

Schedule M (Form 990) 2024

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

Schedule M, Part I, Column (b):

The number of contributions reported is based on the number of individual donors.

**SCHEDULE O**  
**(Form 990)**

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

**Supplemental Information to Form 990 or 990-EZ**

Complete to provide information for responses to specific questions on  
Form 990 or 990-EZ or to provide any additional information.  
Attach to Form 990 or Form 990-EZ.  
Go to [www.irs.gov/Form990](http://www.irs.gov/Form990) for instructions and the latest information.

OMB No. 1545-0047

Open to Public  
Inspection

|  |   |
|--|---|
| Name of the organization<br><b>Foothill Family Service</b> | Employer identification number<br><b>95-1690990</b> |
|--|---|

**Form 990, Part III, Line 4d, Other Program Services:**

The agency offers 30 additional program services including "Family Preservation", "Adolescent Family Life", "Cal-Learn", "Relative Support Services", "Garvey School District", Child Abuse Treatment "Chat", "Hacienda La Puente School District", "Alhambra Unified School District", "El Monte Unified School District", "Mountain View School District", "CalWorks DV Support Services", "PAIRS", "Teen Pregnancy Prevention", and "EarlySTEPS".

Expenses \$ 4,789,127. including grants of \$ 59,500. Revenue \$ 23,943.

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

All members of the agency's Board of Directors receive a copy of the Form 990 before filing with the Internal Revenue Service. The agency's outside accountant prepared the Form 990 and it was reviewed by the Treasurer of the Board during a meeting with the Chief Financial Officer.

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

The agency's conflict of interest policy covers members of the board of directors, officers and management employees of the agency at the beginning of association with the agency and on an annual basis thereafter, each person covered by the policy is required to complete a written conflict of interest disclosure statement. One of the provisions of the disclosure statement requires management employees to disclose conflicts to the Executive Director and Officers, and Board Members to disclose conflicts to the Chair of The Board of Directors or Vice Chair, if the Chair has a conflict after disclosure. All conflicts are then brought to the attention of the board affairs committee of the Board of Directors. The Board Affairs Committee determines whether an impermissible conflict exists and if it does, whether the transaction is contrary to the best interest of the agency and whether a transaction can be undertaken with parties with whom a conflicting interest exists under the policy, consummating such a transaction may result in disciplinary action and / or corrective action.

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

The compensation for the Executive Director is determined and approved by the Executive Committee, along with an evaluation of performance for the past year and goals for the upcoming year. Minutes for all meetings are maintained.

**Form 990, Part VI, Line 15b:**

The Board of Directors has determined that the Executive Director & the Chief Financial Officer are the officers per IRS guidelines. The Board has delegated review of compensation for these positions to the Executive Committee of the Board of Directors and this review occurs on an annual basis. Data for comparable positions is gathered from salary surveys and Form 990 information of similar agencies and provided to the committee for review. The compensation of Chief Financial Officer is recommended by the Executive Director and approved by the Executive Committee.

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

The agency's governing documents, conflict of interest policy and financial statements are made available to the public by providing copies on request

|  |   |
|--|---|
| Name of the organization<br><b>Foothill Family Service</b> | Employer identification number<br><b>95-1690990</b> |
|--|---|

or allowing inspection at the agency's home office location.

Form 990, Part IX, Line 11g, Other Fees:

Subcontracts:

|                          |            |
|--------------------------|------------|
| Program service expenses | 2,244,109. |
| Total expenses           | 2,244,109. |

Other - professional fees:

|                          |            |
|--------------------------|------------|
| Program service expenses | 1,142,461. |
| Fundraising expenses     | 74,170.    |
| Total expenses           | 1,216,631. |

Payroll processing fees:

|                          |         |
|--------------------------|---------|
| Program service expenses | 45,690. |
| Fundraising expenses     | 3,208.  |
| Total expenses           | 48,898. |

|  |            |
|--|------------|
| Total Other Fees on Form 990, Part IX, line 11g, Col A | 3,509,638. |
|--|------------|