

Return of Organization Exempt From Income Tax

Form 990

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

2023

Department of the Treasury Internal Revenue Service

Do not enter social security numbers on this form as it may be made public.

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

Open to Public Inspection

A For the 2023 calendar year, or tax year beginning and ending

B Check if applicable: C Name of organization: UNITED WAY OF CENTRAL ALABAMA, INC. D Employer identification number: 63-0288846 E Telephone number: 205-251-5131 G Gross receipts \$: 122,731,676. H(a) Is this a group return for subordinates? H(b) Are all subordinates included? I Tax-exempt status: J Website: WWW.UWCA.ORG K Form of organization: L Year of formation: 1955 M State of legal domicile: AL

Part I Summary

Table with 3 columns: Description, Prior Year, Current Year. Rows include: 1-7a Activities & Governance, 8-12 Revenue, 13-19 Expenses, 20-22 Net Assets or Fund Balances.

Part II Signature Block

Under penalties of perjury, I declare that I have examined this return, including accompanying schedules and statements, and to the best of my knowledge and belief, it is true, correct, and complete.

Sign Here: Chris Smith, SR VP & CFO, Date: 11/15/2024. Paid: Stacy Watts, Preparer's signature: E-filed, Date: 11/01/24. Preparer Use Only: Warren Averett, LLC, 2500 Acton Road, Birmingham, AL 35243.

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

Part III Statement of Program Service Accomplishments

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

1 Briefly describe the organization's mission: UWCA'S MISSION IS TO INCREASE THE ORGANIZED CAPACITY OF PEOPLE TO CARE FOR ONE ANOTHER AND TO IMPROVE THEIR COMMUNITY. WE ARE ENGAGED IN BLOUNT, CHILTON, JEFFERSON, SHELBY, ST. CLAIR AND WALKER COUNTIES TO CREATE COMMUNITY-BASED SOLUTIONS.

2 Did the organization undertake any significant program services during the year which were not listed on the prior Form 990 or 990-EZ? [] Yes [X] No If "Yes," describe these new services on Schedule O.

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

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

4a (Code:) (Expenses \$ 86,866,478. including grants of \$ 61,124,704.) (Revenue \$ 11,170,386.) HEALTH - UWCA AND ITS' PARTNERS PROVIDES PROGRAMS AND SERVICES TO ADDRESS HUNGER, COMMUNITY HEALTH AND WELL-BEING, MENTAL HEALTH AND YOUTH HEALTH AND WELLNESS THROUGHOUT CENTRAL ALABAMA. THIS INCLUDES 352,888 CLIENTS WHO RECEIVED HEALTH, MEDICAL OR NUTRITION-RELATED SERVICES, 17,615 PREVENTIVE MENTAL OR PHYSICAL HEALTH SCREENINGS, 210,784 CLIENTS WHO RECEIVED SERVICES FOR PHYSICAL AND/OR MENTAL HEALTH, 58,906 INDIVIDUALS WHO RECEIVED MENTAL HEALTH SERVICES SUCH AS CRISIS COUNSELING AND INTERVENTION, 18,418,137 MEALS DISTRIBUTED TO INDIVIDUALS AND FAMILIES TO FIGHT HUNGER, 72,490 YOUTH WHO PARTICIPATED IN SOCIAL-EMOTIONAL LEARNING PROGRAMS, 7,975 CLIENTS WHO RECEIVED ACCESS TO QUALITY CARE FOR INDIVIDUALS AFFECTED BY HIV, 34,599 CLIENTS WHO RECEIVED COMPREHENSIVE SENIOR SERVICES AND 949 CLIENTS WHO WERE

4b (Code:) (Expenses \$ 12,427,746. including grants of \$ 5,048,915.) (Revenue \$ 974,002.) ACCESS TO SERVICES - UWCA PROVIDES A NETWORK OF CARE THROUGH MORE THAN 200 PARTNERS AND PROGRAMS IN 1,200 SERVICE LOCATIONS THROUGHOUT ALABAMA. UWCA SUPPORTS A STATEWIDE INFORMATION NETWORK CALLED 2-1-1 CONNECTS ALABAMA, AN INNOVATIVE INFORMATION AND REFERRAL SYSTEM CONNECTING ALABAMIANS TO AVAILABLE RESOURCES IN THEIR COMMUNITIES AND PROVIDING REFERRALS FOR ALL BASIC NEEDS SUCH AS FOOD, SHELTER, CLOTHING, FINANCIAL ASSISTANCE AND CHILDCARE. IN 2023, 2-1-1 CONNECTED 164,574 CALLERS TO VITAL RESOURCES. UNITED WAY'S AREA AGENCY ON AGING FOR JEFFERSON COUNTY RECEIVED 18,510 CALLS TO ITS 1-800-AGE-LINE (AGING & DISABILITY RESOURCE CENTER), WHICH PROVIDES INFORMATION ON, AND REFERRALS TO, ASSISTANCE SERVICES DESIGNED FOR SENIORS AND PEOPLE WITH DISABILITIES.

4c (Code:) (Expenses \$ 8,616,877. including grants of \$ 923,511.) (Revenue \$ 0.) EDUCATION - UWCA PROMOTES YOUTH HEALTH AND WELLNESS ACROSS THE EDUCATION CONTINUUM, FROM QUALITY CHILDCARE TO DROPOUT PREVENTION. WE PROVIDE YOUTH SUPPORT AND AFTER-SCHOOL PROGRAMS, INCLUDING TUTORING, STEM PROGRAMS, LIFE SKILLS DEVELOPMENT, MENTORING AND MORE. OUR SUCCESS BY SIX INITIATIVE, PART OF OUR EARLY CHILDHOOD DEVELOPMENT AND EDUCATION EFFORTS, ENHANCES CHILDREN'S SCHOOL READINESS BY TRAINING PRE-K. EDUCATORS AND PROVIDING HIGH-QUALITY EARLY-LEARNING CURRICULA, CLASSROOM MATERIALS, EQUIPMENT AND EVALUATION. IN 2023, THE PROGRAM SERVED 1,230 STUDENTS. ADDITIONALLY, OUR HELP ME GROW CENTRAL ALABAMA PROGRAM SERVED 384 FAMILIES, INCLUDING 481 CHILDREN, CONNECTING THEM WITH COMMUNITY-BASED DEVELOPMENTAL AND BEHAVIORAL RESOURCES TO ENSURE CHILDREN START SCHOOL HEALTHY AND READY TO SUCCEED.

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

4e Total program service expenses 107,911,101.

Part IV Checklist of Required Schedules

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

Part IV Checklist of Required Schedules (continued)

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

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

Part V Statements Regarding Other IRS Filings and Tax Compliance

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

	Yes	No
1a Enter the number reported in box 3 of Form 1096. Enter -0- if not applicable	1a	314
b Enter the number of Forms W-2G included on line 1a. Enter -0- if not applicable	1b	0
c Did the organization comply with backup withholding rules for reportable payments to vendors and reportable gaming (gambling) winnings to prize winners?	1c X	

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

Table with columns for question number, question text, and Yes/No columns. Includes rows for employee counts (2a), tax returns (2b), unrelated business income (3a), foreign accounts (4a), prohibited transactions (5a-5c), annual gross receipts (6a-6b), deductible contributions (7a-7h), sponsoring organizations (8-9), section 501(c)(7) organizations (10), section 501(c)(12) organizations (11), section 4947(a)(1) trusts (12a-12b), section 501(c)(29) health insurers (13a-13c), indoor tanning services (14a-14b), section 4960 tax (15), section 4968 excise tax (16), and section 501(c)(21) organizations (17).

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

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

Section A. Governing Body and Management

		Yes	No
1a	Enter the number of voting members of the governing body at the end of the tax year If there are material differences in voting rights among members of the governing body, or if the governing body delegated broad authority to an executive committee or similar committee, explain on Schedule O.		
	1a 52		
b	Enter the number of voting members included on line 1a, above, who are independent		
	1b 51		
2	Did any officer, director, trustee, or key employee have a family relationship or a business relationship with any other officer, director, trustee, or key employee?		X
3	Did the organization delegate control over management duties customarily performed by or under the direct supervision of officers, directors, trustees, or key employees to a management company or other person?		X
4	Did the organization make any significant changes to its governing documents since the prior Form 990 was filed?		X
5	Did the organization become aware during the year of a significant diversion of the organization's assets?		X
6	Did the organization have members or stockholders?		X
7a	Did the organization have members, stockholders, or other persons who had the power to elect or appoint one or more members of the governing body?		X
b	Are any governance decisions of the organization reserved to (or subject to approval by) members, stockholders, or persons other than the governing body?		X
8	Did the organization contemporaneously document the meetings held or written actions undertaken during the year by the following:		
a	The governing body?	X	
b	Each committee with authority to act on behalf of the governing body?	X	
9	Is there any officer, director, trustee, or key employee listed in Part VII, Section A, who cannot be reached at the organization's mailing address? If "Yes," provide the names and addresses on Schedule O		X

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

		Yes	No
10a	Did the organization have local chapters, branches, or affiliates?		X
b	If "Yes," did the organization have written policies and procedures governing the activities of such chapters, affiliates, and branches to ensure their operations are consistent with the organization's exempt purposes?		
11a	Has the organization provided a complete copy of this Form 990 to all members of its governing body before filing the form?	X	
b	Describe on Schedule O the process, if any, used by the organization to review this Form 990.		
12a	Did the organization have a written conflict of interest policy? If "No," go to line 13	X	
b	Were officers, directors, or trustees, and key employees required to disclose annually interests that could give rise to conflicts?	X	
c	Did the organization regularly and consistently monitor and enforce compliance with the policy? If "Yes," describe on Schedule O how this was done	X	
13	Did the organization have a written whistleblower policy?	X	
14	Did the organization have a written document retention and destruction policy?	X	
15	Did the process for determining compensation of the following persons include a review and approval by independent persons, comparability data, and contemporaneous substantiation of the deliberation and decision?		
a	The organization's CEO, Executive Director, or top management official	X	
b	Other officers or key employees of the organization	X	
	If "Yes" to line 15a or 15b, describe the process on Schedule O. See instructions.		
16a	Did the organization invest in, contribute assets to, or participate in a joint venture or similar arrangement with a taxable entity during the year?		X
b	If "Yes," did the organization follow a written policy or procedure requiring the organization to evaluate its participation in joint venture arrangements under applicable federal tax law, and take steps to safeguard the organization's exempt status with respect to such arrangements?		

Section C. Disclosure

- 17** List the states with which a copy of this Form 990 is required to be filed AL
- 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
CHRIS SMITH - 205-251-5131
3600 8TH AVENUE SOUTH, BIRMINGHAM, AL 35222

Part VII Compensation of Officers, Directors, Trustees, Key Employees, Highest Compensated Employees, and Independent Contractors

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

Section A. Officers, Directors, Trustees, Key Employees, and Highest Compensated Employees

1a Complete this table for all persons required to be listed. Report compensation for the calendar year ending with or within the organization's tax year.

- List all of the organization's **current** officers, directors, trustees (whether individuals or organizations), regardless of amount of compensation. Enter -0- in columns (D), (E), and (F) if no compensation was paid.
 - List all of the organization's **current** key employees, if any. See the instructions for definition of "key employee."
 - List the organization's five **current** highest compensated employees (other than an officer, director, trustee, or key employee) who received reportable compensation (box 5 of Form W-2, box 6 of Form 1099-MISC, and/or box 1 of Form 1099-NEC) of more than \$100,000 from the organization and any related organizations.
 - List all of the organization's **former** officers, key employees, and highest compensated employees who received more than \$100,000 of reportable compensation from the organization and any related organizations.
 - List all of the organization's **former directors or trustees** that received, in the capacity as a former director or trustee of the organization, more than \$10,000 of reportable compensation from the organization and any related organizations.
- See the instructions for the order in which to list the persons above.

Check this box if neither the organization nor any related organization compensated any current officer, director, or trustee.

(A) Name and title	(B) Average hours per week (list any hours for related organizations below line)	(C) Position (do not check more than one box, unless person is both an officer and a director/trustee)						(D) Reportable compensation from the organization (W-2/1099-MISC/1099-NEC)	(E) Reportable compensation from related organizations (W-2/1099-MISC/1099-NEC)	(F) Estimated amount of other compensation from the organization and related organizations
		Individual trustee or director	Institutional trustee	Officer	Key employee	Highest compensated employee	Former			
(1) JOHN A. LANGLOH PRESIDENT & CEO	40.00 4.00	X		X				454,262.	0.	75,675.
(2) CHIP BIVINS JR. BOARD CHAIR	5.00 0.00	X						0.	0.	0.
(3) JOHN TURNER IMMEDIATE PAST CHAIR	1.00 0.00	X						0.	0.	0.
(4) DOUG COLTHARP VICE CHAIR	1.00 0.00	X						0.	0.	0.
(5) EDWARD L. RAND JR. TREASURER	1.00 0.00	X						0.	0.	0.
(6) ALAN ROGERS SECRETARY	1.00 0.00	X						0.	0.	0.
(7) TODD CARLISLE CHAIR OF AUDIT	1.00 0.00	X						0.	0.	0.
(8) DR. TRACEY MORANT ADAMS CHAIR OF COMMUNITY IMPACT	1.00 0.00	X						0.	0.	0.
(9) KEN CARLSON CHAIR OF INVESTMENTS	1.00 0.00	X						0.	0.	0.
(10) JEFF STONE CHAIR OF LEGACY GIFTS	1.00 0.00	X						0.	0.	0.
(11) ALESIA JONES CHAIR OF COMMUNITY INITIATIVES	1.00 0.00	X						0.	0.	0.
(12) REBEKAH ELGIN-COUNCIL CHAIR OF MARKETING & COMMUNICATIONS	1.00 0.00	X						0.	0.	0.
(13) DOW BRIGGS MD CAMPAIGN CHAIR	1.00 0.00	X						0.	0.	0.
(14) MALLIE IRELAND COMMUNITY VOLUNTEER	1.00 0.00	X						0.	0.	0.
(15) JOE HAMPTON EXECUTIVE COMMITTEE	1.00 0.00	X						0.	0.	0.
(16) EMMETT E. MCLEAN EXECUTIVE COMMITTEE	1.00 0.00	X						0.	0.	0.
(17) STEPHEN ARMSTRONG BOARD OF DIRECTORS	1.00 0.00	X						0.	0.	0.

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

(A) Name and title	(B) Average hours per week (list any hours for related organizations below line)	(C) Position (do not check more than one box, unless person is both an officer and a director/trustee)						(D) Reportable compensation from the organization (W-2/1099-MISC/1099-NEC)	(E) Reportable compensation from related organizations (W-2/1099-MISC/1099-NEC)	(F) Estimated amount of other compensation from the organization and related organizations
		Individual trustee or director	Institutional trustee	Officer	Key employee	Highest compensated employee	Former			
(18) LAURA CLARKE BOARD OF DIRECTORS	1.00 0.00	X						0.	0.	0.
(19) NANCY GOEDECKE BOARD OF DIRECTORS	1.00 0.00	X						0.	0.	0.
(20) ANOOP MISHRA BOARD OF DIRECTORS	1.00 0.00	X						0.	0.	0.
(21) RICHARD BIELEN BOARD OF DIRECTORS	1.00 0.00	X						0.	0.	0.
(22) PAULA DRAKE BOARD OF DIRECTORS	1.00 0.00	X						0.	0.	0.
(23) MARY OTULANA BOARD OF DIRECTORS	1.00 0.00	X						0.	0.	0.
(24) JAY BRANDRUP BOARD OF DIRECTORS	1.00 0.00	X						0.	0.	0.
(25) BILL BLACKMAN BOARD OF DIRECTORS	1.00 0.00	X						0.	0.	0.
(26) MYLA CALHOUN BOARD OF DIRECTORS	1.00 0.00	X						0.	0.	0.
1b Subtotal								454,262.	0.	75,675.
c Total from continuation sheets to Part VII, Section A								1,225,956.	0.	278,046.
d Total (add lines 1b and 1c)								1,680,218.	0.	353,721.

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 14

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

Section B. Independent Contractors

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

(A) Name and business address	(B) Description of services	(C) Compensation
PANGEATWO, 3595 GRANDVIEW PKWY #450, BIRMINGHAM, AL 35243	STAFFING AND RECRUITMENT	204,271.
WARREN AVERETT 2500 ACTON ROAD, BIRMINGHAM, AL 35243	ANNUAL AUDIT AND TAX RETURNS	185,825.
THE MODERN BRAND COMPANY, LLC, 1826 3RD AVENUE N #102, BIRMINGHAM, AL 35203	MARKETING	184,628.
CONTINUITY CONSULTING LLC 3813 1ST AVENUE N, BIRMINGHAM, AL 35222	TECHNOLOGY & SECURITY SERVICES	125,398.
VIPERLINE SOLUTIONS, LLC 1408 8TH ST, LEEDS, AL 35094	TECHNOLOGY & SECURITY SERVICES	101,804.

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

SEE PART VII, SECTION A CONTINUATION SHEETS

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

(A) Name and title	(B) Average hours per week (list any hours for related organizations below line)	(C) Position (check all that apply)						(D) Reportable compensation from the organization (W-2/1099-MISC)	(E) Reportable compensation from related organizations (W-2/1099-MISC)	(F) Estimated amount of other compensation from the organization and related organizations
		Individual trustee or director	Institutional trustee	Officer	Key employee	Highest compensated employee	Former			
(27) SHERI COOK BOARD OF DIRECTORS	1.00 0.00	X						0.	0.	0.
(28) MARY WYATT CRENSHAW BOARD OF DIRECTORS	1.00 0.00	X						0.	0.	0.
(29) ANDREW ROBISON BOARD OF DIRECTORS	1.00 0.00	X						0.	0.	0.
(30) NATHANIEL DRUMMOND BOARD OF DIRECTORS	1.00 0.00	X						0.	0.	0.
(31) YOLANDA FOX BOARD OF DIRECTORS	1.00 0.00	X						0.	0.	0.
(32) ELEANOR GRIFFIN BOARD OF DIRECTORS	1.00 0.00	X						0.	0.	0.
(33) JOHN HACKETT BOARD OF DIRECTORS	1.00 0.00	X						0.	0.	0.
(34) RAYMOND HARBERT JR. BOARD OF DIRECTORS	1.00 0.00	X						0.	0.	0.
(35) BILL CONNOR BOARD OF DIRECTORS	1.00 0.00	X						0.	0.	0.
(36) LUCY MARSH BOARD OF DIRECTORS	1.00 0.00	X						0.	0.	0.
(37) KATIE BEE MARSHALL BOARD OF DIRECTORS	1.00 0.00	X						0.	0.	0.
(38) KIRK FORRESTER BOARD OF DIRECTORS	1.00 0.00	X						0.	0.	0.
(39) ALAN REGISTER BOARD OF DIRECTORS	1.00 0.00	X						0.	0.	0.
(40) NICK WILLIS BOARD OF DIRECTORS	1.00 0.00	X						0.	0.	0.
(41) HANS SITARZ BOARD OF DIRECTORS	1.00 0.00	X						0.	0.	0.
(42) JEFF GRANTHAM BOARD OF DIRECTORS	1.00 0.00	X						0.	0.	0.
(43) JIM SMITH BOARD OF DIRECTORS	1.00 0.00	X						0.	0.	0.
(44) BRYSON STEPHENS BOARD OF DIRECTORS	1.00 0.00	X						0.	0.	0.
(45) DR. MARK SULLIVAN BOARD OF DIRECTORS	1.00 0.00	X						0.	0.	0.
(46) BO TAYLOR BOARD OF DIRECTORS	1.00 0.00	X						0.	0.	0.
Total to Part VII, Section A, line 1c										

Part VIII Statement of Revenue

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

			(A)	(B)	(C)	(D)	
			Total revenue	Related or exempt function revenue	Unrelated business revenue	Revenue excluded from tax under sections 512 - 514	
Contributions, Gifts, Grants and Other Similar Amounts	1 a	Federated campaigns	146,781.				
	1 b	Membership dues					
	1 c	Fundraising events	22,500.				
	1 d	Related organizations	210,000.				
	1 e	Government grants (contributions)	61,573,482.				
	1 f	All other contributions, gifts, grants, and similar amounts not included above	46,280,597.				
	1 g	Noncash contributions included in lines 1a-1f	\$ 1,800,261.				
	1 h	Total. Add lines 1a-1f		108233360.			
	Program Service Revenue	2 a	SALES AND SERVICE TO THE PUBLIC	561000	935,560.	935,560.	
2 b		RENTAL REVENUE -AGENCY/AFFILIATES	531120	228,235.	228,235.		
2 c		CAMPAIGN MANAGEMENT FEES	561499	2,700.	2,700.		
2 d							
2 e							
2 f		All other program service revenue					
2 g		Total. Add lines 2a-2f		1,166,495.			
Other Revenue	3	Investment income (including dividends, interest, and other similar amounts)		1,228,028.		1228028.	
	4	Income from investment of tax-exempt bond proceeds					
	5	Royalties					
	6 a	Gross rents	(i) Real				
			(ii) Personal				
	6 b	Less: rental expenses					
	6 c	Rental income or (loss)					
	6 d	Net rental income or (loss)					
	7 a	Gross amount from sales of assets other than inventory	(i) Securities	1,110,466.	3,410.		
			(ii) Other				
	7 b	Less: cost or other basis and sales expenses	735,734.	5,926.			
	7 c	Gain or (loss)	374,732.	-2,516.			
	7 d	Net gain or (loss)		372,216.		372,216.	
8 a	Gross income from fundraising events (not including \$ 22,500. of contributions reported on line 1c). See Part IV, line 18		8,820.				
			64,678.				
8 b	Less: direct expenses						
8 c	Net income or (loss) from fundraising events		-55,858.		-55,858.		
9 a	Gross income from gaming activities. See Part IV, line 19						
9 b	Less: direct expenses						
9 c	Net income or (loss) from gaming activities						
10 a	Gross sales of inventory, less returns and allowances						
10 b	Less: cost of goods sold						
10 c	Net income or (loss) from sales of inventory						
Miscellaneous Revenue	11 a	AGENCY HEALTH INSURANCE REVENUE	524298	10,729,504.	10729504.		
	11 b	COST RECOVERY FEES	561499	218,179.	218,179.		
	11 c	MISCELLANEOUS	561499	33,414.	30,210.	3,204.	
	11 d	All other revenue					
	11 e	Total. Add lines 11a-11d		10,981,097.			
12	Total revenue. See instructions		121925338.	12144388.	3,204.	1544386.	

Part IX Statement of Functional Expenses

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

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

Do not include amounts reported on lines 6b, 7b, 8b, 9b, and 10b of Part VIII.	(A) Total expenses	(B) Program service expenses	(C) Management and general expenses	(D) Fundraising expenses
1 Grants and other assistance to domestic organizations and domestic governments. See Part IV, line 21 ...	28,875,252.	28,875,252.		
2 Grants and other assistance to domestic individuals. See Part IV, line 22	38,221,878.	38,221,878.		
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	907,180.	425,319.	270,034.	211,827.
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	8,087,836.	3,793,455.	2,406,561.	1,887,820.
8 Pension plan accruals and contributions (include section 401(k) and 403(b) employer contributions)	816,022.	298,836.	304,701.	212,485.
9 Other employee benefits	1,214,189.	667,064.	324,235.	222,890.
10 Payroll taxes	640,494.	307,351.	177,150.	155,993.
11 Fees for services (nonemployees):				
a Management				
b Legal	995,291.	991,128.	4,163.	
c Accounting	357,989.	269,605.	88,384.	
d Lobbying	48,000.		48,000.	
e Professional fundraising services. See Part IV, line 17				
f Investment management fees	168,796.	168,796.		
g Other. (If line 11g amount exceeds 10% of line 25, column (A), amount, list line 11g expenses on Sch O.)	1,131,006.	960,927.	123,879.	46,200.
12 Advertising and promotion	485,999.	7,783.	4,000.	474,216.
13 Office expenses	991,436.	457,380.	184,078.	349,978.
14 Information technology	610,323.	360,772.	212,750.	36,801.
15 Royalties				
16 Occupancy	545,623.	-407,760.	550,153.	403,230.
17 Travel	126,600.	60,946.	36,067.	29,587.
18 Payments of travel or entertainment expenses for any federal, state, or local public officials ...				
19 Conferences, conventions, and meetings	39,649.	8,106.	6,274.	25,269.
20 Interest	17,303.	17,303.		
21 Payments to affiliates	421,595.	421,595.		
22 Depreciation, depletion, and amortization	1,188,844.	1,058,186.	113,640.	17,018.
23 Insurance				
24 Other expenses. Itemize expenses not covered above. (List miscellaneous expenses on line 24e. If line 24e amount exceeds 10% of line 25, column (A), amount, list line 24e expenses on Schedule O.)				
a MEDICAL/HEALTH SERVICES	16,366,064.	16,366,064.		
b AGENCY HEALTH INSURANCE	11,346,029.	11,346,029.		
c INITIATIVE FUNDING, NET	1,465,127.	1,197,635.	224,290.	43,202.
d EMERGENCY FINANCIAL ASS	667,896.	667,896.		
e All other expenses	1,237,880.	1,369,555.	-137,941.	6,266.
25 Total functional expenses. Add lines 1 through 24e	116,974,301.	107,911,101.	4,940,418.	4,122,782.
26 Joint costs. Complete this line only if the organization reported in column (B) joint costs from a combined educational campaign and fundraising solicitation. Check here <input type="checkbox"/> if following SOP 98-2 (ASC 958-720)				

Part X Balance Sheet

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

		(A) Beginning of year		(B) End of year
Assets	1 Cash - non-interest-bearing	387,980.	1	494,210.
	2 Savings and temporary cash investments	10,951,318.	2	8,436,920.
	3 Pledges and grants receivable, net	45,873,724.	3	49,064,585.
	4 Accounts receivable, net	2,054,656.	4	1,346,338.
	5 Loans and other receivables from any current or former officer, director, trustee, key employee, creator or founder, substantial contributor, or 35% controlled entity or family member of any of these persons		5	
	6 Loans and other receivables from other disqualified persons (as defined under section 4958(f)(1)), and persons described in section 4958(c)(3)(B)		6	
	7 Notes and loans receivable, net		7	
	8 Inventories for sale or use	36,389.	8	37,732.
	9 Prepaid expenses and deferred charges	512,183.	9	645,165.
	10a Land, buildings, and equipment: cost or other basis. Complete Part VI of Schedule D	10a 27,408,195.		
	b Less: accumulated depreciation	10b 8,126,414.	10c	
	11 Investments - publicly traded securities	19,231,086.	11	19,281,781.
	12 Investments - other securities. See Part IV, line 11	30,940,389.	12	38,841,101.
	13 Investments - program-related. See Part IV, line 11	7,528,985.	13	8,483,940.
	14 Intangible assets		14	
	15 Other assets. See Part IV, line 11	4,418,178.	15	4,389,981.
16 Total assets. Add lines 1 through 15 (must equal line 33)	121,934,888.	16	131,021,753.	
Liabilities	17 Accounts payable and accrued expenses	6,765,580.	17	6,740,821.
	18 Grants payable	9,024,416.	18	7,785,214.
	19 Deferred revenue	895,480.	19	749,737.
	20 Tax-exempt bond liabilities		20	
	21 Escrow or custodial account liability. Complete Part IV of Schedule D		21	
	22 Loans and other payables to any current or former officer, director, trustee, key employee, creator or founder, substantial contributor, or 35% controlled entity or family member of any of these persons		22	
	23 Secured mortgages and notes payable to unrelated third parties		23	
	24 Unsecured notes and loans payable to unrelated third parties		24	
	25 Other liabilities (including federal income tax, payables to related third parties, and other liabilities not included on lines 17-24). Complete Part X of Schedule D	6,822,566.	25	8,625,938.
	26 Total liabilities. Add lines 17 through 25	23,508,042.	26	23,901,710.
Net Assets or Fund Balances	Organizations that follow FASB ASC 958, check here <input checked="" type="checkbox"/> and complete lines 27, 28, 32, and 33.			
	27 Net assets without donor restrictions	50,336,458.	27	54,490,722.
	28 Net assets with donor restrictions	48,090,388.	28	52,629,321.
	Organizations that do not follow FASB ASC 958, check here <input type="checkbox"/> and complete lines 29 through 33.			
	29 Capital stock or trust principal, or current funds		29	
	30 Paid-in or capital surplus, or land, building, or equipment fund		30	
	31 Retained earnings, endowment, accumulated income, or other funds		31	
	32 Total net assets or fund balances	98,426,846.	32	107,120,043.
33 Total liabilities and net assets/fund balances	121,934,888.	33	131,021,753.	

Part XI Reconciliation of Net Assets

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

1	Total revenue (must equal Part VIII, column (A), line 12)	1	121,925,338.
2	Total expenses (must equal Part IX, column (A), line 25)	2	116,974,301.
3	Revenue less expenses. Subtract line 2 from line 1	3	4,951,037.
4	Net assets or fund balances at beginning of year (must equal Part X, line 32, column (A))	4	98,426,846.
5	Net unrealized gains (losses) on investments	5	3,810,788.
6	Donated services and use of facilities	6	9,425.
7	Investment expenses	7	
8	Prior period adjustments	8	-9,965.
9	Other changes in net assets or fund balances (explain on Schedule O)	9	-68,088.
10	Net assets or fund balances at end of year. Combine lines 3 through 9 (must equal Part X, line 32, column (B))	10	107,120,043.

Part XII Financial Statements and Reporting

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

- 1 Accounting method used to prepare the Form 990: Cash Accrual Other _____
If the organization changed its method of accounting from a prior year or checked "Other," explain on Schedule O.
- 2a Were the organization's financial statements compiled or reviewed by an independent accountant? _____
If "Yes," check a box below to indicate whether the financial statements for the year were compiled or reviewed on a separate basis, consolidated basis, or both:
 Separate basis Consolidated basis Both consolidated and separate basis
- b Were the organization's financial statements audited by an independent accountant? _____
If "Yes," check a box below to indicate whether the financial statements for the year were audited on a separate basis, consolidated basis, or both:
 Separate basis Consolidated basis Both consolidated and separate basis
- c If "Yes" to line 2a or 2b, does the organization have a committee that assumes responsibility for oversight of the audit, review, or compilation of its financial statements and selection of an independent accountant? _____
If the organization changed either its oversight process or selection process during the tax year, explain on Schedule O.
- 3a As a result of a federal award, was the organization required to undergo an audit or audits as set forth in the Uniform Guidance, 2 C.F.R. Part 200, Subpart F? _____
- b If "Yes," did the organization undergo the required audit or audits? If the organization did not undergo the required audit or audits, explain why on Schedule O and describe any steps taken to undergo such audits _____

	Yes	No
2a		X
2b	X	
2c	X	
3a	X	
3b	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) 2019	(b) 2020	(c) 2021	(d) 2022	(e) 2023	(f) Total
1 Gifts, grants, contributions, and membership fees received. (Do not include any "unusual grants.")	79864223.	92465592.	95926263.	98104634.	108233360	474594072
2 Tax revenues levied for the organization's benefit and either paid to or expended on its behalf						
3 The value of services or facilities furnished by a governmental unit to the organization without charge						
4 Total. Add lines 1 through 3	79864223.	92465592.	95926263.	98104634.	108233360	474594072
5 The portion of total contributions by each person (other than a governmental unit or publicly supported organization) included on line 1 that exceeds 2% of the amount shown on line 11, column (f)						
6 Public support. Subtract line 5 from line 4.						474594072

Section B. Total Support

Calendar year (or fiscal year beginning in)	(a) 2019	(b) 2020	(c) 2021	(d) 2022	(e) 2023	(f) Total
7 Amounts from line 4	79864223.	92465592.	95926263.	98104634.	108233360	474594072
8 Gross income from interest, dividends, payments received on securities loans, rents, royalties, and income from similar sources	1061011.	880,279.	619,978.	848,621.	1228028.	4637917.
9 Net income from unrelated business activities, whether or not the business is regularly carried on						
10 Other income. Do not include gain or loss from the sale of capital assets (Explain in Part VI.)	10737760.	10832810.	8779739.	10204451.	10981097.	51535857.
11 Total support. Add lines 7 through 10						530767846
12 Gross receipts from related activities, etc. (see instructions)					12	4,877,816.
13 First 5 years. If the Form 990 is for the organization's first, second, third, fourth, or fifth tax year as a section 501(c)(3) organization, check this box and stop here						<input type="checkbox"/>

Section C. Computation of Public Support Percentage

14 Public support percentage for 2023 (line 6, column (f), divided by line 11, column (f))	14	89.42 %
15 Public support percentage from 2022 Schedule A, Part II, line 14	15	88.34 %
16a 33 1/3% support test - 2023. If the organization did not check the box on line 13, and line 14 is 33 1/3% or more, check this box and stop here. The organization qualifies as a publicly supported organization		<input checked="" type="checkbox"/>
b 33 1/3% support test - 2022. If the organization did not check a box on line 13 or 16a, and line 15 is 33 1/3% or more, check this box and stop here. The organization qualifies as a publicly supported organization		<input type="checkbox"/>
17a 10% -facts-and-circumstances test - 2023. If the organization did not check a box on line 13, 16a, or 16b, and line 14 is 10% or more, and if the organization meets the facts-and-circumstances test, check this box and stop here. Explain in Part VI how the organization meets the facts-and-circumstances test. The organization qualifies as a publicly supported organization		<input type="checkbox"/>
b 10% -facts-and-circumstances test - 2022. If the organization did not check a box on line 13, 16a, 16b, or 17a, and line 15 is 10% or more, and if the organization meets the facts-and-circumstances test, check this box and stop here. Explain in Part VI how the organization meets the facts-and-circumstances test. The organization qualifies as a publicly supported organization		<input type="checkbox"/>
18 Private foundation. If the organization did not check a box on line 13, 16a, 16b, 17a, or 17b, check this box and see instructions		<input type="checkbox"/>

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

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

Section A. Public Support

Calendar year (or fiscal year beginning in)	(a) 2019	(b) 2020	(c) 2021	(d) 2022	(e) 2023	(f) Total
1 Gifts, grants, contributions, and membership fees received. (Do not include any "unusual grants.")						
2 Gross receipts from admissions, merchandise sold or services performed, or facilities furnished in any activity that is related to the organization's tax-exempt purpose						
3 Gross receipts from activities that are not an unrelated trade or business under section 513						
4 Tax revenues levied for the organization's benefit and either paid to or expended on its behalf						
5 The value of services or facilities furnished by a governmental unit to the organization without charge						
6 Total. Add lines 1 through 5						
7a Amounts included on lines 1, 2, and 3 received from disqualified persons						
b Amounts included on lines 2 and 3 received from other than disqualified persons that exceed the greater of \$5,000 or 1% of the amount on line 13 for the year						
c Add lines 7a and 7b						
8 Public support. (Subtract line 7c from line 6.)						

Section B. Total Support

Calendar year (or fiscal year beginning in)	(a) 2019	(b) 2020	(c) 2021	(d) 2022	(e) 2023	(f) Total
9 Amounts from line 6						
10a Gross income from interest, dividends, payments received on securities loans, rents, royalties, and income from similar sources						
b Unrelated business taxable income (less section 511 taxes) from businesses acquired after June 30, 1975						
c Add lines 10a and 10b						
11 Net income from unrelated business activities not included on line 10b, whether or not the business is regularly carried on						
12 Other income. Do not include gain or loss from the sale of capital assets (Explain in Part VI.)						
13 Total support. (Add lines 9, 10c, 11, and 12.)						

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

Section C. Computation of Public Support Percentage

15 Public support percentage for 2023 (line 8, column (f), divided by line 13, column (f))	15	%
16 Public support percentage from 2022 Schedule A, Part III, line 15	16	%

Section D. Computation of Investment Income Percentage

17 Investment income percentage for 2023 (line 10c, column (f), divided by line 13, column (f))	17	%
18 Investment income percentage from 2022 Schedule A, Part III, line 17	18	%

19a 33 1/3% support tests - 2023. 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 - 2022. If the organization did not check a box on line 14 or line 19a, and line 16 is more than 33 1/3%, and line 18 is not more than 33 1/3%, check this box and **stop here**. The organization qualifies as a publicly supported organization

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

Part IV Supporting Organizations

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

Section A. All Supporting Organizations

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

Part IV Supporting Organizations (continued)

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

Section B. Type I Supporting Organizations

	Yes	No
1 Did the governing body, members of the governing body, officers acting in their official capacity, or membership of one or more supported organizations have the power to regularly appoint or elect at least a majority of the organization's officers, directors, or trustees at all times during the tax year? <i>If "No," describe in Part VI how the supported organization(s) effectively operated, supervised, or controlled the organization's activities. If the organization had more than one supported organization, describe how the powers to appoint and/or remove officers, directors, or trustees were allocated among the supported organizations and what conditions or restrictions, if any, applied to such powers during the tax year.</i>		
2 Did the organization operate for the benefit of any supported organization other than the supported organization(s) that operated, supervised, or controlled the supporting organization? <i>If "Yes," explain in Part VI how providing such benefit carried out the purposes of the supported organization(s) that operated, supervised, or controlled the supporting organization.</i>		
1		
2		

Section C. Type II Supporting Organizations

	Yes	No
1 Were a majority of the organization's directors or trustees during the tax year also a majority of the directors or trustees of each of the organization's supported organization(s)? <i>If "No," describe in Part VI how control or management of the supporting organization was vested in the same persons that controlled or managed the supported organization(s).</i>		
1		

Section D. All Type III Supporting Organizations

	Yes	No
1 Did the organization provide to each of its supported organizations, by the last day of the fifth month of the organization's tax year, (i) a written notice describing the type and amount of support provided during the prior tax year, (ii) a copy of the Form 990 that was most recently filed as of the date of notification, and (iii) copies of the organization's governing documents in effect on the date of notification, to the extent not previously provided?		
2 Were any of the organization's officers, directors, or trustees either (i) appointed or elected by the supported organization(s) or (ii) serving on the governing body of a supported organization? <i>If "No," explain in Part VI how the organization maintained a close and continuous working relationship with the supported organization(s).</i>		
3 By reason of the relationship described on line 2, above, did the organization's supported organizations have a significant voice in the organization's investment policies and in directing the use of the organization's income or assets at all times during the tax year? <i>If "Yes," describe in Part VI the role the organization's supported organizations played in this regard.</i>		
1		
2		
3		

Section E. Type III Functionally Integrated Supporting Organizations

1 Check the box next to the method that the organization used to satisfy the Integral Part Test during the year (see instructions).			
a <input type="checkbox"/> The organization satisfied the Activities Test. Complete line 2 below.			
b <input type="checkbox"/> The organization is the parent of each of its supported organizations. Complete line 3 below.			
c <input type="checkbox"/> The organization supported a governmental entity. Describe in Part VI how you supported a governmental entity (see instructions).			
2 Activities Test. Answer lines 2a and 2b below.			
a Did substantially all of the organization's activities during the tax year directly further the exempt purposes of the supported organization(s) to which the organization was responsive? <i>If "Yes," then in Part VI identify those supported organizations and explain how these activities directly furthered their exempt purposes, how the organization was responsive to those supported organizations, and how the organization determined that these activities constituted substantially all of its activities.</i>			
b Did the activities described on line 2a, above, constitute activities that, but for the organization's involvement, one or more of the organization's supported organization(s) would have been engaged in? <i>If "Yes," explain in Part VI the reasons for the organization's position that its supported organization(s) would have engaged in these activities but for the organization's involvement.</i>			
3 Parent of Supported Organizations. Answer lines 3a and 3b below.			
a Did the organization have the power to regularly appoint or elect a majority of the officers, directors, or trustees of each of the supported organizations? <i>If "Yes" or "No" provide details in Part VI.</i>			
b Did the organization exercise a substantial degree of direction over the policies, programs, and activities of each of its supported organizations? <i>If "Yes," describe in Part VI the role played by the organization in this regard.</i>			
2a			
2b			
3a			
3b			

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

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

Section A - Adjusted Net Income		(A) Prior Year	(B) Current Year (optional)
1	Net short-term capital gain	1	
2	Recoveries of prior-year distributions	2	
3	Other gross income (see instructions)	3	
4	Add lines 1 through 3.	4	
5	Depreciation and depletion	5	
6	Portion of operating expenses paid or incurred for production or collection of gross income or for management, conservation, or maintenance of property held for production of income (see instructions)	6	
7	Other expenses (see instructions)	7	
8	Adjusted Net Income (subtract lines 5, 6, and 7 from line 4)	8	

Section B - Minimum Asset Amount		(A) Prior Year	(B) Current Year (optional)
1	Aggregate fair market value of all non-exempt-use assets (see instructions for short tax year or assets held for part of year):		
a	Average monthly value of securities	1a	
b	Average monthly cash balances	1b	
c	Fair market value of other non-exempt-use assets	1c	
d	Total (add lines 1a, 1b, and 1c)	1d	
e	Discount claimed for blockage or other factors (<i>explain in detail in Part VI</i>):		
2	Acquisition indebtedness applicable to non-exempt-use assets	2	
3	Subtract line 2 from line 1d.	3	
4	Cash deemed held for exempt use. Enter 0.015 of line 3 (for greater amount, see instructions).	4	
5	Net value of non-exempt-use assets (subtract line 4 from line 3)	5	
6	Multiply line 5 by 0.035.	6	
7	Recoveries of prior-year distributions	7	
8	Minimum Asset Amount (add line 7 to line 6)	8	

Section C - Distributable Amount			Current Year
1	Adjusted net income for prior year (from Section A, line 8, column A)	1	
2	Enter 0.85 of line 1.	2	
3	Minimum asset amount for prior year (from Section B, line 8, column A)	3	
4	Enter greater of line 2 or line 3.	4	
5	Income tax imposed in prior year	5	
6	Distributable Amount. Subtract line 5 from line 4, unless subject to emergency temporary reduction (see instructions).	6	
7	<input type="checkbox"/> Check here if the current year is the organization's first as a non-functionally integrated Type III supporting organization (see instructions).		

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

Section D - Distributions		Current Year
1	Amounts paid to supported organizations to accomplish exempt purposes	1
2	Amounts paid to perform activity that directly furthers exempt purposes of supported organizations, in excess of income from activity	2
3	Administrative expenses paid to accomplish exempt purposes of supported organizations	3
4	Amounts paid to acquire exempt-use assets	4
5	Qualified set-aside amounts (prior IRS approval required - provide details in Part VI)	5
6	Other distributions (describe in Part VI). See instructions.	6
7	Total annual distributions. Add lines 1 through 6.	7
8	Distributions to attentive supported organizations to which the organization is responsive (provide details in Part VI). See instructions.	8
9	Distributable amount for 2023 from Section C, line 6	9
10	Line 8 amount divided by line 9 amount	10

Section E - Distribution Allocations (see instructions)	(i) Excess Distributions	(ii) Underdistributions Pre-2023	(iii) Distributable Amount for 2023
1	Distributable amount for 2023 from Section C, line 6		
2	Underdistributions, if any, for years prior to 2023 (reasonable cause required - explain in Part VI). See instructions.		
3	Excess distributions carryover, if any, to 2023		
a	From 2018		
b	From 2019		
c	From 2020		
d	From 2021		
e	From 2022		
f	Total of lines 3a through 3e		
g	Applied to underdistributions of prior years		
h	Applied to 2023 distributable amount		
i	Carryover from 2018 not applied (see instructions)		
j	Remainder. Subtract lines 3g, 3h, and 3i from line 3f.		
4	Distributions for 2023 from Section D, line 7: \$		
a	Applied to underdistributions of prior years		
b	Applied to 2023 distributable amount		
c	Remainder. Subtract lines 4a and 4b from line 4.		
5	Remaining underdistributions for years prior to 2023, if any. Subtract lines 3g and 4a from line 2. For result greater than zero, explain in Part VI. See instructions.		
6	Remaining underdistributions for 2023. Subtract lines 3h and 4b from line 1. For result greater than zero, explain in Part VI. See instructions.		
7	Excess distributions carryover to 2024. Add lines 3j and 4c.		
8	Breakdown of line 7:		
a	Excess from 2019		
b	Excess from 2020		
c	Excess from 2021		
d	Excess from 2022		
e	Excess from 2023		

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

SCHEDULE A, PART II, LINE 10

OTHER INCOME CONSISTS PRIMARILY OF AGENCY HEALTH INSURANCE PROGRAM REVENUE, COST RECOVERY FEES FROM DESIGNATED PLEDGES AND PROCESSING REGIONAL CAMPAIGNS, ALONG WITH TRAVEL REIMBURSEMENTS FROM UNITED WAY WORLDWIDE (UWW) FOR EMPLOYEES ATTENDING UWW SPONSORED TRAINING AND CONFERENCES.

Schedule B
(Form 990)

Department of the Treasury
Internal Revenue Service

Schedule of Contributors

Attach to Form 990, 990-EZ, or 990-PF.
Go to www.irs.gov/Form990 for the latest information.

OMB No. 1545-0047

2023

Name of the organization

UNITED WAY OF CENTRAL ALABAMA, INC.

Employer identification number

63-0288846

Organization type (check one):

Filers of:

Section:

Form 990 or 990-EZ

501(c)(3) (enter number) organization

4947(a)(1) nonexempt charitable trust **not** treated as a private foundation

527 political organization

Form 990-PF

501(c)(3) exempt private foundation

4947(a)(1) nonexempt charitable trust treated as a private foundation

501(c)(3) taxable private foundation

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

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

General Rule

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

Special Rules

For an organization described in section 501(c)(3) filing Form 990 or 990-EZ that met the 33 1/3% support test of the regulations under sections 509(a)(1) and 170(b)(1)(A)(vi), that checked Schedule A (Form 990), Part II, line 13, 16a, or 16b, and that received from any one contributor, during the year, total contributions of the greater of **(1)** \$5,000; or **(2)** 2% of the amount on (i) Form 990, Part VIII, line 1h; or (ii) Form 990-EZ, line 1. Complete Parts I and II.

For an organization described in section 501(c)(7), (8), or (10) filing Form 990 or 990-EZ that received from any one contributor, during the year, total contributions of more than \$1,000 *exclusively* for religious, charitable, scientific, literary, or educational purposes, or for the prevention of cruelty to children or animals. Complete Parts I (entering "N/A" in column (b) instead of the contributor name and address), II, and III.

For an organization described in section 501(c)(7), (8), or (10) filing Form 990 or 990-EZ that received from any one contributor, during the year, contributions *exclusively* for religious, charitable, etc., purposes, but no such contributions totaled more than \$1,000. If this box is checked, enter here the total contributions that were received during the year for an *exclusively* religious, charitable, etc., purpose. Don't complete any of the parts unless the **General Rule** applies to this organization because it received *nonexclusively* religious, charitable, etc., contributions totaling \$5,000 or more during the year \$ _____

Caution: An organization that isn't covered by the General Rule and/or the Special Rules doesn't file Schedule B (Form 990), but it **must** answer "No" on Part IV, line 2, of its Form 990; or check the box on line H of its Form 990-EZ or on its Form 990-PF, Part I, line 2, to certify that it doesn't meet the filing requirements of Schedule B (Form 990).

For Paperwork Reduction Act Notice, see the instructions for Form 990, 990-EZ, or 990-PF.

Schedule B (Form 990) (2023)

Name of organization UNITED WAY OF CENTRAL ALABAMA, INC.	Employer identification number 63-0288846
------------------------------------------------------------------------	---------------------------------------------------------

Part I Contributors (see instructions). Use duplicate copies of Part I if additional space is needed.

(a) No.	(b) Name, address, and ZIP + 4	(c) Total contributions	(d) Type of contribution
1	ALABAMA DEPARTMENT OF PUBLIC HEALTH 201 MONROE STREET, SUITE 1400 MONTGOMERY, AL 36104	\$ 50,362,045.	Person <input checked="" type="checkbox"/> Payroll <input type="checkbox"/> Noncash <input type="checkbox"/> (Complete Part II for noncash contributions.)
2	DEPARTMENT OF HEALTH AND HUMAN SERVICES PO BOX 6021 ROCKVILLE, MD 20852	\$ 9,966,554.	Person <input checked="" type="checkbox"/> Payroll <input type="checkbox"/> Noncash <input type="checkbox"/> (Complete Part II for noncash contributions.)
3	DEPARTMENT OF VETERAN AFFAIRS 810 VERMONT AVENUE NORTHWEST WASHINGTON, DC 20420	\$ 2,845,351.	Person <input checked="" type="checkbox"/> Payroll <input type="checkbox"/> Noncash <input type="checkbox"/> (Complete Part II for noncash contributions.)
_____	_____ _____ _____	\$ _____	Person <input type="checkbox"/> Payroll <input type="checkbox"/> Noncash <input type="checkbox"/> (Complete Part II for noncash contributions.)
_____	_____ _____ _____	\$ _____	Person <input type="checkbox"/> Payroll <input type="checkbox"/> Noncash <input type="checkbox"/> (Complete Part II for noncash contributions.)
_____	_____ _____ _____	\$ _____	Person <input type="checkbox"/> Payroll <input type="checkbox"/> Noncash <input type="checkbox"/> (Complete Part II for noncash contributions.)

Name of organization UNITED WAY OF CENTRAL ALABAMA, INC.	Employer identification number 63-0288846
------------------------------------------------------------------------	---------------------------------------------------------

Part II Noncash Property (see instructions). Use duplicate copies of Part II if additional space is needed.

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

Name of organization UNITED WAY OF CENTRAL ALABAMA, INC.	Employer identification number 63-0288846
------------------------------------------------------------------------	---------------------------------------------------------

Part III Exclusively religious, charitable, etc., contributions to organizations described in section 501(c)(7), (8), or (10) that total more than \$1,000 for the year from any one contributor. Complete columns (a) through (e) and the following line entry. For organizations completing Part III, enter the total of exclusively religious, charitable, etc., contributions of **\$1,000 or less** for the year. (Enter this info. once.) \$ _____
Use duplicate copies of Part III if additional space is needed.

(a) No. from Part I	(b) Purpose of gift	(c) Use of gift	(d) Description of how gift is held
(e) Transfer of gift			
Transferee's name, address, and ZIP + 4		Relationship of transferor to transferee	
(a) No. from Part I	(b) Purpose of gift	(c) Use of gift	(d) Description of how gift is held
(e) Transfer of gift			
Transferee's name, address, and ZIP + 4		Relationship of transferor to transferee	
(a) No. from Part I	(b) Purpose of gift	(c) Use of gift	(d) Description of how gift is held
(e) Transfer of gift			
Transferee's name, address, and ZIP + 4		Relationship of transferor to transferee	
(a) No. from Part I	(b) Purpose of gift	(c) Use of gift	(d) Description of how gift is held
(e) Transfer of gift			
Transferee's name, address, and ZIP + 4		Relationship of transferor to transferee	

SCHEDULE C
(Form 990)

Political Campaign and Lobbying Activities

OMB No. 1545-0047

2023

Open to Public Inspection

Department of the Treasury
Internal Revenue Service

For Organizations Exempt From Income Tax Under Section 501(c) and Section 527
Complete if the organization is described below. Attach to Form 990 or Form 990-EZ.
Go to www.irs.gov/Form990 for instructions and the latest information.

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

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

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

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

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

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

Name of organization UNITED WAY OF CENTRAL ALABAMA, INC.	Employer identification number 63-0288846
--------------------------------------------------------------------	-----------------------------------------------------

Part I-A Complete if the organization is exempt under section 501(c) or is a section 527 organization.

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

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

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

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

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

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

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

Schedule C (Form 990) 2023

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

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

Limits on Lobbying Expenditures (The term "expenditures" means amounts paid or incurred.)	(a) Filing organization's totals	(b) Affiliated group totals												
1a Total lobbying expenditures to influence public opinion (grassroots lobbying)														
b Total lobbying expenditures to influence a legislative body (direct lobbying)														
c Total lobbying expenditures (add lines 1a and 1b)														
d Other exempt purpose expenditures														
e Total exempt purpose expenditures (add lines 1c and 1d)														
f Lobbying nontaxable amount. Enter the amount from the following table in both columns.														
<table border="1" style="width: 100%; border-collapse: collapse;"> <thead> <tr> <th style="width: 35%;">If the amount on line 1e, column (a) or (b) is:</th> <th style="width: 65%;">The lobbying nontaxable amount is:</th> </tr> </thead> <tbody> <tr> <td>not over \$500,000,</td> <td>20% of the amount on line 1e.</td> </tr> <tr> <td>over \$500,000 but not over \$1,000,000,</td> <td>\$100,000 plus 15% of the excess over \$500,000.</td> </tr> <tr> <td>over \$1,000,000 but not over \$1,500,000,</td> <td>\$175,000 plus 10% of the excess over \$1,000,000.</td> </tr> <tr> <td>over \$1,500,000 but not over \$17,000,000,</td> <td>\$225,000 plus 5% of the excess over \$1,500,000.</td> </tr> <tr> <td>over \$17,000,000,</td> <td>\$1,000,000.</td> </tr> </tbody> </table>	If the amount on line 1e, column (a) or (b) is:	The lobbying nontaxable amount is:	not over \$500,000,	20% of the amount on line 1e.	over \$500,000 but not over \$1,000,000,	\$100,000 plus 15% of the excess over \$500,000.	over \$1,000,000 but not over \$1,500,000,	\$175,000 plus 10% of the excess over \$1,000,000.	over \$1,500,000 but not over \$17,000,000,	\$225,000 plus 5% of the excess over \$1,500,000.	over \$17,000,000,	\$1,000,000.		
If the amount on line 1e, column (a) or (b) is:	The lobbying nontaxable amount is:													
not over \$500,000,	20% of the amount on line 1e.													
over \$500,000 but not over \$1,000,000,	\$100,000 plus 15% of the excess over \$500,000.													
over \$1,000,000 but not over \$1,500,000,	\$175,000 plus 10% of the excess over \$1,000,000.													
over \$1,500,000 but not over \$17,000,000,	\$225,000 plus 5% of the excess over \$1,500,000.													
over \$17,000,000,	\$1,000,000.													
g Grassroots nontaxable amount (enter 25% of line 1f)														
h Subtract line 1g from line 1a. If zero or less, enter -0-														
i Subtract line 1f from line 1c. If zero or less, enter -0-														
j If there is an amount other than zero on either line 1h or line 1i, did the organization file Form 4720 reporting section 4911 tax for this year?	<input type="checkbox"/> Yes	<input type="checkbox"/> No												

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

Lobbying Expenditures During 4-Year Averaging Period					
Calendar year (or fiscal year beginning in)	(a) 2020	(b) 2021	(c) 2022	(d) 2023	(e) Total
2a Lobbying nontaxable amount					
b Lobbying ceiling amount (150% of line 2a, column(e))					
c Total lobbying expenditures					
d Grassroots nontaxable amount					
e Grassroots ceiling amount (150% of line 2d, column (e))					
f Grassroots lobbying expenditures					

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

For each "Yes" response on lines 1a through 1i below, provide in Part IV a detailed description of the lobbying activity.	(a)		(b)
	Yes	No	Amount
1 During the year, did the filing organization attempt to influence foreign, national, state, or local legislation, including any attempt to influence public opinion on a legislative matter or referendum, through the use of:			
a Volunteers?	X		
b Paid staff or management (include compensation in expenses reported on lines 1c through 1i)? ..		X	
c Media advertisements?		X	
d Mailings to members, legislators, or the public?		X	
e Publications, or published or broadcast statements?		X	
f Grants to other organizations for lobbying purposes?		X	
g Direct contact with legislators, their staffs, government officials, or a legislative body?	X		0.
h Rallies, demonstrations, seminars, conventions, speeches, lectures, or any similar means?		X	
i Other activities?	X		48,000.
j Total. Add lines 1c through 1i			48,000.
2a Did the activities in line 1 cause the organization to not be described in section 501(c)(3)?		X	
b If "Yes," enter the amount of any tax incurred under section 4912			
c If "Yes," enter the amount of any tax incurred by organization managers under section 4912			
d If the filing organization incurred a section 4912 tax, did it file Form 4720 for this year?			

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

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

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

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

Part IV Supplemental Information

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

PART II-B, LINE 1, LOBBYING ACTIVITIES:

CHRISTIE STRATEGY GROUP WAS ENGAGED TO ALERT THE ORGANIZATION TO
 POTENTIAL LEGISLATION THAT WOULD IMPACT THE ORGANIZATION AND ITS
 PARTNER ORGANIZATIONS.

SCHEDULE D (Form 990)

Department of the Treasury Internal Revenue Service

Supplemental Financial Statements

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

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

OMB No. 1545-0047

2023

Open to Public Inspection

Name of the organization UNITED WAY OF CENTRAL ALABAMA, INC. Employer identification number 63-0288846

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.

Table with 3 columns: Question, (a) Donor advised funds, (b) Funds and other accounts. Rows include total number at end of year, aggregate value of contributions, grants, and end of year, and two yes/no questions about donor property and grant fund usage.

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

Form with multiple sections: 1. Purpose(s) of conservation easements (checkboxes for land, habitat, open space, historic area, structure). 2. Conservation contribution details (2a-2d table). 3-9. Monitoring and reporting requirements (number of easements, states, policy, staff hours, expenses, and reporting).

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.

Form with sections 1a-1b and 2. 1a: Text of footnote for public service. 1b: Amounts for art/historical treasures (revenue/assets). 2: Amounts for art/historical treasures for financial gain (revenue/assets).

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

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

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

- 1a Is the organization an agent, trustee, custodian, or other intermediary for contributions or other assets not included on Form 990, Part X? Yes No
- b If "Yes," explain the arrangement in Part XIII and complete the following table:
- | | Amount |
|---------------------------------|--------|
| c Beginning balance | 1c |
| d Additions during the year | 1d |
| e Distributions during the year | 1e |
| f Ending balance | 1f |
- 2a Did the organization include an amount on Form 990, Part X, line 21, for escrow or custodial account liability? Yes No
- b If "Yes," explain the arrangement in Part XIII. Check here if the explanation has been provided in Part XIII

Part V Endowment Funds Complete if the organization answered "Yes" on Form 990, Part IV, line 10.

	(a) Current year	(b) Prior year	(c) Two years back	(d) Three years back	(e) Four years back
1a Beginning of year balance	19,864,710.	21,474,895.	18,479,599.	16,017,923.	14,134,515.
b Contributions	5,446,182.	584,451.	1,580,954.	1,135,266.	175,801.
c Net investment earnings, gains, and losses	2,119,208.	-2,133,722.	1,671,606.	1,539,624.	2,015,060.
d Grants or scholarships					
e Other expenditures for facilities and programs	461,510.		192,478.	161,969.	259,790.
f Administrative expenses	78,747.	60,914.	64,786.	51,246.	47,663.
g End of year balance	26,889,843.	19,864,710.	21,474,895.	18,479,599.	16,017,923.

- 2 Provide the estimated percentage of the current year end balance (line 1g, column (a)) held as:
- a Board designated or quasi-endowment 24.0000 %
 - b Permanent endowment 65.0000 %
 - c Term endowment 11.0000 %
- The percentages on lines 2a, 2b, and 2c should equal 100%.
- 3a Are there endowment funds not in the possession of the organization that are held and administered for the organization by:
- | | Yes | No |
|--------------------------------------------------------------------------------------------|-----|----|
| (i) Unrelated organizations? | X | |
| (ii) Related organizations? | | X |
| b If "Yes" on line 3a(ii), are the related organizations listed as required on Schedule R? | | |
- 4 Describe in Part XIII the intended uses of the organization's endowment funds.

Part VI Land, Buildings, and Equipment

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

Description of property	(a) Cost or other basis (investment)	(b) Cost or other basis (other)	(c) Accumulated depreciation	(d) Book value
1a Land		1,637,878.		1,637,878.
b Buildings	1,650,000.	11,980,939.	2,514,351.	11,116,588.
c Leasehold improvements		9,462,044.	3,993,772.	5,468,272.
d Equipment		2,665,536.	1,618,291.	1,047,245.
e Other		11,798.		11,798.
Total. Add lines 1a through 1e. (Column (d) must equal Form 990, Part X, line 10c, column (B))				19,281,781.

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) OTHER SECURITIES	8,483,940.	END-OF-YEAR MARKET VALUE
(B)		
(C)		
(D)		
(E)		
(F)		
(G)		
(H)		
Total. (Col. (b) must equal Form 990, Part X, line 12, col. (B))	8,483,940.	

Part VIII Investments - Program Related.

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

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

Part IX Other Assets

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

(a) Description	(b) Book value
(1)	
(2)	
(3)	
(4)	
(5)	
(6)	
(7)	
(8)	
(9)	
Total. (Column (b) must equal Form 990, Part X, line 15, col. (B))	

Part X Other Liabilities

Complete if the organization answered "Yes" on Form 990, Part IV, line 11e or 11f. See Form 990, Part X, line 25.

1. (a) Description of liability	(b) Book value
(1) Federal income taxes	
(2) LIABILITY FOR PENSION BENEFITS	2,124,551.
(3) OTHER LIABILITIES	48,947.
(4) POSTRETIREMENT BENEFIT LIABILITY	745,518.
(5) RESERVE FOR AFI PROGRAM	5,143.
(6) RESERVE FOR SELF INSURANCE PLAN	386,769.
(7) DUE TO AFFILIATES	5,195,053.
(8) LEASE LIABILITY	119,957.
(9)	
Total. (Column (b) must equal Form 990, Part X, line 25, col. (B))	8,625,938.

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

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

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

1	Total revenue, gains, and other support per audited financial statements		1
2	Amounts included on line 1 but not on Form 990, Part VIII, line 12:		
a	Net unrealized gains (losses) on investments	2a	
b	Donated services and use of facilities	2b	
c	Recoveries of prior year grants	2c	
d	Other (Describe in Part XIII.)	2d	
e	Add lines 2a through 2d		2e
3	Subtract line 2e from line 1		3
4	Amounts included on Form 990, Part VIII, line 12, but not on line 1:		
a	Investment expenses not included on Form 990, Part VIII, line 7b	4a	
b	Other (Describe in Part XIII.)	4b	
c	Add lines 4a and 4b		4c
5	Total revenue. Add lines 3 and 4c . (This must equal Form 990, Part I, line 12.)		5

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

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

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

Part XIII Supplemental Information

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

PART V, LINE 4:

THE ENDOWMENT OF THE UNITED WAY OF CENTRAL ALABAMA (UWCA) IS MADE UP OF ASSETS COMMITTED TO THE LONG-TERM OR PERPETUAL USE OF UWCA WHERE THE PRINCIPAL IS INVESTED AND THE EARNINGS FROM THE GIFTS ARE USED TO FUND SPECIFIED PROJECTS OR PROGRAMS AS DETERMINED BY THE INTENT OF THE DONOR WITHIN THE GUIDELINES AND DIRECTION OF THE BOARD OF DIRECTORS. FUNDS GENERATED BY THE ENDOWMENT SUPPORT FOUR FOCUS AREAS OF UWCA'S MISSION: (1) SUPPORTING HEALTH AND HUMAN SERVICES TO ASSIST PARTNERS EXTEND THEIR OUTREACH IN THE COMMUNITY; (2) ADDRESSING EMERGING NEEDS BY BRINGING AREA ORGANIZATIONS AND LEADERS TOGETHER TO ADDRESS ISSUES SPECIFICALLY IDENTIFIED AS PREVALENT IN THE COMMUNITY; (3) OFFERING CRISIS AND EMERGENCY PREPAREDNESS FOLLOWING NATURAL DISASTERS AND ECONOMIC CRISIS;

Part XIII Supplemental Information (continued)

AND (4) MEETING THE GREATEST NEEDS OF THE COMMUNITY WITH UNRESTRICTED FUNDS ALLOCATED BY OUR VOLUNTEERS AND OUR BOARD TO SPECIFIC SOLUTIONS FOR AREA WIDE ISSUES AND PROBLEMS.

PART X, LINE 2:

UNITED WAY IS REQUIRED TO ASSESS THEIR UNCERTAIN TAX POSITIONS FOR THE LIKELIHOOD THAT THEY WOULD BE OVERTURNED UPON INTERNAL REVENUE SERVICE (IRS) EXAMINATION OR UPON EXAMINATION BY STATE TAXING AUTHORITIES. UNITED WAY HAS DETERMINED THAT IT DOES NOT HAVE ANY POSITIONS AT DECEMBER 31, 2023 OR 2022, THAT IT WOULD BE UNABLE TO SUBSTANTIATE. UNITED WAY HAS FILED ITS NOT-FOR-PROFIT TAX RETURNS FOR ALL YEARS THROUGH DECEMBER 31, 2022. YEARS ENDED DECEMBER 31, 2020, AND SUBSEQUENT REMAIN SUBJECT TO AUDIT BY TAXING AUTHORITIES.

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

		(a) Event #1	(b) Event #2	(c) Other events	(d) Total events (add col. (a) through col. (c))
		CAMPAIGN VICTORY CELE (event type)	KICKOFF WORK (event type)	NONE (total number)	
Revenue	1	Gross receipts	22,500.	8,820.	31,320.
	2	Less: Contributions	22,500.		22,500.
	3	Gross income (line 1 minus line 2)		8,820.	8,820.
Direct Expenses	4	Cash prizes			
	5	Noncash prizes		56.	56.
	6	Rent/facility costs	8,100.	10,165.	18,265.
	7	Food and beverages	16,571.	16,331.	32,902.
	8	Entertainment	3,400.		3,400.
	9	Other direct expenses	3,622.	6,433.	10,055.
	10	Direct expense summary. Add lines 4 through 9 in column (d)			64,678.
11	Net income summary. Subtract line 10 from line 3, column (d)			-55,858.	

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

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

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

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

**SCHEDULE I
(Form 990)**

Department of the Treasury
Internal Revenue Service

**Grants and Other Assistance to Organizations,
Governments, and Individuals in the United States**
Complete if the organization answered "Yes" on Form 990, Part IV, line 21 or 22.
Attach to Form 990.
Go to www.irs.gov/Form990 for the latest information.

OMB No. 1545-0047

2023

**Open to Public
Inspection**

Name of the organization **UNITED WAY OF CENTRAL ALABAMA, INC.** Employer identification number **63-0288846**

Part I General Information on Grants and Assistance

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

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

1 (a) Name and address of organization or government	(b) EIN	(c) IRC section (if applicable)	(d) Amount of cash grant	(e) Amount of noncash assistance	(f) Method of valuation (book, FMV, appraisal, other)	(g) Description of noncash assistance	(h) Purpose of grant or assistance
A.G. GASTON BOYS AND GIRLS CLUB 2900 SO. PARK DR., SW BIRMINGHAM, AL 35211	63-0514348	501(C)(3)	615,477.	0.	N/A	N/A	GENERAL OPERATING COSTS
AIDS ALABAMA, INC. PO BOX 55703 BIRMINGHAM, AL 35255-3521	58-1727755	501(C)(3)	76,081.	0.	N/A	N/A	GENERAL OPERATING COSTS
ALABAMA GOODWILL INDUSTRIES, INC. 2350 GREENSPRINGS HWY. BIRMINGHAM, AL 35205	63-0288794	501(C)(3)	69,967.	0.	N/A	N/A	GENERAL OPERATING COSTS
ALABAMA HEAD INJURY FOUNDATION, INC. - 3100 LORNA ROAD SUITE 226 - BIRMINGHAM, AL 35216	63-0893496	501(C)(3)	163,288.	0.	N/A	N/A	GENERAL OPERATING COSTS
ALABAMA KIDNEY FOUNDATION, INC. 2012 UNIVERSITY BLVD., P O BOX 1250 BIRMINGHAM, AL 35202	51-0189641	501(C)(3)	112,662.	0.	N/A	N/A	GENERAL OPERATING COSTS
ALABASTER CITY SCHOOLS 1953 MUNICIPAL WAY SUITE 200 ALABASTER, AL 35007	46-1635120	501(C)(3)	10,462.	0.	N/A	N/A	PROGRAM SUPPORT

2 Enter total number of section 501(c)(3) and government organizations listed in the line 1 table **121.**

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

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

Schedule I (Form 990) 2023

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

(a) Name and address of organization or government	(b) EIN	(c) IRC section if applicable	(d) Amount of cash grant	(e) Amount of noncash assistance	(f) Method of valuation (book, FMV, appraisal, other)	(g) Description of non-cash assistance	(h) Purpose of grant or assistance
ALETHEIA HOUSE 201 FINLEY AVE. W. BIRMINGHAM, AL 35204	63-0644067	501(C)(3)	407,657.	0.	N/A	N/A	GENERAL OPERATING COSTS
AMELIA CENTER C/O CHILDREN'S HOSPITAL, 1600 7TH AVENUE, SOUTH - BIRMINGHAM, AL 35233	63-0307306	501(C)(3)	86,498.	0.	N/A	N/A	GENERAL OPERATING COSTS
AMERICAN BASEBALL FOUNDATION 833 ST. VINCENTS DR, STE. 205A BIRMINGHAM, AL 35205	88-0313231	501(C)(3)	15,000.	0.	N/A	N/A	PROGRAM SUPPORT
AMERICAN CANCER SOCIETY MID-SOUTH DIVISION, INC., 1100 IRELAND WAY, SUITE 201 - BIRMINGHAM, AL 35205	13-1788491	501(C)(3)	577,741.	0.	N/A	N/A	GENERAL OPERATING COSTS
AMERICAN HEART ASSOCIATION, INC. 1101 NORTHCHASE PKWY, STE. 1 MARIETTA, GA 30067	12-5613797	501(C)(3)	430,919.	0.	N/A	N/A	GENERAL OPERATING COSTS
AMERICAN RED CROSS - MID ALABAMA REGION - 114 22ND STREET SOUTH, STE 750 - BIRMINGHAM, AL 35212	53-0196605	501(C)(3)	2,519,873.	0.	N/A	N/A	GENERAL OPERATING COSTS
ARC OF CENTRAL ALABAMA 6001 CRESTWOOD BLVD. BIRMINGHAM, AL 35212	63-0375738	501(C)(3)	557,429.	0.	N/A	N/A	GENERAL OPERATING COSTS
ARC OF SHELBY COUNTY 203 AMPHITHEATER RD. PELHAM, AL 35124	63-0988453	501(C)(3)	133,314.	0.	N/A	N/A	GENERAL OPERATING COSTS
ARC OF WALKER COUNTY 745 RUSSELL DAIRY ROAD JASPER, AL 35503	63-0760044	501(C)(3)	356,819.	0.	N/A	N/A	GENERAL OPERATING COSTS

Schedule I (Form 990)

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

(a) Name and address of organization or government	(b) EIN	(c) IRC section if applicable	(d) Amount of cash grant	(e) Amount of noncash assistance	(f) Method of valuation (book, FMV, appraisal, other)	(g) Description of non-cash assistance	(h) Purpose of grant or assistance
BESSEMER CITY SCHOOLS 1621 5TH AVENUE N BESSMER, AL 35020	30-0709285	501(C)(3)	7,500.	0.	N/A	N/A	PROGRAM SUPPORT
BETTER BASICS 1231 2ND AVE SO. BIRMINGHAM, AL 35233	63-1106040	501(C)(3)	160,852.	0.	N/A	N/A	GENERAL OPERATING COSTS
BIG BROTHERS/BIG SISTERS OF GREATER BIRMINGHAM - 1901 14TH AVE. SOUTH - SUMITON, AL 35205	63-0647080	501(C)(3)	369,512.	0.	N/A	N/A	GENERAL OPERATING COSTS
BIRMINGHAM CITY SCHOOLS 901 9TH AVE. W. BIRMINGHAM, AL 35204	63-6000767	501(C)(3)	42,500.	0.	N/A	N/A	PROGRAM SUPPORT
BIRMINGHAM JEWISH FEDERATION PO BOX 130219 BIRMINGHAM, AL 35213	63-1045456	501(C)(3)	29,511.	0.	N/A	N/A	GENERAL OPERATING COSTS
BIRMINGHAM URBAN LEAGUE PO BOX 11269 BIRMINGHAM, AL 35202	63-0516655	501(C)(3)	150,067.	0.	N/A	N/A	GENERAL OPERATING COSTS
BLOUNT CO BOARD OF EDUCATION BLOUNT CO COURTHOUSE, PO BOX 578 ONEONTA, AL 35121	63-6000773	501(C)(3)	9,601.	0.	N/A	N/A	PROGRAM SUPPORT
BLOUNT COUNTY AID TO HOMELESS CHILDREN (DHR) - C/O DEPARTMENT OF HUMAN RESOURCES; PO BOX 68 - ONEONTA, AL 35121	63-1104139	501(C)(3)	57,905.	0.	N/A	N/A	GENERAL OPERATING COSTS
BLOUNT COUNTY CHILDREN'S CENTER 1601 1ST AVE. W ONEONTA, AL 35121	63-0900348	501(C)(3)	114,719.	0.	N/A	N/A	GENERAL OPERATING COSTS

Schedule I (Form 990)

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

(a) Name and address of organization or government	(b) EIN	(c) IRC section if applicable	(d) Amount of cash grant	(e) Amount of noncash assistance	(f) Method of valuation (book, FMV, appraisal, other)	(g) Description of non-cash assistance	(h) Purpose of grant or assistance
BLOUNT COUNTY EDUCATION FOUNDATION P. O. BOX 603 ONEONTA, AL 35121	63-1215348	501(C)(3)	25,000.	0.	N/A	N/A	PROGRAM SUPPORT
BOY SCOUTS OF AMERICA - BLACK WARRIOR COUNCIL - P O DRAWER 3088 - TUSCALOOSA, AL 35403	63-0288816	501(C)(3)	82,768.	0.	N/A	N/A	GENERAL OPERATING COSTS
BOY SCOUTS OF AMERICA - GREATER ALABAMA COUNCIL - P O BOX 43307 - BIRMINGHAM, AL 35243-0307	63-0302107	501(C)(3)	846,151.	0.	N/A	N/A	GENERAL OPERATING COSTS, DONOR DESIGNATED FOR GENERAL SUPPORT
BOYS & GIRLS CLUB OF CENTRAL ALABAMA - P O BOX 10391 - BIRMINGHAM, AL 35202	63-0302102	501(C)(3)	607,491.	0.	N/A	N/A	GENERAL OPERATING COSTS
BRIDGEWAYS (FORMERLY CAMP FIRE AL) 106 OXMOOR RD., STE. 152 BIRMINGHAM, AL 35209	63-0498347	501(C)(3)	872,059.	0.	N/A	N/A	DONOR DESIGNATED FOR GENERAL SUPPORT, GENERAL OPERATING COSTS
BUTTERFLY BRIDGE CHILDREN'S ADVOCACY CENTER - PO BOX 588 - CLANTON, AL 35046	32-0368713	501(C)(3)	25,000.	0.	N/A	N/A	GENERAL OPERATING COSTS
CAHABA VALLEY HEALTH CARE 1515 6TH AVE SO BIRMINGHAM, AL 35233	63-1254350	501(C)(3)	59,148.	0.	N/A	N/A	GENERAL OPERATING COSTS
CATHOLIC CHARITIES PO BOX 12047 BIRMINGHAM, AL 35202	63-0581368	501(C)(3)	19,899.	0.	N/A	N/A	DONOR DESIGNATED FOR GENERAL SUPPORT
CATHOLIC FAMILY SERVICES DIOCESE OF BIRMINGHAM ALABAMA, PO BOX 12047 - BIRMINGHAM, AL 35202-2047	63-0581368	501(C)(3)	151,162.	0.	N/A	N/A	GENERAL OPERATING COSTS

Schedule I (Form 990)

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

(a) Name and address of organization or government	(b) EIN	(c) IRC section if applicable	(d) Amount of cash grant	(e) Amount of noncash assistance	(f) Method of valuation (book, FMV, appraisal, other)	(g) Description of non-cash assistance	(h) Purpose of grant or assistance
CENTRAL ALABAMA WELLNESS 151 HAMILTON LANE CALERA, AL 35040	63-0669899	501(C)(3)	25,000.	0.	N/A	N/A	GENERAL OPERATING COSTS
CHILDCARE RESOURCES 244 WEST VALLEY AVENUE SUITE 200 BIRMINGHAM, AL 35209	63-0882628	501(C)(3)	555,372.	0.	N/A	N/A	GENERAL OPERATING COSTS
CHILDRENS AID SOCIETY 2141 14TH AVE S BIRMINGHAM, AL 35205	63-0288823	501(C)(3)	810,591.	0.	N/A	N/A	GENERAL OPERATING COSTS
CHILDRENS OF ALABAMA 1600 7TH AVENUE SOUTH BIRMINGHAM, AL 35233	63-0307306	501(C)(3)	539,403.	0.	N/A	N/A	GENERAL OPERATING COSTS
CHILTON COUNTY EMERGENCY ASSISTANCE CENTER - PO BOX 1305 - CLANTON, AL 35046	63-0873893	501(C)(3)	26,000.	0.	N/A	N/A	GENERAL OPERATING COSTS
CHRISTIAN LOVE PANTRY, INC. 205 EDWIN HOLLADAY PLACE, #105 PELL CITY, AL 35125	63-1048552	501(C)(3)	47,122.	0.	N/A	N/A	GENERAL OPERATING COSTS
COLLAT JEWISH FAMILY SERVICES 3940 MONTCLAIR ROAD, STE 205 BIRMINGHAM, AL 35213	63-1015318	501(C)(3)	154,098.	0.	N/A	N/A	GENERAL OPERATING COSTS, DONOR DESIGNATED FOR GENERAL SUPPORT
COMMUNITY FOOD BANK OF CENTRAL AL 107 WALTER DAVIS DR BIRMINGHAM, AL 35209	63-0837956	501(C)(3)	324,053.	0.	N/A	N/A	GENERAL OPERATING COSTS
CONCERNED CITIZENS FOR OUR YOUTH, INC. (BEACON HOUSE) - 1200 BEACON LN - JASPER, AL 35504	63-0640563	501(C)(3)	170,494.	0.	N/A	N/A	GENERAL OPERATING COSTS

Schedule I (Form 990)

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

(a) Name and address of organization or government	(b) EIN	(c) IRC section if applicable	(d) Amount of cash grant	(e) Amount of noncash assistance	(f) Method of valuation (book, FMV, appraisal, other)	(g) Description of non-cash assistance	(h) Purpose of grant or assistance
CRISIS CENTER, INC. 3600 8TH AVENUE SOUTH BIRMINGHAM, AL 35222	63-0583947	501(C)(3)	665,389.	0.	N/A	N/A	GENERAL OPERATING COSTS
DEVELOPING ALABAMA YOUTH FOUNDATION, INC. - P O BOX 1811 - ALABASTER, AL 35007	63-0848101	501(C)(3)	126,177.	0.	N/A	N/A	GENERAL OPERATING COSTS
DISABILITY RIGHTS & RESOURCES (INDEPENDENT LIVING RESOURCES OF GREATER BIRMINGHA - D/B/A DISABLITY RIGHTS AND RESOURCES,	58-2039158	501(C)(3)	144,672.	0.	N/A	N/A	GENERAL OPERATING COSTS
EASTER SEALS - WEST CENTRAL ALABAMA - 2185 NORMANDIE DR - MONTGOMERY, AL 36111	63-0435761	501(C)(3)	25,000.	0.	N/A	N/A	GENERAL OPERATING COSTS
EASTER SEALS OF THE BIRMINGHAM AREA - 2717 3RD AVE SO - BIRMINGHAM, AL 35233	63-0570609	501(C)(3)	165,577.	0.	N/A	N/A	GENERAL OPERATING COSTS
FAMILY CONNECTION, INC. P O BOX 535 SAGINAW, AL 35137	63-0844906	501(C)(3)	198,925.	0.	N/A	N/A	GENERAL OPERATING COSTS
FAMILY RESOURCE CENTER OF NW AL, INC. - DBA DAYBREAK, P O BOX 3429 - JASPER, AL 35502	63-0929167	501(C)(3)	156,386.	0.	N/A	N/A	GENERAL OPERATING COSTS
FAMILY SUNSHINE CENTER 858 S COURT ST MONTGOMERY, AL 36104	63-1209534	501(C)(3)	25,000.	0.	N/A	N/A	GENERAL OPERATING COSTS
FELLOWSHIP HOUSE, INC. 1625 12TH AVE. SO. BIRMINGHAM, AL 35205	63-0509822	501(C)(3)	245,515.	0.	N/A	N/A	GENERAL OPERATING COSTS

Schedule I (Form 990)

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

(a) Name and address of organization or government	(b) EIN	(c) IRC section if applicable	(d) Amount of cash grant	(e) Amount of noncash assistance	(f) Method of valuation (book, FMV, appraisal, other)	(g) Description of non-cash assistance	(h) Purpose of grant or assistance
FINANCIAL STABILITY PARTNERSHIP 3600 8TH AVE S BIRMINGHAM, AL 35222	63-0288846	501(C)(3)	87,605.	0.	N/A	N/A	DONOR DESIGNATED FOR GENERAL SUPPORT
GATEWAY 1401 20TH STREET SO. BIRMINGHAM, AL 35205	63-0288854	501(C)(3)	1,018,024.	0.	N/A	N/A	GENERAL OPERATING COSTS
GIRL SCOUTS OF NORTH CENTRAL ALABAMA - 105 HEATHERBROOKE PARK DRIVE - BIRMINGHAM, AL 35242-8008	63-0288834	501(C)(3)	485,265.	0.	N/A	N/A	GENERAL OPERATING COSTS
GIRLS INCORPORATED OF CENTRAL ALABAMA - P O BOX 130729 - BIRMINGHAM, AL 35213	63-0328643	501(C)(3)	729,653.	0.	N/A	N/A	GENERAL OPERATING COSTS
GLENWOOD, INC. 150 GLENWOOD LANE BIRMINGHAM, AL 35242	23-7396710	501(C)(3)	136,476.	0.	N/A	N/A	GENERAL OPERATING COSTS
GREATER BIRMINGHAM HABITAT FOR HUMANITY - P O BOX 540 - FAIRFIELD, AL 35064	63-0962910	501(C)(3)	321,944.	0.	N/A	N/A	GENERAL OPERATING COSTS
GREATER SHILOH MISSIONARY BAPTIST CHURCH - 2135 JEFFERSON AVE SW - BIRMINGHAM, AL 35219	20-3496884	501(C)(3)	6,000.	0.	N/A	N/A	PROGRAM SUPPORT
HISPANIC INTEREST COALITION OF ALABAMA (HICA) - PO BOX 190299 - BIRMINGHAM, AL 35219	63-1225764	501(C)(3)	121,671.	0.	N/A	N/A	GENERAL OPERATING COSTS
HOOVER CITY SCHOOLS 2810 METROPOLITAN WAY HOOVER, AL 35243	63-1088201	501(C)(3)	6,144.	0.	N/A	N/A	PROGRAM SUPPORT

Schedule I (Form 990)

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

(a) Name and address of organization or government	(b) EIN	(c) IRC section if applicable	(d) Amount of cash grant	(e) Amount of noncash assistance	(f) Method of valuation (book, FMV, appraisal, other)	(g) Description of non-cash assistance	(h) Purpose of grant or assistance
IMPACT FAMILY COUNSELING, INC. 1000 24TH STREET SO. BIRMINGHAM, AL 35205	58-2112829	501(C)(3)	90,785.	0.	N/A	N/A	PROGRAM SUPPORT
JEFFERSON COUNTY SCHOOLS 2100 18TH STREET SO BIRMINGHAM, AL 35209	58-2099274	501(C)(3)	43,558.	0.	N/A	N/A	PROGRAM SUPPORT
JUNIOR ACHIEVEMENT OF ALABAMA 216 AQUARIUS DR. BIRMINGHAM, AL 35209	63-0340866	501(C)(3)	10,856.	0.	N/A	N/A	DONOR DESIGNATED FOR GENERAL SUPPORT
KELSEY'S PLACE 950 LUMAC RD CLANTON, AL 35045	45-5103235	501(C)(3)	25,000.	0.	N/A	N/A	GENERAL OPERATING COSTS
KID ONE TRANSPORT SYSTEM, INC. PO BOX 11864 BIRMINGHAM, AL 35202	63-1165579	501(C)(3)	21,439.	0.	N/A	N/A	DONOR DESIGNATED FOR GENERAL SUPPORT
LAKE MARTIN AREA UNITED WAY PO BOX 876 ALEXANDER CITY, AL 35011-0876	63-0888608	501(C)(3)	19,880.	0.	N/A	N/A	DONOR DESIGNATED FOR GENERAL SUPPORT
LAKESIDE HOSPICE PO BOX 544 PELL CITY, AL 35125	63-1035850	501(C)(3)	34,236.	0.	N/A	N/A	GENERAL OPERATING COSTS
LEGACY YMCA 1501 4TH AVENUE SW BESSEMER, AL 35022	63-0288881	501(C)(3)	95,390.	0.	N/A	N/A	GENERAL OPERATING COSTS
LEGAL AID SOCIETY OF BIRMINGHAM 2021 2ND AVE. NORTH BIRMINGHAM, AL 35203	63-0341366	501(C)(3)	38,499.	0.	N/A	N/A	GENERAL OPERATING COSTS

Schedule I (Form 990)

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

(a) Name and address of organization or government	(b) EIN	(c) IRC section if applicable	(d) Amount of cash grant	(e) Amount of noncash assistance	(f) Method of valuation (book, FMV, appraisal, other)	(g) Description of non-cash assistance	(h) Purpose of grant or assistance
LEVITE JEWISH COMMUNITY CENTER 3960 MONTCLAIR RD. BIRMINGHAM, AL 35213	63-0288848	501(C)(3)	230,078.	0.	N/A	N/A	GENERAL OPERATING COSTS
LIFELINE CHILDREN'S SERVICES 2104 ROCKY RIDGE RD. BIRMINGHAM, AL 35216	63-0896878	501(C)(3)	5,644.	0.	N/A	N/A	DONOR DESIGNATED FOR GENERAL SUPPORT
MITCHELL'S PLACE INC 4778 OVERTON RD BIRMINGHAM, AL 35210	20-1056421	501(C)(3)	48,250.	0.	N/A	N/A	DONOR DESIGNATED FOR GENERAL SUPPORT
NATIONAL MULTIPLE SCLEROSIS SOCIETY-ALABAMA CHAPTER - 2200 WOODCREST PLACE, STE 230 - BIRMINGHAM, AL 35209	63-0367194	501(C)(3)	14,071.	0.	N/A	N/A	DONOR DESIGNATED FOR GENERAL SUPPORT
OASIS, A COUNSELING CENTER FOR WOMEN AND CHILDREN - 1900 - 14TH AVENUE SO - BIRMINGHAM, AL 35205	63-1128764	501(C)(3)	92,996.	0.	N/A	N/A	GENERAL OPERATING COSTS
PATHWAYS 409 RICHARD ARRINGTON JR. BLVD N. BIRMINGHAM, AL 35203	63-0867285	501(C)(3)	312,358.	0.	N/A	N/A	GENERAL OPERATING COSTS
POSITIVE MATURITY, INC 3918 MONTCLAIR RD, SUITE 200 BIRMINGHAM, AL 35213	63-0590338	501(C)(3)	580,146.	0.	N/A	N/A	GENERAL OPERATING COSTS
QUARTERBACKING CHILDREN'S HEALTH FOUNDATION - 2019 4TH AVE N - BIRMINGHAM, AL 35203	63-0288872	501(C)(3)	16,432.	0.	N/A	N/A	DONOR DESIGNATED FOR GENERAL SUPPORT
RALEIGH'S PLACE 391 COUNTRY ROAD 1028 CLANTON, AL 35046	13-4290926	501(C)(3)	25,000.	0.	N/A	N/A	GENERAL OPERATING COSTS

Schedule I (Form 990)

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

(a) Name and address of organization or government	(b) EIN	(c) IRC section if applicable	(d) Amount of cash grant	(e) Amount of noncash assistance	(f) Method of valuation (book, FMV, appraisal, other)	(g) Description of non-cash assistance	(h) Purpose of grant or assistance
RIVER REGION UNITED WAY PO BOX 868 MONTGOMERY, AL 36101	63-0330778	501(C)(3)	65,344.	0.	N/A	N/A	DONOR DESIGNATED FOR GENERAL SUPPORT
RONALD MCDONALD HOUSE CHARITIES OF ALABAMA - 1700 4TH AVENUE SOUTH - BIRMINGHAM, AL 35233	63-0753358	501(C)(3)	134,767.	0.	N/A	N/A	GENERAL OPERATING COSTS
SAFEHOUSE OF SHELBY COUNTY PO BOX 275 PELHAM, AL 35124	63-1007280	501(C)(3)	124,459.	0.	N/A	N/A	GENERAL OPERATING COSTS
SALVATION ARMY - BIRMINGHAM, ALABAMA AREA COMMAND - P O BOX 11005 - BIRMINGHAM, AL 35202	63-0288866	501(C)(3)	1,492,219.	0.	N/A	N/A	GENERAL OPERATING COSTS
SALVATION ARMY - WALKER COUNTY P O BOX 1513 JASPER, AL 35502	58-0660607	501(C)(3)	101,461.	0.	N/A	N/A	GENERAL OPERATING COSTS
SHELBY COUNTY CHILDREN'S ADVOCACY CENTER - OWENS HOUSE - P O BOX 1145 - COLUMBIANA, AL 35051	63-1096608	501(C)(3)	54,304.	0.	N/A	N/A	GENERAL OPERATING COSTS
SHELBY COUNTY SCHOOLS 410 EAST COLLEGE ST COLUMBIANA, AL 35052	63-6001081	501(C)(3)	9,500.	0.	N/A	N/A	PROGRAM SUPPORT
SHELBY EMERGENCY ASSISTANCE, INC. 3822 HWY 25 MONTEVALLO, AL 35115	63-0816556	501(C)(3)	210,399.	0.	N/A	N/A	GENERAL OPERATING COSTS
SICKLE CELL DISEASE ASSOCIATION - CENTRAL ALABAMA CHAPTER - 3813 AVENUE I ENSLEY - BIRMINGHAM, AL 35218	63-0760935	501(C)(3)	72,818.	0.	N/A	N/A	GENERAL OPERATING COSTS

Schedule I (Form 990)

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

(a) Name and address of organization or government	(b) EIN	(c) IRC section if applicable	(d) Amount of cash grant	(e) Amount of noncash assistance	(f) Method of valuation (book, FMV, appraisal, other)	(g) Description of non-cash assistance	(h) Purpose of grant or assistance
SPAN (SPECIAL PROGRAMMING FOR ACHIEVEMENT NETWORK) - 26 2ND AVENUE S - CLANTON, AL 35045	30-6039569	501(C)(3)	25,000.	0.	N/A	N/A	GENERAL OPERATING COSTS
ST CLAIR COUNTY DAY PROGRAM, INC. P O BOX 1653 ASHVILLE, AL 35953	63-1211993	501(C)(3)	107,092.	0.	N/A	N/A	GENERAL OPERATING COSTS
ST CLAIR COUNTY DHR 3105 15TH AVENUE NORTH PELL CITY, AL 35125	63-1104139	501(C)(3)	54,352.	0.	N/A	N/A	GENERAL OPERATING COSTS
ST. CLAIR CHILDREN'S ADVOCACY CENTER - THE CHILDREN'S PLACE - ST CLAIR CHILDREN'S ADVOCACY CENTER; 18200 AL HWY 174 - PELL CITY, AL	58-2027454	501(C)(3)	50,757.	0.	N/A	N/A	GENERAL OPERATING COSTS
ST. CLAIR COUNTY SCHOOLS 410 ROY DRIVE ASHVILLE, AL 35953	63-6001061	501(C)(3)	11,148.	0.	N/A	N/A	PROGRAM SUPPORT
SUCCESS BY 6 3600 8TH AVE S BIRMINGHAM, AL 35222	63-0288846	501(C)(3)	16,962.	0.	N/A	N/A	DONOR DESIGNATED FOR GENERAL SUPPORT
TARRANT CITY SCHOOLS 1318 ALABAMA STREET TARRANT, AL 35217	63-6001122	501(C)(3)	11,960.	0.	N/A	N/A	PROGRAM SUPPORT
THE BELL CENTER FOR EARLY INTERVENTION - 1700 29TH CT. S - HOMEWOOD, AL 35209	63-1244330	501(C)(3)	5,308.	0.	N/A	N/A	DONOR DESIGNATED FOR GENERAL SUPPORT
THE LITERACY COUNCIL OF CENTRAL ALABAMA - 2301 1ST AVENUE NORTH, STE. 102 - BIRMINGHAM, AL 35203	63-1051186	501(C)(3)	198,875.	0.	N/A	N/A	GENERAL OPERATING COSTS

Schedule I (Form 990)

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

(a) Name and address of organization or government	(b) EIN	(c) IRC section if applicable	(d) Amount of cash grant	(e) Amount of noncash assistance	(f) Method of valuation (book, FMV, appraisal, other)	(g) Description of non-cash assistance	(h) Purpose of grant or assistance
THE WELLHOUSE PO BOX 868 ODENVILLE, AL 35120	27-2973046	501(C)(3)	5,456.	0.	N/A	N/A	DONOR DESIGNATED FOR GENERAL SUPPORT
TRAVELER'S AID SOCIETY 1605 5TH AVENUE NORTH BIRMINGHAM, AL 35203	63-0288873	501(C)(3)	244,997.	0.	N/A	N/A	GENERAL OPERATING COSTS
UNITED ABILITY 100 OSLO CIRCLE BIRMINGHAM, AL 35211	63-0307960	501(C)(3)	650,394.	0.	N/A	N/A	GENERAL OPERATING COSTS
UNITED COMMUNITY CENTERS, INC. 3617 HICKORY AVENUE SW BIRMINGHAM, AL 35221	63-0678752	501(C)(3)	93,586.	0.	N/A	N/A	GENERAL OPERATING COSTS
UNITED WAY ENDOWMENT 3600 8TH AVE S BIRMINGHAM, AL 35222	63-0288846	501(C)(3)	21,255.	0.	N/A	N/A	DONOR DESIGNATED FOR GENERAL SUPPORT
UNITED WAY OF BALDWIN COUNTY INC. PO BOX 244 FOLEY, AL 36536	63-1050217	501(C)(3)	17,152.	0.	N/A	N/A	DONOR DESIGNATED FOR GENERAL SUPPORT
UNITED WAY OF CENTRAL ALABAMA, INC. - 3600 8TH AVE S - BIRMINGHAM, AL 35222	63-0288846	501(C)(3)	57,566.	0.	N/A	N/A	DONOR DESIGNATED FOR GENERAL SUPPORT
UNITED WAY OF CULLMAN COUNTY PO BOX 116 CULLMAN, AL 35056	63-0416279	501(C)(3)	21,800.	0.	N/A	N/A	DONOR DESIGNATED FOR GENERAL SUPPORT
UNITED WAY OF EAST CENTRAL ALABAMA 1505 WILMER AVE. ANNISTON, AL 36201	63-0350957	501(C)(3)	23,891.	0.	N/A	N/A	DONOR DESIGNATED FOR GENERAL SUPPORT

Schedule I (Form 990)

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

(a) Name and address of organization or government	(b) EIN	(c) IRC section if applicable	(d) Amount of cash grant	(e) Amount of noncash assistance	(f) Method of valuation (book, FMV, appraisal, other)	(g) Description of non-cash assistance	(h) Purpose of grant or assistance
UNITED WAY OF ETOWAH COUNTY AL INC. - PO BOX 1175 - GADSDEN, AL 35902	63-0375616	501(C)(3)	26,622.	0.	N/A	N/A	DONOR DESIGNATED FOR GENERAL SUPPORT
UNITED WAY OF LEE COUNTY - AL PO BOX 3075 AUBURN, AL 36831-3075	23-7107722	501(C)(3)	9,110.	0.	N/A	N/A	DONOR DESIGNATED FOR GENERAL SUPPORT
UNITED WAY OF MADISON COUNTY AL INC. - 701 ANDREW JACKSON WAY - HUNTSVILLE, AL 35801	63-0366294	501(C)(3)	38,945.	0.	N/A	N/A	DONOR DESIGNATED FOR GENERAL SUPPORT
UNITED WAY OF MARSHALL COUNTY 709 BLOUNT AVENUE GUNTERSVILLE, AL 35976	63-1095898	501(C)(3)	16,110.	0.	N/A	N/A	DONOR DESIGNATED FOR GENERAL SUPPORT
UNITED WAY OF NORTH TALLADEGA COUNTY INC - PO BOX 362 - TALLADEGA, AL 35161	63-0388325	501(C)(3)	10,877.	0.	N/A	N/A	DONOR DESIGNATED FOR GENERAL SUPPORT
UNITED WAY OF NORTHWEST ALABAMA 118 E MOBILE ST, SUITE 300 FLORENCE, AL 35630	63-0873878	501(C)(3)	11,217.	0.	N/A	N/A	DONOR DESIGNATED FOR GENERAL SUPPORT
UNITED WAY OF SOUTHWEST ALABAMA INC. - PO DRAWER 89 - MOBILE, AL 36601	63-0351568	501(C)(3)	21,663.	0.	N/A	N/A	DONOR DESIGNATED FOR GENERAL SUPPORT
UNITED WAY OF WEST ALABAMA INC. PO BOX 2291 TUSCALOOSA, AL 35403	63-0321464	501(C)(3)	63,079.	0.	N/A	N/A	DONOR DESIGNATED FOR GENERAL SUPPORT
WALKER AREA COMMUNITY FOUNDATION PO BOX 624 WALKER, MN 56484	47-0919421	501(C)(3)	12,140.	0.	N/A	N/A	DONOR DESIGNATED FOR GENERAL SUPPORT

Schedule I (Form 990)

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

(a) Name and address of organization or government	(b) EIN	(c) IRC section if applicable	(d) Amount of cash grant	(e) Amount of noncash assistance	(f) Method of valuation (book, FMV, appraisal, other)	(g) Description of non-cash assistance	(h) Purpose of grant or assistance
WALKER COUNTY SCHOOLS 1710 ALABAMA AVE JASPER, AL 35501	63-6001147	501(C)(3)	9,687.	0.	N/A	N/A	PROGRAM SUPPORT
WIREGRASS UNITED WAY PO BOX 405 DOTHAN, AL 36302	63-6000270	501(C)(3)	13,321.	0.	N/A	N/A	DONOR DESIGNATED FOR GENERAL SUPPORT
WORKSHOPS, INC. 4244 3RD AVE. SO. BIRMINGHAM, AL 35222	63-0320201	501(C)(3)	666,532.	0.	N/A	N/A	GENERAL OPERATING COSTS
YMCA OF CHILTON COUNTY 405 OLLIE AVENUE CLANTON, AL 35045	63-0921199	501(C)(3)	25,000.	0.	N/A	N/A	GENERAL OPERATING COSTS
YMCA OF GREATER BIRMINGHAM, INC. 2101 4TH AVE N BIRMINGHAM, AL 35203	63-0299894	501(C)(3)	736,687.	0.	N/A	N/A	GENERAL OPERATING COSTS
YWCA OF CENTRAL ALABAMA 309 NO. 23RD STREET BIRMINGHAM, AL 35203	63-0288882	501(C)(3)	1,351,332.	0.	N/A	N/A	GENERAL OPERATING COSTS

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
ASSISTANCE PROVIDED TO PEOPLE LIVING WITH HIV (SEE SUPPLEMENTAL INFORMATION)	7975	35,524,338.	0.	N/A	N/A
ASSISTANCE PROVIDED TO VETERANS (SEE SUPPLEMENTAL INFORMATION)	592	1,124,400.	0.	N/A	N/A
BASIC NEEDS ASSISTANCE (SEE SUPPLEMENTAL INFORMATION)	369	304,444.	0.	N/A	N/A

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

PART I, LINE 2:

UNITED WAY OF CENTRAL ALABAMA'S (UWCA) ALLOCATION SYSTEM IS AN ENTIRELY
VOLUNTEER DRIVEN PROCESS. IT IS THE RESPONSIBILITY OF A VOLUNTEER COMMUNITY
IMPACT COMMITTEE, COORDINATED BY THE COMMUNITY IMPACT DEPARTMENT. FUNDING
IS ALLOCATED AMONG PARTNER AGENCIES. PARTNER AGENCIES SUBMIT AN ALLOCATION
REQUEST EACH YEAR THAT IS CAREFULLY REVIEWED BY VOLUNTEERS FROM THE
COMMUNITY AND ONE CHAIRPERSON WHO IS A MEMBER OF THE UNITED WAY ALLOCATION
COMMITTEE. SUPPORTED BY UWCA STAFF, CHAIRPERSONS CONDUCT TRAINING SESSIONS
WITH TEAM MEMBERS TO ORIENT THEM TO THE PROCESS. EACH TEAM IS GIVEN ACCESS

Part IV Supplemental Information

TO ALLOCATION REQUESTS (BUDGET INFORMATION, PROGRAM DETAILS, AND ADMINISTRATIVE INFORMATION) FROM TWO OR THREE AGENCIES AND IS ASKED TO CAREFULLY REVIEW THE REQUESTS. TEAM MEMBERS DISCUSS EACH REQUEST, PREPARE QUESTIONS FOR CLARIFICATION, VISIT ASSIGNED AGENCIES, EVALUATE EACH REQUEST AND PROVIDE FEEDBACK TO THE CHAIR ON THEIR IMPRESSIONS OF EACH AGENCY. THIS INFORMATION IS COMPILED IN A REPORT, WHICH THE CHAIRPERSON PRESENTS TO THE COMMITTEE DURING AN ALL DAY HEARING. AFTER FUNDS ARE ALLOCATED, AGENCIES AGREE TO FURNISH UWCA WITH QUARTERLY STATEMENTS SHOWING ALL INCOME AND EXPENDITURES. IN ADDITION, THEY AGREE TO PROVIDE PROGRAM BUDGET AND SERVICE DATA ON A PERIODIC BASIS IN A FORM PRESCRIBED BY UWCA'S BOARD OF DIRECTORS.

PART III, DESCRIPTION OF GRANTS:

1. ASSISTANCE PROVIDED TO PEOPLE LIVING WITH HIV. FUNDED BY U.S. DEPARTMENT OF HEALTH AND HUMAN SERVICES THROUGH THE STATE OF ALABAMA DEPARTMENT OF PUBLIC HEALTH.

2. ASSISTANCE PROVIDED TO VETERANS IN ALABAMA TO LOCATE STABLE, PERMANENT HOUSING. FUNDED BY A SUPPORTIVE SERVICES FOR VETERAN FAMILIES GRANT FROM THE U.S. DEPARTMENT OF VETERAN AFFAIRS. ASSISTANCE WAS PAID DIRECTLY TO COMPANY AND/OR VENDORS TO GUARANTEE FUNDS WERE USED AS REQUESTED.

3. BASIC NEEDS ASSISTANCE PROVIDED TO INDIVIDUALS IN CENTRAL ALABAMA. ASSISTANCE WAS PAID DIRECTLY TO COMPANY AND/OR VENDORS PROVIDING THE NEEDED SERVICES INSTEAD OF THE INDIVIDUAL TO GUARANTEE THE FUNDS WERE USED AS REQUESTED.

PART II, ASSISTANCE TO SUBSIDIARIES

Part IV Supplemental Information

UNITED WAY OF CENTRAL ALABAMA PROVIDES GRANTS AND ASSISTANCE TO ITS 501(C)(3) SUBSIDIARIES TO FURTHER THEIR PROGRAMS AND MISSION. THESE GRANTS ARE REPORTED AS PART OF THE INTERCOMPANY RECEIVABLE AND PAYABLE ACCOUNTS AT A CONSOLIDATED LEVEL THEREFORE ARE NOT REPORTED AS PART OF THE INCOME STATEMENT FOR BOOK PURPOSES. THE FOLLOWING GRANTS WERE MADE TO UWCA SUBSIDIARIES FOR GENERAL OPERATING SUPPORT:

PRIORITY VETERAN, INC.

PO BOX 320189

BIRMINGHAM, AL 35232-0189

46-3483941

\$22,417

HANDS ON BIRMINGHAM, INC.

PO BOX 320189

BIRMINGHAM, AL 35232-0189

63-1207098

\$381,284

MEALS ON WHEELS OF CENTRAL ALABAMA, INC.

PO BOX 320189

BIRMINGHAM, AL 35232-0189

81-3348268

\$31,157

COMMUNITY PARTNERSHIP OF ALABAMA, INC.

PO BOX 320189

BIRMINGHAM, AL 35232-0189

Part IV Supplemental Information

27-1801693

\$3,570,117

**SCHEDULE J
(Form 990)**

Department of the Treasury
Internal Revenue Service

Compensation Information

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

OMB No. 1545-0047

2023

Open to Public
Inspection

Name of the organization

UNITED WAY OF CENTRAL ALABAMA, INC.

Employer identification number

63-0288846

Part I Questions Regarding Compensation

1a Check the appropriate box(es) if the organization provided any of the following to or for a person listed on Form 990, Part VII, Section A, line 1a. Complete Part III to provide any relevant information regarding these items.

- | | |
|--------------------------------------------------------------------|----------------------------------------------------------------------------|
| <input type="checkbox"/> First-class or charter travel | <input type="checkbox"/> 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 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

2 Did the organization require substantiation prior to reimbursing or allowing expenses incurred by all directors, trustees, and officers, including the CEO/Executive Director, regarding the items checked on line 1a?

3 Indicate which, if any, of the following the organization used to establish the compensation of the organization's CEO/Executive Director. Check all that apply. Do not check any boxes for methods used by a related organization to establish compensation of the CEO/Executive Director, but explain in Part III.

- | | |
|---------------------------------------------------------------------|-------------------------------------------------------------------------------------|
| <input checked="" type="checkbox"/> Compensation committee | <input type="checkbox"/> Written employment contract |
| <input type="checkbox"/> Independent compensation consultant | <input checked="" 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 |

4 During the year, did any person listed on Form 990, Part VII, Section A, line 1a, with respect to the filing organization or a related organization:

- a** Receive a severance payment or change-of-control payment?
- b** Participate in or receive payment from a supplemental nonqualified retirement plan?
- c** Participate in or receive payment from an equity-based compensation arrangement?
- If "Yes" to any of lines 4a-c, list the persons and provide the applicable amounts for each item in Part III.

Only section 501(c)(3), 501(c)(4), and 501(c)(29) organizations must complete lines 5-9.

5 For persons listed on Form 990, Part VII, Section A, line 1a, did the organization pay or accrue any compensation contingent on the revenues of:

- a** The organization?
- b** Any related organization?
- If "Yes" on line 5a or 5b, describe in Part III.

6 For persons listed on Form 990, Part VII, Section A, line 1a, did the organization pay or accrue any compensation contingent on the net earnings of:

- a** The organization?
- b** Any related organization?
- If "Yes" on line 6a or 6b, describe in Part III.

7 For persons listed on Form 990, Part VII, Section A, line 1a, did the organization provide any nonfixed payments not described on lines 5 and 6? If "Yes," describe in Part III

8 Were any amounts reported on Form 990, Part VII, paid or accrued pursuant to a contract that was subject to the initial contract exception described in Regulations section 53.4958-4(a)(3)? If "Yes," describe in Part III

9 If "Yes" on line 8, did the organization also follow the rebuttable presumption procedure described in Regulations section 53.4958-6(c)?

	Yes	No
1b		
2		
4a		X
4b		X
4c		X
5a		X
5b		X
6a		X
6b		X
7		X
8		X
9		

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

Schedule J (Form 990) 2023

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) JOHN A. LANGLOH PRESIDENT & CEO	(i)	442,624.	0.	11,638.	51,151.	26,528.	531,941.	0.
	(ii)	0.	0.	0.	0.	0.	0.	0.
(2) KELLY CARLTON EXECUTIVE VP & COO	(i)	252,151.	0.	7,328.	39,102.	19,706.	318,287.	0.
	(ii)	0.	0.	0.	0.	0.	0.	0.
(3) CHRIS SMITH SR VP & CFO	(i)	192,299.	0.	1,140.	29,984.	12,714.	236,137.	0.
	(ii)	0.	0.	0.	0.	0.	0.	0.
(4) JOHN MARTIN SR. VP RESOURCE DEVELOPMENT	(i)	187,823.	0.	890.	29,527.	6,147.	224,387.	0.
	(ii)	0.	0.	0.	0.	0.	0.	0.
(5) KATRINA WATSON SR. VP COMMUNITY IMPACT	(i)	149,090.	0.	1,798.	24,577.	27,907.	203,372.	0.
	(ii)	0.	0.	0.	0.	0.	0.	0.
(6) DOUG GOODWIN VP INFORMATION SYSTEMS	(i)	138,433.	0.	957.	22,288.	23,281.	184,959.	0.
	(ii)	0.	0.	0.	0.	0.	0.	0.
(7) CHIP GRAHAM SR. VP MARKETING	(i)	149,355.	0.	1,211.	22,949.	1,306.	174,821.	0.
	(ii)	0.	0.	0.	0.	0.	0.	0.
(8) KARLA LAWRENCE SR. VP COMMUNITY INITIATIVES	(i)	142,510.	0.	971.	22,674.	6,340.	172,495.	0.
	(ii)	0.	0.	0.	0.	0.	0.	0.
	(i)							
	(ii)							
	(i)							
	(ii)							
	(i)							
	(ii)							
	(i)							
	(ii)							
	(i)							
	(ii)							
	(i)							
	(ii)							

**SCHEDULE M
(Form 990)**

Noncash Contributions

OMB No. 1545-0047

2023

Open to Public Inspection

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

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

Department of the Treasury
Internal Revenue Service

Name of the organization: **UNITED WAY OF CENTRAL ALABAMA, INC.**
Employer identification number: **63-0288846**

Part I Types of Property

	(a) Check if applicable	(b) Number of contributions or items contributed	(c) Noncash contribution amounts reported on Form 990, Part VIII, line 1g	(d) Method of determining noncash contribution amounts
1 Art - Works of art				
2 Art - Historical treasures				
3 Art - Fractional interests				
4 Books and publications				
5 Clothing and household goods				
6 Cars and other vehicles				
7 Boats and planes				
8 Intellectual property				
9 Securities - Publicly traded	X	101	1,799,911.	FMV
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>GIFT CARDS</u>)	X	2	350.	FMV
26 Other (_____)				
27 Other (_____)				
28 Other (_____)				

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

	Yes	No
30a During the year, did the organization receive by contribution any property reported in Part I, lines 1 through 28, that it must hold for at least 3 years from the date of the initial contribution, and which isn't required to be used for exempt purposes for the entire holding period?		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) 2023

**SCHEDULE O
(Form 990)**

Department of the Treasury
Internal Revenue Service

Supplemental Information to Form 990 or 990-EZ

Complete to provide information for responses to specific questions on
Form 990 or 990-EZ or to provide any additional information.
Attach to Form 990 or Form 990-EZ.
Go to www.irs.gov/Form990 for the latest information.

OMB No. 1545-0047

2023

Open to Public
Inspection

Name of the organization

UNITED WAY OF CENTRAL ALABAMA, INC.

Employer identification number

63-0288846

FORM 990, PART I, LINE 1, DESCRIPTION OF ORGANIZATION MISSION:

THE DELIVERY OF VITAL HEALTH AND HUMAN SERVICES.

FORM 990, PART III, LINE 4A, PROGRAM SERVICE ACCOMPLISHMENTS:

PROVIDED PANDEMIC RESPONSE SERVICES.

FORM 990, PART VI, SECTION B, LINE 11B:

A COPY OF THE FORM 990 IS PROVIDED TO THE AUDIT COMMITTEE FOR REVIEW AND APPROVAL. AFTER THE COMMITTEE'S APPROVAL, THE FORM IS PRESENTED TO THE BOARD OF DIRECTORS. THE REVIEW AND APPROVAL BY THE AUDIT COMMITTEE IS COMPLETED PRIOR TO THE FILING OF THE FORM 990.

FORM 990, PART VI, SECTION B, LINE 12C:

EACH BOARD MEMBER AND COMMITTEE MEMBER IS REQUIRED TO SIGN A CONFLICT OF INTEREST POLICY STATEMENT ANNUALLY. IN THE EVENT THERE COMES BEFORE THE BOARD OF DIRECTORS OR ANY COMMITTEE A MATTER FOR CONSIDERATION OR DECISION THAT RAISES A POTENTIAL CONFLICT OF INTEREST FOR ANY BOARD OR COMMITTEE MEMBER, THE MEMBER SHALL DISCLOSE THE POTENTIAL CONFLICT AS SOON AS HE OR SHE BECOMES AWARE OF IT AND SHALL ABSTAIN FROM VOTING IN CONNECTION WITH ANY SUCH CONFLICT.

FORM 990, PART VI, SECTION B, LINE 15:

THE UWCA EXECUTIVE COMPENSATION PROGRAM IS ADMINISTERED BY THE COMPENSATION COMMITTEE OF THE BOARD OF DIRECTORS. THE COMPENSATION COMMITTEE IS RESPONSIBLE FOR ESTABLISHING AND MAINTAINING A COMPETITIVE COMPENSATION PROGRAM FOR THE KEY EXECUTIVES OF THE ORGANIZATION. THE COMMITTEE MEETS AT

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

Schedule O (Form 990) 2023

Name of the organization UNITED WAY OF CENTRAL ALABAMA, INC.	Employer identification number 63-0288846
-----------------------------------------------------------------	----------------------------------------------

LEAST ANNUALLY TO REVIEW THE PERFORMANCE OF THE CHIEF EXECUTIVE OFFICER AND OTHER SENIOR EXECUTIVES AND TO EVALUATE THE CURRENT COMPENSATION PROGRAM. FOLLOWING THIS REVIEW, THE COMMITTEE THEN MAKES RECOMMENDATIONS TO THE BOARD OF DIRECTORS REGARDING THE COMPENSATION OF THE CHIEF EXECUTIVE OFFICER AND SELECTED OTHER KEY EXECUTIVES WITH RESPECT TO BASE SALARIES AND ANNUAL INCENTIVE OPPORTUNITY ADJUSTMENTS, AS WELL AS WITH RESPECT TO OBJECTIVES AND GOALS FOR THE UPCOMING YEAR'S ANNUAL INCENTIVE PLAN.

FORM 990, PART VI, SECTION C, LINE 19:

THE ANNUAL REPORT IS AVAILABLE TO THE GENERAL PUBLIC ON THE ORGANIZATION'S WEBSITE. ANY ADDITIONAL INFORMATION MAY BE REQUESTED FROM THE ORGANIZATION'S PUBLIC RELATIONS DEPARTMENT.

FORM 990, PART XI, LINE 9, CHANGES IN NET ASSETS:

CHANGE IN NONOPERATING PENSION COSTS	-68,088.
--------------------------------------	----------

FORM 990, PART XII, LINE 2C

THE ORGANIZATION HAS AN AUDIT COMMITTEE THAT REVIEWS AND DISCUSSES THE EXTERNAL AUDIT. THIS COMMITTEE IS DIRECTLY RESPONSIBLE FOR THE OVERSIGHT OF THE AUDIT PROCESS.

**SCHEDULE R
(Form 990)**

Department of the Treasury
Internal Revenue Service

Related Organizations and Unrelated Partnerships
Complete if the organization answered "Yes" on Form 990, Part IV, line 33, 34, 35b, 36, or 37.
Attach to Form 990.

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

OMB No. 1545-0047

2023

**Open to Public
Inspection**

Name of the organization **UNITED WAY OF CENTRAL ALABAMA, INC.** Employer identification number **63-0288846**

Part I Identification of Disregarded Entities. Complete if the organization answered "Yes" on Form 990, Part IV, line 33.

(a) Name, address, and EIN (if applicable) of disregarded entity	(b) Primary activity	(c) Legal domicile (state or foreign country)	(d) Total income	(e) End-of-year assets	(f) Direct controlling entity

Part II Identification of Related Tax-Exempt Organizations. Complete if the organization answered "Yes" on Form 990, Part IV, line 34, because it had one or more related tax-exempt organizations during the tax year.

(a) Name, address, and EIN of related organization	(b) Primary activity	(c) Legal domicile (state or foreign country)	(d) Exempt Code section	(e) Public charity status (if section 501(c)(3))	(f) Direct controlling entity	(g) Section 512(b)(13) controlled entity?	
						Yes	No
COMMUNITY PARTNERSHIP OF ALABAMA, INC. - 27-1801693, PO BOX 320189, BIRMINGHAM, AL 35232-0189	SUPPORT OF UNITED WAY OF CENTRAL ALABAMA	ALABAMA	501(C)(3)	LINE 12A, I	UNITED WAY OF CENTRAL ALABAMA, INC.	<input checked="" type="checkbox"/>	
PRIORITY VETERAN, INC. - 46-3483941 PO BOX 320189 BIRMINGHAM, AL 35232-0189	ASSISTANCE TO U.S. VETERANS	ALABAMA	501(C)(3)	LINE 7	UNITED WAY OF CENTRAL ALABAMA, INC.	<input checked="" type="checkbox"/>	
HANDS ON BIRMINGHAM, INC. - 63-1207098 PO BOX 320189 BIRMINGHAM, AL 35232-0189	PROVIDING VOLUNTEER OPPORTUNITIES	ALABAMA	501(C)(3)	LINE 7	UNITED WAY OF CENTRAL ALABAMA, INC.	<input checked="" type="checkbox"/>	
MEALS ON WHEELS OF CENTRAL ALABAMA - 81-3348268, PO BOX 320189, BIRMINGHAM, AL 35232-0189	PROVIDE SENIOR NUTRITION PROGRAM	ALABAMA	501(C)(3)	LINE 7	UNITED WAY OF CENTRAL ALABAMA, INC.	<input checked="" type="checkbox"/>	

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

Schedule R (Form 990) 2023

Part III Identification of Related Organizations Taxable as a Partnership. Complete if the organization answered "Yes" on Form 990, Part IV, line 34, because it had one or more related organizations treated as a partnership during the tax year.

(a) Name, address, and EIN of related organization	(b) Primary activity	(c) Legal domicile (state or foreign country)	(d) Direct controlling entity	(e) Predominant income (related, unrelated, excluded from tax under sections 512-514)	(f) Share of total income	(g) Share of end-of-year assets	(h) Disproportionate allocations?		(i) Code V-UBI amount in box 20 of Schedule K-1 (Form 1065)	(j) General or managing partner?		(k) Percentage ownership
							Yes	No		Yes	No	

Part IV Identification of Related Organizations Taxable as a Corporation or Trust. Complete if the organization answered "Yes" on Form 990, Part IV, line 34, because it had one or more related organizations treated as a corporation or trust during the tax year.

(a) Name, address, and EIN of related organization	(b) Primary activity	(c) Legal domicile (state or foreign country)	(d) Direct controlling entity	(e) Type of entity (C corp, S corp, or trust)	(f) Share of total income	(g) Share of end-of-year assets	(h) Percentage ownership	(i) Section 512(b)(13) controlled entity?	
								Yes	No

Part V Transactions With Related Organizations. Complete if the organization answered "Yes" on Form 990, Part IV, line 34, 35b, or 36.

Note: Complete line 1 if any entity is listed in Parts II, III, or IV of this schedule.

1 During the tax year, did the organization engage in any of the following transactions with one or more related organizations listed in Parts II-IV?

	Yes	No
a Receipt of (i) interest, (ii) annuities, (iii) royalties, or (iv) rent from a controlled entity		X
b Gift, grant, or capital contribution to related organization(s)	X	
c Gift, grant, or capital contribution from related organization(s)		X
d Loans or loan guarantees to or for related organization(s)	X	
e Loans or loan guarantees by related organization(s)	X	
f Dividends from related organization(s)		X
g Sale of assets to related organization(s)		X
h Purchase of assets from related organization(s)		X
i Exchange of assets with related organization(s)		X
j Lease of facilities, equipment, or other assets to related organization(s)		X
k Lease of facilities, equipment, or other assets from related organization(s)		X
l Performance of services or membership or fundraising solicitations for related organization(s)	X	
m Performance of services or membership or fundraising solicitations by related organization(s)		X
n Sharing of facilities, equipment, mailing lists, or other assets with related organization(s)	X	
o Sharing of paid employees with related organization(s)	X	
p Reimbursement paid to related organization(s) for expenses		X
q Reimbursement paid by related organization(s) for expenses		X
r Other transfer of cash or property to related organization(s)		X
s Other transfer of cash or property from related organization(s)		X

2 If the answer to any of the above is "Yes," see the instructions for information on who must complete this line, including covered relationships and transaction thresholds.

(a) Name of related organization	(b) Transaction type (a-s)	(c) Amount involved	(d) Method of determining amount involved
(1) COMMUNITY PARTNERSHIP OF ALABAMA, INC.	B	3,570,117.	FMV
(2) COMMUNITY PARTNERSHIP OF ALABAMA, INC.	E	3,222,877.	FMV
(3) HANDS ON BIRMINGHAM, INC.	B	381,284.	FMV
(4) HANDS ON BIRMINGHAM, INC.	D	92,561.	FMV
(5) MEALS ON WHEELS OF CENTRAL ALABAMA, INC.	B	31,157.	FMV
(6) PRIORITY VETERAN, INC.	B	22,417.	FMV

Form **990-W**
(Worksheet)

**Estimated Tax on Unrelated Business Taxable
Income for Tax-Exempt Organizations**

(and on Investment Income for Private Foundations) FORM 990-T

2024

► Keep for your records. Do not send to the Internal Revenue Service.

1	Unrelated business taxable income expected in the tax year	1	
2	Tax on the amount on line 1	2	
3	Alternative minimum tax for trusts	3	
4	Total. Add lines 2 and 3	4	
5	Estimated tax credits	5	
6	Subtract line 5 from line 4	6	
7	Other taxes	7	
8	Total. Add lines 6 and 7	8	
9	Credit for federal tax paid on fuels	9	
10a	Subtract line 9 from line 8. Note: If less than \$500, the organization does not need to make estimated tax payments	10a	
b	Enter the tax shown on the 2023 return. Caution: If zero or the tax year was for less than 12 months, skip this line and enter the amount from line 10a on line 10c	10b	
c	2024 Estimated Tax. Enter the smaller of line 10a or line 10b. If the organization is required to skip line 10b, enter the amount from line 10a on line 10c	10c	450.

		(a)	(b)	(c)	(d)
11	Installment due dates	11			12/16/24
12	Installments. Enter 25% of line 10c in columns (a) through (d)	12			450.
13	2023 Overpayment	13			
14	Payment due (Subtract line 13 from line 12)	14			450.

Form **990-W**

Exempt Organization Business Income Tax Return (and proxy tax under section 6033(e))

2023

Department of the Treasury
Internal Revenue Service

For calendar year 2023 or other tax year beginning _____, and ending _____

Go to www.irs.gov/Form990T for instructions and the latest information.

Do not enter SSN numbers on this form as it may be made public if your organization is a 501(c)(3).

Open to Public Inspection for
501(c)(3) Organizations Only

<p>A <input type="checkbox"/> Check box if address changed.</p> <p>B Exempt under section <input checked="" type="checkbox"/> 501(c)(3)) <input type="checkbox"/> 408(e) <input type="checkbox"/> 220(e) <input type="checkbox"/> 408A <input type="checkbox"/> 530(a) <input type="checkbox"/> 529(a) <input type="checkbox"/> 529A</p>	<p>Print or Type</p>	<p>Name of organization (<input type="checkbox"/> Check box if name changed and see instructions.) UNITED WAY OF CENTRAL ALABAMA, INC.</p> <p>Number, street, and room or suite no. If a P.O. box, see instructions. PO BOX 320189</p> <p>City or town, state or province, country, and ZIP or foreign postal code BIRMINGHAM, AL 35232-0189</p>	<p>D Employer identification number 63-0288846</p> <p>E Group exemption number (see instructions)</p> <p>F <input type="checkbox"/> Check box if an amended return.</p>
<p>C Book value of all assets at end of year 131,757,393.</p>			

G Check organization type 501(c) corporation 501(c) trust 401(a) trust Other trust State college/university
 6417(d)(1)(A) Applicable entity

H Check if filing only to claim Credit from Form 8941 Refund shown on Form 2439 Elective payment amount from Form 3800

I Check if a 501(c)(3) organization filing a consolidated return with a 501(c)(2) titleholding corporation

J Enter the number of attached Schedules A (Form 990-T) **1**

K During the tax year, was the corporation a subsidiary in an affiliated group or a parent-subsidiary controlled group? Yes No
 If "Yes," enter the name and identifying number of the parent corporation

L The books are in care of **CHRIS SMITH** Telephone number **205-251-5131**

Part I Total Unrelated Business Taxable Income

1 Total of unrelated business taxable income computed from all unrelated trades or businesses (see instructions) ...	1	3,023.
2 Reserved	2	
3 Add lines 1 and 2	3	3,023.
4 Charitable contributions (see instructions for limitation rules)	4	0.
5 Total unrelated business taxable income before net operating losses. Subtract line 4 from line 3	5	3,023.
6 Deduction for net operating loss. See instructions	6	
7 Total of unrelated business taxable income before specific deduction and section 199A deduction. Subtract line 6 from line 5	7	3,023.
8 Specific deduction (generally \$1,000, but see instructions for exceptions)	8	1,000.
9 Trusts. Section 199A deduction. See instructions	9	
10 Total deductions. Add lines 8 and 9	10	1,000.
11 Unrelated business taxable income. Subtract line 10 from line 7. If line 10 is greater than line 7, enter zero	11	2,023.

Part II Tax Computation

1 Organizations taxable as corporations. Multiply Part I, line 11 by 21% (0.21)	1	425.
2 Trusts taxable at trust rates. See instructions for tax computation. Income tax on the amount on Part I, line 11, from: <input type="checkbox"/> Tax rate schedule or <input type="checkbox"/> Schedule D (Form 1041)	2	
3 Proxy tax. See instructions	3	
4 Other tax amounts. See instructions	4	
5 Alternative minimum tax	5	
6 Tax on noncompliant facility income. See instructions	6	
7 Total. Add lines 3 through 6 to line 1 or 2, whichever applies	7	425.

Part III Tax and Payments

1a Foreign tax credit (corporations attach Form 1118; trusts attach Form 1116)	1a		
b Other credits (see instructions)	1b		
c General business credit. Attach Form 3800 (see instructions)	1c		
d Credit for prior-year minimum tax (attach Form 8801 or 8827)	1d		
e Total credits. Add lines 1a through 1d	1e		
2 Subtract line 1e from Part II, line 7	2		425.
3a Amount due from Form 4255	3a		
b Amount due from Form 8611	3b		
c Amount due from Form 8697	3c		
d Amount due from Form 8866	3d		
e Other amounts due (see instructions)	3e		
f Total amounts due. Add lines 3a through 3e	3f		0.
4 Total tax. Add lines 2 and 3f (see instructions). <input type="checkbox"/> Check if includes tax previously deferred under section 1294. Enter tax amount here	4		425.
5 Current net 965 tax liability paid from Form 965-A, Part II, column (k)	5		0.

Part III Tax and Payments (continued)

6 a	Payments: Preceding year's overpayment credited to the current year	6a		
b	Current year's estimated tax payments. Check if section 643(g) election applies <input type="checkbox"/>	6b		
c	Tax deposited with Form 8868	6c		
d	Foreign organizations: Tax paid or withheld at source (see instructions)	6d		
e	Backup withholding (see instructions)	6e		
f	Credit for small employer health insurance premiums (attach Form 8941)	6f		
g	Elective payment election amount from Form 3800	6g		
h	Payment from Form 2439	6h		
i	Credit from Form 4136	6i		
j	Other (see instructions)	6j		
7	Total payments. Add lines 6a through 6j	7		
8	Estimated tax penalty (see instructions). Check if Form 2220 is attached <input type="checkbox"/>	8		
9	Tax due. If line 7 is smaller than the total of lines 4, 5, and 8, enter amount owed	9		425.
10	Overpayment. If line 7 is larger than the total of lines 4, 5, and 8, enter amount overpaid	10		
11	Enter the amount of line 10 you want: Credited to 2024 estimated tax Refunded	11		

Part IV Statements Regarding Certain Activities and Other Information (see instructions)

1	At any time during the 2023 calendar year, did the organization have an interest in or a signature or other authority over a financial account (bank, securities, or other) in a foreign country? If "Yes," the organization may have to file FinCEN Form 114, Report of Foreign Bank and Financial Accounts. If "Yes," enter the name of the foreign country here _____	Yes	No
2	During the tax year, did the organization receive a distribution from, or was it the grantor of, or transferor to, a foreign trust? If "Yes," see instructions for other forms the organization may have to file.		X
3	Enter the amount of tax-exempt interest received or accrued during the tax year \$ _____		
4	Enter available pre-2018 NOL carryovers here \$ _____ Do not include any post-2017 NOL carryover shown on Schedule A (Form 990-T). Don't reduce the NOL carryover shown here by any deduction reported on Part I, line 6.		
5	Post-2017 NOL carryovers. Enter the Business Activity Code and available post-2017 NOL carryovers. Don't reduce the amounts shown below by any NOL claimed on any Schedule A, Part II, line 17 for the tax year. See instructions.		
	Business Activity Code	Available post-2017 NOL carryover	
		\$	
		\$	
		\$	
		\$	
6 a	Reserved for future use		
b	Reserved for future use		

Part V Supplemental Information

Provide any additional information. See instructions.

Sign Here

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 taxpayer) is based on all information of which preparer has any knowledge.

Signature of officer _____ Date _____ Title **SR VP & CFO**

May the IRS discuss this return with the preparer shown below (see instructions)? **Yes** **No**

Paid Preparer Use Only

Print/Type preparer's name **STACY WATTS** Preparer's signature _____ Date **11/01/24** Check if self-employed PTIN **P01464575**

Firm's name **WARREN AVERETT, LLC** Firm's EIN **45-4084437**

Firm's address **2500 ACTON ROAD BIRMINGHAM, AL 35243** Phone no. **205-979-4100**

**SCHEDULE A
(Form 990-T)**

Department of the Treasury
Internal Revenue Service

**Unrelated Business Taxable Income
From an Unrelated Trade or Business**

Go to www.irs.gov/Form990T for instructions and the latest information.
Do not enter SSN numbers on this form as it may be made public if your organization is a 501(c)(3).

1
OMB No. 1545-0047

2023

Open to Public Inspection for
501(c)(3) Organizations Only

A Name of the organization UNITED WAY OF CENTRAL ALABAMA, INC.	B Employer identification number 63-0288846
C Unrelated business activity code (see instructions) 901101	D Sequence: 1 of 1

E Describe the unrelated trade or business **PASSTHROUGH INVESTMENTS**

Part I Unrelated Trade or Business Income		(A) Income	(B) Expenses	(C) Net
1 a Gross receipts or sales _____				
b Less returns and allowances _____ c Balance	1c			
2 Cost of goods sold (Part III, line 8)	2			
3 Gross profit. Subtract line 2 from line 1c	3			
4 a Capital gain net income (attach Schedule D (Form 1041 or Form 1120)). See instructions	4a			
b Net gain (loss) (Form 4797) (attach Form 4797). See instructions)	4b			
c Capital loss deduction for trusts	4c			
5 Income (loss) from a partnership or an S corporation (attach statement) STATEMENT 1	5	3,204.		3,204.
6 Rent income (Part IV)	6			
7 Unrelated debt-financed income (Part V)	7			
8 Interest, annuities, royalties, and rents from a controlled organization (Part VI)	8			
9 Investment income of section 501(c)(7), (9), or (17) organizations (Part VII)	9			
10 Exploited exempt activity income (Part VIII)	10			
11 Advertising income (Part IX)	11			
12 Other income (see instructions; attach statement)	12			
13 Total. Combine lines 3 through 12	13	3,204.		3,204.

Part II Deductions Not Taken Elsewhere. See instructions for limitations on deductions. Deductions must be directly connected with the unrelated business income

1 Compensation of officers, directors, and trustees (Part X)							
2 Salaries and wages							
3 Repairs and maintenance							
4 Bad debts							
5 Interest (attach statement). See instructions							
6 Taxes and licenses							181.
7 Depreciation (attach Form 4562). See instructions		7					
8 Less depreciation claimed in Part III and elsewhere on return		8a				8b	
9 Depletion							
10 Contributions to deferred compensation plans							
11 Employee benefit programs							
12 Excess exempt expenses (Part VIII)							
13 Excess readership costs (Part IX)							
14 Other deductions (attach statement)							
15 Total deductions. Add lines 1 through 14							181.
16 Unrelated business income before net operating loss deduction. Subtract line 15 from Part I, line 13, column (C)							3,023.
17 Deduction for net operating loss. See instructions							0.
18 Unrelated business taxable income. Subtract line 17 from line 16							3,023.

For Paperwork Reduction Act Notice, see instructions.

Schedule A (Form 990-T) 2023

Part III Cost of Goods Sold Enter method of inventory valuation

1 Inventory at beginning of year	1	
2 Purchases	2	
3 Cost of labor	3	
4 Additional section 263A costs (attach statement)	4	
5 Other costs (attach statement)	5	
6 Total. Add lines 1 through 5	6	
7 Inventory at end of year	7	
8 Cost of goods sold. Subtract line 7 from line 6. Enter here and in Part I, line 2	8	
9 Do the rules of section 263A (with respect to property produced or acquired for resale) apply to the organization? <input type="checkbox"/> Yes <input type="checkbox"/> No		

Part IV Rent Income (From Real Property and Personal Property Leased With Real Property)

1 Description of property (property street address, city, state, ZIP code). Check if a dual-use. See instructions.

A _____

B _____

C _____

D _____

	A	B	C	D
2 Rent received or accrued				
a From personal property (if the percentage of rent for personal property is more than 10% but not more than 50%)				
b From real and personal property (if the percentage of rent for personal property exceeds 50% or if the rent is based on profit or income)				
c Total rents received or accrued by property. Add lines 2a and 2b, columns A through D				
3 Total rents received or accrued. Add line 2c, columns A through D. Enter here and on Part I, line 6, column (A)	0.			
4 Deductions directly connected with the income in lines 2a and 2b (attach statement)				
5 Total deductions. Add line 4, columns A through D. Enter here and on Part I, line 6, column (B)	0.			

Part V Unrelated Debt-Financed Income (see instructions)

1 Description of debt-financed property (street address, city, state, ZIP code). Check if a dual-use. See instructions.

A _____

B _____

C _____

D _____

	A	B	C	D
2 Gross income from or allocable to debt-financed property				
3 Deductions directly connected with or allocable to debt-financed property				
a Straight line depreciation (attach statement)				
b Other deductions (attach statement)				
c Total deductions (add lines 3a and 3b, columns A through D)				
4 Amount of average acquisition debt on or allocable to debt-financed property (attach statement)				
5 Average adjusted basis of or allocable to debt-financed property (attach statement)				
6 Divide line 4 by line 5	%	%	%	%
7 Gross income reportable. Multiply line 2 by line 6				
8 Total gross income (add line 7, columns A through D). Enter here and on Part I, line 7, column (A)	0.			
9 Allocable deductions. Multiply line 3c by line 6				
10 Total allocable deductions. Add line 9, columns A through D. Enter here and on Part I, line 7, column (B)	0.			
11 Total dividends-received deductions included in line 10	0.			

Part VI Interest, Annuities, Royalties, and Rents From Controlled Organizations (see instructions)

		Exempt Controlled Organizations			
1. Name of controlled organization	2. Employer identification number	3. Net unrelated income (loss) (see instructions)	4. Total of specified payments made	5. Part of column 4 that is included in the controlling organization's gross income	6. Deductions directly connected with income in column 5
(1)					
(2)					
(3)					
(4)					
Nonexempt Controlled Organizations					
7. Taxable Income	8. Net unrelated income (loss) (see instructions)	9. Total of specified payments made	10. Part of column 9 that is included in the controlling organization's gross income	11. Deductions directly connected with income in column 10	
(1)					
(2)					
(3)					
(4)					
			Add columns 5 and 10. Enter here and on Part I, line 8, column (A).	Add columns 6 and 11. Enter here and on Part I, line 8, column (B).	
Totals			0.	0.	

Part VII Investment Income of a Section 501(c)(7), (9), or (17) Organization (see instructions)

1. Description of income	2. Amount of income	3. Deductions directly connected (attach statement)	4. Set-asides (attach statement)	5. Total deductions and set-asides (add cols 3 and 4)
(1)				
(2)				
(3)				
(4)				
		Add amounts in column 2. Enter here and on Part I, line 9, column (A).		Add amounts in column 5. Enter here and on Part I, line 9, column (B).
Totals		0.		0.

Part VIII Exploited Exempt Activity Income, Other Than Advertising Income (see instructions)

1	Description of exploited activity: _____		
2	Gross unrelated business income from trade or business. Enter here and on Part I, line 10, column (A)	2	
3	Expenses directly connected with production of unrelated business income. Enter here and on Part I, line 10, column (B)	3	
4	Net income (loss) from unrelated trade or business. Subtract line 3 from line 2. If a gain, complete lines 5 through 7	4	
5	Gross income from activity that is not unrelated business income	5	
6	Expenses attributable to income entered on line 5	6	
7	Excess exempt expenses. Subtract line 5 from line 6, but do not enter more than the amount on line 4. Enter here and on Part II, line 12	7	

Part IX Advertising Income

1 Name(s) of periodical(s). Check box if reporting two or more periodicals on a consolidated basis.

- A
- B
- C
- D

Enter amounts for each periodical listed above in the corresponding column.

	A	B	C	D
2 Gross advertising income				
Add columns A through D. Enter here and on Part I, line 11, column (A)				0.

a				
3 Direct advertising costs by periodical				
a Add columns A through D. Enter here and on Part I, line 11, column (B)				0.

4 Advertising gain (loss). Subtract line 3 from line 2. For any column in line 4 showing a gain, complete lines 5 through 8. For any column in line 4 showing a loss or zero, do not complete lines 5 through 7, and enter -0- on line 8

5 Readership costs

6 Circulation income

7 Excess readership costs. If line 6 is less than line 5, subtract line 6 from line 5. If line 5 is less than line 6, enter -0-

8 Excess readership costs allowed as a deduction. For each column showing a gain on line 4, enter the lesser of line 4 or line 7

a Add line 8, columns A through D. Enter the greater of the line 8a columns total or -0- here and on Part II, line 13

Part X Compensation of Officers, Directors, and Trustees (see instructions)

1. Name	2. Title	3. Percentage of time devoted to business	4. Compensation attributable to unrelated business
(1)		%	
(2)		%	
(3)		%	
(4)		%	

Total. Enter here and on Part II, line 1

Part XI Supplemental Information (see instructions)

FORM 990-T (A)

INCOME (LOSS) FROM PARTNERSHIPS

STATEMENT 1

DESCRIPTION	NET INCOME OR (LOSS)
HARBERT CREDIT SOLUTIONS FUND IV, LP - ORDINARY BUSINESS INCOME (LOSS)	3,283.
HARBERT MEZZANINE PARTNERS III, LP - ORDINARY BUSINESS INCOME (LOSS)	-79.
TOTAL INCLUDED ON SCHEDULE A, PART I, LINE 5	3,204.

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

Department of the Treasury
Internal Revenue Service

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

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

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

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

Part I - Identification

Type or Print	Name of exempt organization, employer, or other filer, see instructions. UNITED WAY OF CENTRAL ALABAMA, INC.	Taxpayer identification number (TIN) 63-0288846
File by the due date for filing your return. See instructions.	Number, street, and room or suite no. If a P.O. box, see instructions. PO BOX 320189	
	City, town or post office, state, and ZIP code. For a foreign address, see instructions. BIRMINGHAM, AL 35232-0189	

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

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

• After you enter your Return Code, complete either Part II or Part III. Part III, including signature, is applicable only for an extension of time to file Form 5330.

• If this application is for an extension of time to file Form 5330, you must enter the following information.

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

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

The books are in the care of **CHRIS SMITH**
3600 8TH AVENUE SOUTH - BIRMINGHAM, AL 35222

Telephone No. **205-251-5131** Fax No. _____

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

1 I request an automatic 6-month extension of time until **NOVEMBER 15**, 20 **24**, to file the exempt organization return for the organization named above. The extension is for the organization's return for:
 calendar year 20 **23** or
 tax year beginning _____, 20 _____, and ending _____, 20 _____

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

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

For Privacy Act and Paperwork Reduction Act Notice, see instructions.

2023 TAX RETURN FILING INSTRUCTIONS

ALABAMA FORM 20C

FOR THE YEAR ENDING

DECEMBER 31, 2023

PREPARED FOR:

UNITED WAY OF CENTRAL ALABAMA, INC.
PO BOX 320189
BIRMINGHAM, AL 35232-0189

PREPARED BY:

WARREN AVERETT, LLC
2500 ACTON ROAD
BIRMINGHAM, AL 35243

TO BE SIGNED AND DATED BY:

THE APPROPRIATE CORPORATE OFFICER(S).

AMOUNT OF TAX:

TOTAL TAX	\$	181
LESS: PAYMENTS AND CREDITS	\$	0
PLUS: OTHER AMOUNT	\$	0
PLUS: INTEREST AND PENALTIES	\$	0
BALANCE DUE	\$	181

OVERPAYMENT:

NOT APPLICABLE

MAKE CHECK PAYABLE TO:

WHEN THE RETURN IS FILED THE AMOUNT DUE SHOULD BE ELECTRONICALLY TRANSFERRED.

MAIL TAX RETURN AND CHECK (IF APPLICABLE) TO:

ALABAMA DEPARTMENT OF REVENUE
INCOME TAX ADMINISTRATION DIV.
CORPORATE TAX SECTION
P.O. BOX 327435
MONTGOMERY, AL 36132-7435

RETURN MUST BE MAILED ON OR BEFORE:

NOVEMBER 15, 2024

SPECIAL INSTRUCTIONS:

PAYMENT OF TAX MUST BE MADE ELECTRONICALLY VIA THE ALABAMA DEPARTMENT OF REVENUE WEBSITE AT:

[HTTPS://WWW.MYALABAMATAXES.ALABAMA.GOV](https://www.myalabamataxes.alabama.gov)

2024 ESTIMATED TAX FILING INSTRUCTIONS

ALABAMA FORM BIT-V

FOR THE YEAR ENDING

DECEMBER 31, 2024

PREPARED FOR:

UNITED WAY OF CENTRAL ALABAMA, INC.
PO BOX 320189
BIRMINGHAM, AL 35232-0189

PREPARED BY:

WARREN AVERETT, LLC
2500 ACTON ROAD
BIRMINGHAM, AL 35243

AMOUNT OF TAX:

TOTAL ESTIMATED TAX	\$	250
LESS CREDIT FROM PRIOR YEAR	\$	0
LESS AMOUNT ALREADY PAID ON 2024 ESTIMATE	\$	0
BALANCE DUE	\$	250

PAYABLE IN FULL OR IN INSTALLMENTS AS FOLLOWS:

VOUCHER	AMOUNT	DUE DATE
NO. 1	\$ 0	APRIL 15, 2024
NO. 2	\$ 0	JUNE 17, 2024
NO. 3	\$ 0	SEPTEMBER 16, 2024
NO. 4	\$ 250	DECEMBER 16, 2024

MAIL CHECK PAYABLE TO:

NOT APPLICABLE

MAIL VOUCHER AND CHECK (IF APPLICABLE) TO:

NOT APPLICABLE

SPECIAL INSTRUCTIONS:

PAYMENT OF TAX MUST BE MADE ELECTRONICALLY VIA THE ALABAMA DEPARTMENT OF REVENUE WEBSITE AT:

[HTTPS://WWW.MYALABAMATAXES.ALABAMA.GOV](https://www.myalabamataxes.alabama.gov)



Corporation Income Tax Return

For the year January 1 - December 31, 2023, or other tax year beginning , ending

Check applicable box: PL 86-272, Initial return, Final return, Amended return, Federal audit change. FEDERAL BUSINESS CODE NUMBER: 812930. FEDERAL EMPLOYER IDENTIFICATION NUMBER: 63-0288846. NAME: UNITED WAY OF CENTRAL ALABAMA, INC. ADDRESS: PO BOX 320189. CITY: BIRMINGHAM. STATE: AL. 9-DIGIT ZIP CODE: 35232-0189.

Table with 19 rows for tax calculations and 7 columns for payments/reductions. Line 1: 3,023. Line 14: 2,779. Line 15: 181. Line 17: 181. Line 19: 181. Line 22: 181.

UNLESS A COPY OF THE FEDERAL RETURN IS ATTACHED, THIS RETURN WILL BE CONSIDERED INCOMPLETE. (SEE ALSO 20C INSTRUCTIONS, OTHER INFORMATION, NO. 5.)

Please Sign Here. I authorize a representative of the Department of Revenue to discuss my return and attachments with my preparer. Under penalties of perjury, I declare that I have examined this return and accompanying schedules and statements, and to the best of my knowledge and belief they are true, correct, and complete. Declaration of preparer (other than taxpayer) is based on all information of which preparer has any knowledge. Signature: SR VP & CFO. Title: SR VP & CFO. Date: 205-251-5131. Daytime Telephone No.: 205-251-5131.



Schedule A Reconciliation Adjustments of Federal Taxable Income to Alabama Taxable Income

§40-18-33. Code of Alabama 1975, defines Alabama Taxable Income as federal taxable income without the benefit of the federal net operating loss plus specific additions and less specific deductions. The specific additions and deductions are reflected in the lines provided below. Other reconciliation items include transition adjustments to prevent duplicate deduction or duplicate taxation of items previously deducted or reported on Alabama income tax returns.

ADDITIONS

Table with 11 rows for additions (lines 1-11) and a total line (line 11). Total additions are 181.

DEDUCTIONS

Table with 14 rows for deductions (lines 12-25) and a total line (line 25). Total deductions are 181.

Schedule B Alabama Net Operating Loss Carryforward Calculation (§40-18-35.1, Code of Alabama 1975)

Table with 6 columns: Loss Year End, Amount of Alabama net operating loss, Amount used in years prior to this year, Amount used this year, Remaining unused net operating loss, and Acquired NOL. Includes a total row for Alabama net operating loss.



Schedule C Allocation of Nonbusiness Income, Loss, and Expense - Use only if you checked Filing Status 2, page 1

Identify by account name and amount, all items of nonbusiness income, loss and expense removed from apportionable income and those items which are directly allocable to Alabama. Adjustment(s) must also be made for any proration of expenses under Alabama Income Tax Rule 810-27-1-.01, which states, "Any allowable deduction that is applicable to both business and nonbusiness income of the taxpayer shall be prorated to each class of income in determining income subject to tax as provided..." (See instructions.)

Table with 4 main columns: DIRECTLY ALLOCABLE ITEMS OF NONBUSINESS INCOME OR LOSS, ALLOCABLE GROSS INCOME / LOSS (Column A Everywhere, Column B Alabama), RELATED EXPENSE (Column C Everywhere, Column D Alabama), and NET OF RELATED EXPENSE (Column E Everywhere, Column F Alabama). Rows 1a-e.

2 NET NONBUSINESS INCOME / LOSS Enter Col E total ((income)/loss) on line 5 of page 1. Enter Col F total (income/(loss)) on line 9 of page 1

Schedule D-1 Apportionment Factor - Use only if Filing Status 2 or Filing Status 5, page 1 with Multi-State Operations - Amounts must be Positive (+) Values

Table for Apportionment Factor with columns SALES, ALABAMA, and EVERYWHERE. Rows 1-8 for various income types, and row 9 for total sales and apportionment factor percentage.

Schedule D-2 Percentage of Sales - Use only if you checked Filing Status 3, page 1 - See instructions

Table for Percentage of Sales with columns ALABAMA and EVERYWHERE. Rows 1-2 for gross receipts and tax due.

Schedule E Federal Income Tax (FIT) Deduction/(Refund)

Only method 1552(a)(1) can be used to calculate the Federal Income Tax Deduction. (a) If this corporation is an accrual-basis taxpayer... (b) If this corporation is a cash-basis taxpayer... (c) If this corporation is a member of an affiliated group which files a consolidated federal return...

Table for Federal Income Tax Deduction with rows 1-12 for taxable income, consolidated income, tax liability, and final net deduction.



Schedule F	Balance Sheet		Beginning of tax year		End of tax year	
		(a)	(b)	(c)	(d)	
Assets						
1	Cash		• 11,339,298		• 8,931,130	
2a	Trade notes and accounts receivable	• 47,928,380		• 50,410,923		
	b Less allowance for bad debts	•()	• 47,928,380	•()	• 50,410,923	
3	Inventories		• 36,389		• 37,732	
4	U.S. government obligations		•		•	
5	Tax-exempt securities		•		•	
6	Other current assets (attach statement)	STMT 1	• 512,183		• 645,165	
7	Loans to shareholders		•		•	
8	Mortgage and real estate loans		•		•	
9	Other investments (attach statement)	STMT 2	• 38,469,374		• 47,325,041	
10a	Buildings and other depreciable assets	• 24,629,740		• 25,770,317		
	b Less accumulated depreciation	•(7,036,532)	• 17,593,208	•(8,126,414)	• 17,643,903	
11a	Depletable assets	•		•		
	b Less accumulated depletion	•()	•	•()	•	
12	Land (net of any amortization)		• 1,637,878		• 1,637,878	
13a	Intangible assets (amortizable only)	•		•		
	b Less accumulated amortization	•()	•	•()	•	
14	Other assets (attach statement)	STMT 3	• 4,418,178		• 4,389,981	
15	Total Assets		• 121,934,888		• 131,021,753	
Liabilities and Shareholders' Equity						
16	Accounts payable		• 15,789,996		• 14,526,035	
17	Mortgages, notes, bonds payable in less than 1 year		•		•	
18	Other current liabilities (attach statement) ...	STMT 4	• 895,480		• 749,737	
19	Loans from shareholders		•		•	
20	Mortgages, notes, bonds payable in 1 year or more		•		•	
21	Other liabilities (attach statement)	STMT 5	• 6,822,566		• 8,625,938	
22	Capital stock a Preferred Stock	•		•		
	b Common Stock	•		•		
23	Additional paid-in capital		•		•	
24	Retained earnings - Appropriated (att. statement)		•		•	
25	Retained earnings - Unappropriated		• 98,426,846		• 107,120,043	
26	Adjustments to shareholders' equity (attach statement)		•		•	
27	Less cost of treasury stock		•()		•()	
28	Total Liabilities and Shareholders' Equity		• 121,934,888		• 131,021,753	

Other Information

- Briefly describe your Alabama operations. • **NONPROFIT ORGANIZATION**
- List locations of property within Alabama (*cities and counties*). • **BIRMINGHAM, JEFFERSON COUNTY**
- List other states in which corporation operates, if applicable. • **N/A**
- Indicate your tax accounting method:
• Accrual • Cash • Other • _____
- Check if corporation is a member of an affiliated group which files a consolidated federal return • See instr. for additional information that must be provided.
- Enter this corporation's federal net income (see inst. for page 1, line 1) for the last three (3) years, as last determined (e.g.: per amended federal return or IRS audit).
2022 • 0 2021 • 0 2020 • 0
- Check if currently being audited by the IRS. • If so, enter the periods: • _____
- Location of the corporate records: Street address: • **3600 8TH AVENUE SOUTH**
City: • **BIRMINGHAM** State: • **AL** ZIP: • **35222**
- Person to contact for information concerning this return:
Name: • **CHRIS SMITH** Email Address: • **CHRIS.SMITH@UWC** Telephone: • **205-251-5131**
- Files Business Privilege Tax Return. • FEIN: • _____
- State of Incorporation: • **ALABAMA** Date of Incorporation: • **01/01/1955** Date Qualified in Alabama: • **01/01/1955**

Paid Preparer's Use Only	Preparer's signature	Date	Check if self-employed	Preparer's Tax Identification Number
	Firm's name (or yours, if self-employed)	• 11/14/24	• <input type="checkbox"/>	• P01464575
	Firm's address	Tel. No.	E.I. No.	ZIP Code
	• WARREN AVERETT, LLC 2500 ACTON ROAD BIRMINGHAM, AL	• 205-979-4100	• 45-4084437	35243



Non-payment returns,
mail to:

Alabama Department of Revenue
Income Tax Administration Division
Corporate Tax Section
PO Box 327430
Montgomery, AL 36132-7430

Payment returns, mail with
payment voucher (Form BIT-V) to:

Alabama Department of Revenue
Income Tax Administration Division
Corporate Tax Section
PO Box 327435
Montgomery, AL 36132-7435

Federal audit change
returns, mail to:

Alabama Department of Revenue
Income Tax Administration Division
Corporate Tax Section
PO Box 327451
Montgomery, AL 36132-7451

**PLEASE DO NOT SUBMIT THIS PAGE(5) TO THE ALABAMA
DEPARTMENT OF REVENUE WITH YOUR FORM 20C OR BIT-V.**

SCHEDULE F	OTHER CURRENT ASSETS	STATEMENT 1	
DESCRIPTION		BEGINNING OF TAX YEAR	END OF TAX YEAR
PREPAID EXPENSES		512,183.	645,165.
TOTAL TO SCHEDULE F, LINE 6		512,183.	645,165.

SCHEDULE F	OTHER INVESTMENTS	STATEMENT 2	
DESCRIPTION		BEGINNING OF TAX YEAR	END OF TAX YEAR
INVESTMENTS - PUBLICLY TRADED		30,940,389.	38,841,101.
INVESTMENTS - OTHER SECURITIES		7,528,985.	8,483,940.
TOTAL TO SCHEDULE F, LINE 9		38,469,374.	47,325,041.

SCHEDULE F	OTHER ASSETS	STATEMENT 3	
DESCRIPTION		BEGINNING OF TAX YEAR	END OF TAX YEAR
WORKERS COMP ESCROW DUE FROM FUND		-68,744.	-85,382.
HEALTH PLAN PREMIUM RECEIVABLES		10,113.	14,421.
CAFETERIA PLAN REIMB/DED		-5,667.	-10,157.
SECURITY DEPOSIT		5,000.	5,000.
CSV LIFE INSURANCE DEFERRED		130,422.	148,882.
CSV LIFE INSURANCE DUE FROM AFFILIATES		4,046,915.	3,966,835.
RIGHT OF USE ASSETS		170,380.	122,525.
TOTAL TO SCHEDULE F, LINE 14		4,418,178.	4,389,981.

SCHEDULE F	OTHER CURRENT LIABILITIES	STATEMENT 4	
DESCRIPTION		BEGINNING OF TAX YEAR	END OF TAX YEAR
DEFERRED REVENUE		895,480.	749,737.
TOTAL TO SCHEDULE F, LINE 18		895,480.	749,737.

SCHEDULE F

OTHER LIABILITIES

STATEMENT 5

DESCRIPTION	BEGINNING OF TAX YEAR	END OF TAX YEAR
LIABILITY FOR PENSION BENEFITS	2,343,153.	2,124,551.
OTHER LIABILITIES	46,177.	48,947.
POSTRETIREMENT BENEFIT LIABILITY	766,943.	745,518.
RESERVE FOR AFI PROGRAM	128,288.	5,143.
RESERVE FOR SELF INSURANCE PLAN	664,324.	386,769.
DUE TO AFFILIATES	2,707,816.	5,195,053.
LEASE LIABILITY	165,865.	119,957.
TOTAL TO SCHEDULE F, LINE 21	6,822,566.	8,625,938.