

EXTENDED TO MAY 15, 2026

Return of Organization Exempt From Income Tax

OMB No. 1545-0047

Form 990

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

2024

Department of the Treasury Internal Revenue Service

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

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

Open to Public Inspection

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

Form sections B through M: B Check if applicable, C Name of organization (DEVELOPMENTAL PATHWAYS, INC.), D Employer identification number (84-0534643), E Telephone number (303-360-6600), F Name and address of principal officer (MATTHEW VANAUKEN), G Gross receipts (\$79,413,494), H(a) Is this a group return, H(b) Are all subordinates included?, I Tax-exempt status, J Website (WWW.DEVELOPMENTALPATHWAYS.ORG), K Form of organization, L Year of formation (1964), M State of legal domicile (CO)

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. Declaration of preparer (other than officer) is based on all information of which preparer has any knowledge.

Signature fields: Sign Here (MATTHEW VANAUKEN, CHIEF EXECUTIVE OFFICER), Paid (KYLE FRITCH, CPA), Preparer Use Only (EIDE BAILLY LLP)

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: TO ENRICH THE LIVES OF PEOPLE WITH DISABILITIES/DELAYS BY PARTNERING TO PROVIDE EXPERTISE, SUPPORT, AND ADVOCACY IN THEIR PURSUIT OF A MEANINGFUL LIFE.

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 \$ 26,797,496. including grants of \$) (Revenue \$ 32,867,541.) CASE MANAGEMENT IS THE DETERMINATION OF ELIGIBILITY FOR SERVICES AND SUPPORTS, SERVICE AND SUPPORT COORDINATION, AND THE MONITORING OF ALL SERVICES AND SUPPORTS DELIVERED PURSUANT TO THE INDIVIDUALIZED PLAN, AND THE EVALUATION OF RESULTS IDENTIFIED IN THE INDIVIDUALIZED PLAN.

4b (Code:) (Expenses \$ 18,640,627. including grants of \$) (Revenue \$ 20,898,247.) EARLY INTERVENTION IS FOR CHILDREN FROM BIRTH UP TO AGE THREE WHICH OFFER INFANTS AND TODDLERS AND THEIR FAMILIES, SERVICES AND SUPPORTS TO ENHANCE CHILD DEVELOPMENT IN THE AREAS OF COGNITION, SPEECH, COMMUNICATION, PHYSICAL, MOTOR, VISION, HEARING, SOCIAL-EMOTIONAL DEVELOPMENT, AND SELF-HELP SKILLS; PARENT-CHILD OR FAMILY INTERACTION; AND EARLY IDENTIFICATION, SCREENING AND ASSESSMENT SERVICES.

4c (Code:) (Expenses \$ 9,638,405. including grants of \$) (Revenue \$ 11,491,119.) DEVELOPMENTAL DISABILITIES DISTRIBUTIONS IN COUNTY MILL LEVY FUNDS TO ORGANIZATIONS PROVIDING SERVICES AND SUPPORTS TO INDIVIDUALS WITH DEVELOPMENTAL DISABILITIES.

4d Other program services (Describe on Schedule O.) (Expenses \$ 6,957,441. including grants of \$ 4,229,946.) (Revenue \$ 11,150,008.)

4e Total program service expenses 62,033,969.

Part IV Checklist of Required Schedules

Table with 3 columns: Question ID, Yes, No. Rows include questions 1 through 21 regarding organizational requirements and schedules A through I.

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>		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>	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>		X
b Did the organization invest any proceeds of tax-exempt bonds beyond a temporary period exception?		
c Did the organization maintain an escrow account other than a refunding escrow at any time during the year to defease any tax-exempt bonds?		
d Did the organization act as an "on behalf of" issuer for bonds outstanding at any time during the year?		
25a Section 501(c)(3), 501(c)(4), and 501(c)(29) organizations. Did the organization engage in an excess benefit transaction with a disqualified person during the year? <i>If "Yes," complete Schedule L, Part I</i>		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>		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>		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>		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>		X
b A family member of any individual described in line 28a? <i>If "Yes," complete Schedule L, Part IV</i>		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>		X
29 Did the organization receive more than \$25,000 in noncash contributions? <i>If "Yes," complete Schedule M</i>		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>		X
31 Did the organization liquidate, terminate, or dissolve and cease operations? <i>If "Yes," complete Schedule N, Part I</i>		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>		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>		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>		X
35a Did the organization have a controlled entity within the meaning of section 512(b)(13)?		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>		
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>		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>		X
38 Did the organization complete Schedule O and provide explanations on Schedule O for Part VI, lines 11b and 19?	X	

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

Part V Statements Regarding Other IRS Filings and Tax Compliance

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

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

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

Table with 3 main columns: Question, Yes, No. Rows include questions 2a through 17 regarding employee counts, tax returns, unrelated business income, foreign accounts, prohibited transactions, and charitable contributions.

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

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

Section A. Governing Body and Management

Table with 3 columns: Question, Yes, No. Rows include 1a (12), 1b (12), 2, 3, 4, 5, 6, 7a, 7b, 8a, 8b, 9.

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

Table with 3 columns: Question, Yes, No. Rows include 10a, 10b, 11a, 11b, 12a, 12b, 12c, 13, 14, 15a, 15b, 16a, 16b.

Section C. Disclosure

- 17 List the states with which a copy of this Form 990 is required to be filed CO
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.
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
MATTHEW VANAUKEN - 303-360-6600
14280 E JEWELL AVE., STE. A, AURORA, CO 80012

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) MATTHEW VANAUKEN CHIEF EXECUTIVE OFFICER	40.00			X				348,269.	0.	34,599.
(2) ERICA KITZMAN CHIEF ADMINISTRATIVE OFFICER	40.00			X				244,976.	0.	24,620.
(3) KAREN FLORES CHIEF FINANCIAL OFFICER	40.00			X				238,815.	0.	20,042.
(4) ANDREW PASSMORE VICE PRESIDENT OF FINANCE	40.00				X			162,106.	0.	33,509.
(5) LIOUDMILA SMIRNOVA PRINCIPAL ARCHITECT, IT	40.00				X			175,438.	0.	19,978.
(6) WILL WEDOW VICE PRESIDENT OF IT AND OPERATIONS	40.00				X			173,960.	0.	18,298.
(7) DARCY TIBBLES VICE PRESIDENT OF COMMUNITY AFFAIRS	40.00				X			164,078.	0.	19,060.
(8) SANDRA BAUMAN CHIEF PROGRAM OFFICER	40.00			X				164,533.	0.	6,448.
(9) JOSHUA PEREIRA DIRECTOR OF INFORMATION TECHNOLOGY	40.00				X			151,732.	0.	17,232.
(10) MARCEL SAGASTUME DIRECTOR OF FINANCE	40.00				X			154,934.	0.	6,701.
(11) DEVIN ALESSI SENIOR SYSTEMS ADMINISTRATOR	40.00					X		139,693.	0.	8,499.
(12) NICOLE DAWICKI, ASSOCIATE DIRECTOR-FINANCIAL ANALYSIS	40.00					X		130,706.	0.	14,727.
(13) HEIDI TROUTMAN, SENIOR DIRECTOR OF EARLY INTERVENTION	40.00					X		116,277.	0.	28,682.
(14) ANNAHITA JIMMERSON, DIRECTOR OF COMMUNICATIONS AND MARKETING	40.00					X		107,062.	0.	33,557.
(15) KLARA GALL DATA INTEGRATION DEVELOPER	40.00					X		113,384.	0.	7,138.
(16) DR MICHAELA MCDONNELL PRESIDENT	3.00	X		X				0.	0.	0.
(17) JENN CONRAD VICE PRESIDENT	3.00	X		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) CHRIS ERICKSON TREASURER	3.00	X		X				0.	0.	0.
(19) RICK NEWELL SECRETARY	3.00	X		X				0.	0.	0.
(20) ABE LAYDON DIRECTOR (THRU 2/2025)	1.50	X						0.	0.	0.
(21) KEVIN VAN WINKLE DIRECTOR	1.50	X						0.	0.	0.
(22) CARRIE WARREN-GULLY DIRECTOR	1.50	X						0.	0.	0.
(23) NANCY SHARPE DIRECTOR (THRU 2/2025)	1.50	X						0.	0.	0.
(24) DANIEL SAMPSON DIRECTOR (THRU 4/2025)	1.50	X						0.	0.	0.
(25) KATIAH SCISUM DIRECTOR	1.50	X						0.	0.	0.
(26) MIKE ABRAMOVITZ DIRECTOR	1.50	X						0.	0.	0.
1b Subtotal								2,585,963.	0.	293,090.
c Total from continuation sheets to Part VII, Section A								0.	0.	0.
d Total (add lines 1b and 1c)								2,585,963.	0.	293,090.

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 34

	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
P20 GLOBAL HOLDINGS INC DBA PEOPLE 2.0 GLOB 222 VALLEY CREEK BLVD, SUITE 100, EXTON, PA	THERAPY AND PROGRAM SERVICES	807,858.
PERSONAL TOUCH THERAPIES PC P.O. BOX 630001, LITTLETON, CO 80163	THERAPY AND PROGRAM SERVICES	672,883.
COURTNEY MURPHY DBA EARLY START SPEECH AND 110 W ARCHER PL., DENVER, CO 80223	THERAPY AND PROGRAM SERVICES	555,621.
MILESTONE PEDIATRIC THERAPY SERVICES LLC DB 7720 E BELLEVIEW AVE, BG106, GREENWOOD VILL	THERAPY AND PROGRAM SERVICES	532,429.
VERIZON COMMUNICATIONS INC DBA VERIZON WIRE 1095 AVENIE OF THE AMERICAS, 8TH FL, NEW YO	TELECOMMUNICATION SERVICES	458,158.

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 41

SEE PART VII, SECTION A CONTINUATION SHEETS

Part VIII Statement of Revenue

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

			(A)	(B)	(C)	(D)	
			Total revenue	Related or exempt function revenue	Unrelated business revenue	Revenue excluded from tax under sections 512 - 514	
Contributions, Gifts, Grants and Other Similar Amounts	1 a Federated campaigns	1a					
	b Membership dues	1b					
	c Fundraising events	1c					
	d Related organizations	1d					
	e Government grants (contributions)	1e	356,925.				
	f All other contributions, gifts, grants, and similar amounts not included above ...	1f	94,282.				
	g Noncash contributions included in lines 1a-1f	1g	\$ 2,771.				
	h Total. Add lines 1a-1f		451,207.				
Program Service Revenue	2 a CASE MANAGEMENT	Business Code					
		624100	32,867,541.	32867541.			
	b EARLY INTERVENTION	624100	20,898,247.	20898247.			
	c FAMILY SUPPORT AND COMMUNITY OUTR	624100	11,491,119.	11491119.			
	d ADULT SUPPORTED LIVING	624100	1,545,115.	1,545,115.			
	e _____						
	f All other program service revenue	624100	9,615,441.	9,604,893.	10,548.		
g Total. Add lines 2a-2f		76,417,463.					
Other Revenue	3 Investment income (including dividends, interest, and other similar amounts)		1,460,563.			1460563.	
	4 Income from investment of tax-exempt bond proceeds						
	5 Royalties						
	6 a Gross rents	6a	(i) Real				
			(ii) Personal				
	b Less: rental expenses ...	6b					
	c Rental income or (loss)	6c					
	d Net rental income or (loss)						
	7 a Gross amount from sales of assets other than inventory	7a	(i) Securities	1,065,526.	18,735.		
			(ii) Other				
	b Less: cost or other basis and sales expenses	7b	956,984.	23,748.			
	c Gain or (loss)	7c	108,542.	-5,013.			
	d Net gain or (loss)		103,529.			103,529.	
8 a Gross income from fundraising events (not including \$ _____ of contributions reported on line 1c). See Part IV, line 18	8a						
b Less: direct expenses	8b						
c Net income or (loss) from fundraising events							
9 a Gross income from gaming activities. See Part IV, line 19	9a						
b Less: direct expenses	9b						
c Net income or (loss) from gaming activities							
10 a Gross sales of inventory, less returns and allowances	10a						
b Less: cost of goods sold	10b						
c Net income or (loss) from sales of inventory							
Miscellaneous Revenue	11 a _____	Business Code					
	b _____						
	c _____						
	d All other revenue						
	e Total. Add lines 11a-11d						
12 Total revenue. See instructions			78,432,762.	76406915.	10,548.	1564092.	

Part IX Statement of Functional Expenses

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

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

Do not include amounts reported on lines 6b, 7b, 8b, 9b, and 10b of Part VIII.	(A) 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 ...	4,229,946.	4,229,946.		
2 Grants and other assistance to domestic individuals. See Part IV, line 22				
3 Grants and other assistance to foreign organizations, foreign governments, and foreign individuals. See Part IV, lines 15 and 16				
4 Benefits paid to or for members				
5 Compensation of current officers, directors, trustees, and key employees	2,221,364.	846,151.	1,375,213.	
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	30,959,846.	26,117,684.	4,824,399.	17,763.
8 Pension plan accruals and contributions (include section 401(k) and 403(b) employer contributions)				
9 Other employee benefits	6,332,300.	5,148,533.	1,183,767.	
10 Payroll taxes	4,221,533.	3,432,355.	789,178.	
11 Fees for services (nonemployees):				
a Management				
b Legal	94,695.		94,695.	
c Accounting	193,597.		193,597.	
d Lobbying	40,000.		40,000.	
e Professional fundraising services. See Part IV, line 17				
f Investment management fees	97,679.		97,679.	
g Other. (If line 11g amount exceeds 10% of line 25, column (A), amount, list line 11g expenses on Sch O.)	13,138,390.	12,805,862.	331,749.	779.
12 Advertising and promotion	360,893.	251,134.	109,759.	
13 Office expenses	91,892.	77,071.	14,203.	618.
14 Information technology	1,831,580.	1,357,774.	465,807.	7,999.
15 Royalties				
16 Occupancy	520,135.	451,134.	69,001.	
17 Travel	377,859.	294,376.	72,613.	10,870.
18 Payments of travel or entertainment expenses for any federal, state, or local public officials ...				
19 Conferences, conventions, and meetings				
20 Interest				
21 Payments to affiliates				
22 Depreciation, depletion, and amortization	674,986.	587,974.	87,012.	
23 Insurance	161,435.		161,435.	
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 CLIENT CARE AND ASSISTANCE	3,382,818.	3,382,818.		
b COMMUNITY OUTREACH	2,986,352.	2,986,352.		
c DUES AND SUBSCRIPTIONS	41,106.	2,246.	38,860.	
d MAINTENANCE	13,083.	5,049.	8,034.	
e All other expenses	73,166.	57,510.	15,656.	
25 Total functional expenses. Add lines 1 through 24e	72,044,655.	62,033,969.	9,972,657.	38,029.
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		1	
	2 Savings and temporary cash investments	20,924,283.	2	29,242,108.
	3 Pledges and grants receivable, net		3	
	4 Accounts receivable, net	8,842,633.	4	7,434,184.
	5 Loans and other receivables from any current or former officer, director, trustee, key employee, creator or founder, substantial contributor, or 35% controlled entity or family member of any of these persons		5	
	6 Loans and other receivables from other disqualified persons (as defined under section 4958(f)(1)), and persons described in section 4958(c)(3)(B)		6	
	7 Notes and loans receivable, net		7	
	8 Inventories for sale or use		8	
	9 Prepaid expenses and deferred charges	594,219.	9	765,751.
	10a Land, buildings, and equipment: cost or other basis. Complete Part VI of Schedule D	10a 3,696,548.		
	b Less: accumulated depreciation	10b 2,408,937.	10c	1,287,611.
	11 Investments - publicly traded securities	16,898,714.	11	19,858,224.
	12 Investments - other securities. See Part IV, line 11	849,388.	12	
	13 Investments - program-related. See Part IV, line 11		13	
	14 Intangible assets		14	
	15 Other assets. See Part IV, line 11	775,242.	15	481,614.
16 Total assets. Add lines 1 through 15 (must equal line 33)	50,268,128.	16	59,069,492.	
Liabilities	17 Accounts payable and accrued expenses	4,601,554.	17	5,754,657.
	18 Grants payable		18	
	19 Deferred revenue	4,411,190.	19	4,664,091.
	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	1,020,160.	25	624,520.
	26 Total liabilities. Add lines 17 through 25	10,032,904.	26	11,043,268.
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	39,128,566.	27	46,899,669.
	28 Net assets with donor restrictions	1,106,658.	28	1,126,555.
	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	40,235,224.	32	48,026,224.
	33 Total liabilities and net assets/fund balances	50,268,128.	33	59,069,492.

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	78,432,762.
2	Total expenses (must equal Part IX, column (A), line 25)	2	72,044,655.
3	Revenue less expenses. Subtract line 2 from line 1	3	6,388,107.
4	Net assets or fund balances at beginning of year (must equal Part X, line 32, column (A))	4	40,235,224.
5	Net unrealized gains (losses) on investments	5	1,402,893.
6	Donated services and use of facilities	6	
7	Investment expenses	7	
8	Prior period adjustments	8	
9	Other changes in net assets or fund balances (explain on Schedule O)	9	0.
10	Net assets or fund balances at end of year. Combine lines 3 through 9 (must equal Part X, line 32, column (B))	10	48,026,224.

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

Table with 7 columns: (a) 2020, (b) 2021, (c) 2022, (d) 2023, (e) 2024, (f) Total. Rows include: 1 Gifts, grants, contributions, and membership fees received; 2 Tax revenues levied for the organization's benefit; 3 The value of services or facilities furnished by a governmental unit; 4 Total. Add lines 1 through 3; 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.

Section B. Total Support

Table with 7 columns: (a) 2020, (b) 2021, (c) 2022, (d) 2023, (e) 2024, (f) Total. Rows include: 7 Amounts from line 4; 8 Gross income from interest, dividends, payments received on securities loans, rents, royalties, and income from similar sources; 9 Net income from unrelated business activities, whether or not the business is regularly carried on; 10 Other income. Do not include gain or loss from the sale of capital assets (Explain in Part VI.); 11 Total support. Add lines 7 through 10; 12 Gross receipts from related activities, etc. (see instructions); 13 First 5 years. If the Form 990 is for the organization's first, second, third, fourth, or fifth tax year as a section 501(c)(3) organization, check this box and stop here.

Section C. Computation of Public Support Percentage

Table with 3 columns: Line number, Description, and Percentage. Rows include: 14 Public support percentage for 2024 (line 6, column (f), divided by line 11, column (f)); 15 Public support percentage from 2023 Schedule A, Part II, line 14; 16a 33 1/3% support test - 2024. If the organization did not check the box on line 13, and line 14 is 33 1/3% or more, check this box and stop here. The organization qualifies as a publicly supported organization; b 33 1/3% support test - 2023. If the organization did not check a box on line 13 or 16a, and line 15 is 33 1/3% or more, check this box and stop here. The organization qualifies as a publicly supported organization; 17a 10% -facts-and-circumstances test - 2024. If the organization did not check a box on line 13, 16a, or 16b, and line 14 is 10% or more, and if the organization meets the facts-and-circumstances test, check this box and stop here. Explain in Part VI how the organization meets the facts-and-circumstances test. The organization qualifies as a publicly supported organization; b 10% -facts-and-circumstances test - 2023. If the organization did not check a box on line 13, 16a, 16b, or 17a, and line 15 is 10% or more, and if the organization meets the facts-and-circumstances test, check this box and stop here. Explain in Part VI how the organization meets the facts-and-circumstances test. The organization qualifies as a publicly supported organization; 18 Private foundation. If the organization did not check a box on line 13, 16a, 16b, 17a, or 17b, check this box and see instructions.

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

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

Section A. Public Support

Calendar year (or fiscal year beginning in)	(a) 2020	(b) 2021	(c) 2022	(d) 2023	(e) 2024	(f) Total
1 Gifts, grants, contributions, and membership fees received. (Do not include any "unusual grants.")	140,246.	315,942.	113,468.	6552566.	451,207.	7573429.
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	43831674.	45274230.	50414179.	62130393.	76417463.	278067939
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	43971920.	45590172.	50527647.	68682959.	76868670.	285641368
7a Amounts included on lines 1, 2, and 3 received from disqualified persons						0.
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	18070496.	18674192.	19263014.	21031668.	22681598.	99720968.
c Add lines 7a and 7b	18070496.	18674192.	19263014.	21031668.	22681598.	99720968.
8 Public support. (Subtract line 7c from line 6.)						185920400

Section B. Total Support

Calendar year (or fiscal year beginning in)	(a) 2020	(b) 2021	(c) 2022	(d) 2023	(e) 2024	(f) Total
9 Amounts from line 6	43971920.	45590172.	50527647.	68682959.	76868670.	285641368
10a Gross income from interest, dividends, payments received on securities loans, rents, royalties, and income from similar sources	415,396.	551,250.	909,569.	1163641.	1460563.	4500419.
b Unrelated business taxable income (less section 511 taxes) from businesses acquired after June 30, 1975						
c Add lines 10a and 10b	415,396.	551,250.	909,569.	1163641.	1460563.	4500419.
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.)	44387316.	46141422.	51437216.	69846600.	78329233.	290141787

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

Section C. Computation of Public Support Percentage

15 Public support percentage for 2024 (line 8, column (f), divided by line 13, column (f))	15	64.08 %
16 Public support percentage from 2023 Schedule A, Part III, line 15	16	62.30 %

Section D. Computation of Investment Income Percentage

17 Investment income percentage for 2024 (line 10c, column (f), divided by line 13, column (f))	17	1.55 %
18 Investment income percentage from 2023 Schedule A, Part III, line 17	18	1.32 %

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

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

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

Part IV Supporting Organizations

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

Section A. All Supporting Organizations

	Yes	No
1 Are all of the organization's supported organizations listed by name in the organization's governing documents? <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 - <i>provide details in Part VI</i>)	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 (<i>provide details in Part VI</i>). See instructions.	8
9	Distributable amount for 2024 from Section C, line 6	9
10	Line 8 amount divided by line 9 amount	10

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

**Schedule B
(Form 990)**

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

Schedule of Contributors

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

OMB No. 1545-0047

Name of the organization

DEVELOPMENTAL PATHWAYS, INC.

Employer identification number

84-0534643

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) (Rev. 12-2024)

Name of organization DEVELOPMENTAL PATHWAYS, INC.	Employer identification number 84-0534643
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Part I Contributors (see instructions). Use duplicate copies of Part I if additional space is needed.

(a) No.	(b) Name, address, and ZIP + 4	(c) Total contributions	(d) Type of contribution
1	<hr/> <hr/> <hr/>	\$ 315,107.	Person <input checked="" type="checkbox"/> Payroll <input type="checkbox"/> Noncash <input type="checkbox"/> (Complete Part II for noncash contributions.)
2	<hr/> <hr/> <hr/>	\$ 41,818.	Person <input checked="" type="checkbox"/> Payroll <input type="checkbox"/> Noncash <input type="checkbox"/> (Complete Part II for noncash contributions.)
3	<hr/> <hr/> <hr/>	\$ 11,100.	Person <input checked="" type="checkbox"/> Payroll <input type="checkbox"/> Noncash <input type="checkbox"/> (Complete Part II for noncash contributions.)
4	<hr/> <hr/> <hr/>	\$ 9,650.	Person <input checked="" type="checkbox"/> Payroll <input type="checkbox"/> Noncash <input type="checkbox"/> (Complete Part II for noncash contributions.)
5	<hr/> <hr/> <hr/>	\$ 8,000.	Person <input checked="" type="checkbox"/> Payroll <input type="checkbox"/> Noncash <input type="checkbox"/> (Complete Part II for noncash contributions.)
6	<hr/> <hr/> <hr/>	\$ 7,500.	Person <input checked="" type="checkbox"/> Payroll <input type="checkbox"/> Noncash <input type="checkbox"/> (Complete Part II for noncash contributions.)

Name of organization DEVELOPMENTAL PATHWAYS, INC.	Employer identification number 84-0534643
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Part II Noncash Property (see instructions). Use duplicate copies of Part II if additional space is needed.

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

Name of organization DEVELOPMENTAL PATHWAYS, INC.	Employer identification number 84-0534643
---	---

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

2024

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

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

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

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

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

Name of organization DEVELOPMENTAL PATHWAYS, INC.	Employer identification number (EIN) 84-0534643
---	---

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

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

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

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

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

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

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

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

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

Limits on Lobbying Expenditures (The term "expenditures" means amounts paid or incurred.)	(a) Filing organization's totals	(b) Affiliated group totals												
1a Total lobbying expenditures to influence public opinion (grassroots lobbying)	0.													
b Total lobbying expenditures to influence a legislative body (direct lobbying)	40,000.													
c Total lobbying expenditures (add lines 1a and 1b)	40,000.													
d Other exempt purpose expenditures	71,869,878.													
e Total exempt purpose expenditures (add lines 1c and 1d)	71,909,878.													
f Lobbying nontaxable amount. Enter the amount from the following table in both columns.	1,000,000.													
<table border="1" style="width: 100%; border-collapse: collapse;"> <thead> <tr> <th style="width: 30%;">IF the amount on line 1e, column (a) or (b), is:</th> <th>THEN the lobbying nontaxable amount is:</th> </tr> </thead> <tbody> <tr> <td>not over \$500,000</td> <td>20% of the amount on line 1e.</td> </tr> <tr> <td>over \$500,000 but not over \$1,000,000</td> <td>\$100,000 plus 15% of the excess over \$500,000.</td> </tr> <tr> <td>over \$1,000,000 but not over \$1,500,000</td> <td>\$175,000 plus 10% of the excess over \$1,000,000.</td> </tr> <tr> <td>over \$1,500,000 but not over \$17,000,000</td> <td>\$225,000 plus 5% of the excess over \$1,500,000.</td> </tr> <tr> <td>over \$17,000,000</td> <td>\$1,000,000.</td> </tr> </tbody> </table>	IF the amount on line 1e, column (a) or (b), is:	THEN the lobbying nontaxable amount is:	not over \$500,000	20% of the amount on line 1e.	over \$500,000 but not over \$1,000,000	\$100,000 plus 15% of the excess over \$500,000.	over \$1,000,000 but not over \$1,500,000	\$175,000 plus 10% of the excess over \$1,000,000.	over \$1,500,000 but not over \$17,000,000	\$225,000 plus 5% of the excess over \$1,500,000.	over \$17,000,000	\$1,000,000.		
IF the amount on line 1e, column (a) or (b), is:	THEN the lobbying nontaxable amount is:													
not over \$500,000	20% of the amount on line 1e.													
over \$500,000 but not over \$1,000,000	\$100,000 plus 15% of the excess over \$500,000.													
over \$1,000,000 but not over \$1,500,000	\$175,000 plus 10% of the excess over \$1,000,000.													
over \$1,500,000 but not over \$17,000,000	\$225,000 plus 5% of the excess over \$1,500,000.													
over \$17,000,000	\$1,000,000.													
g Grassroots nontaxable amount (enter 25% of line 1f)	250,000.													
h Subtract line 1g from line 1a. If zero or less, enter -0-	0.													
i Subtract line 1f from line 1c. If zero or less, enter -0-	0.													
j If there is an amount other than zero on either line 1h or line 1i, did the organization file Form 4720 reporting section 4911 tax for this year?		<input type="checkbox"/> Yes <input type="checkbox"/> No												

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

Lobbying Expenditures During 4-Year Averaging Period					
Calendar year (or fiscal year beginning in)	(a) 2021	(b) 2022	(c) 2023	(d) 2024	(e) Total
2a Lobbying nontaxable amount	1,000,000.	1,000,000.	1,000,000.	1,000,000.	4,000,000.
b Lobbying ceiling amount (150% of line 2a, column(e))					6,000,000.
c Total lobbying expenditures	16,667.	25,000.	37,417.	40,000.	119,084.
d Grassroots nontaxable amount	250,000.	250,000.	250,000.	250,000.	1,000,000.
e Grassroots ceiling amount (150% of line 2d, column (e))					1,500,000.
f Grassroots lobbying expenditures					

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

Table with 3 columns: (a) Yes/No, (b) Amount. Rows include: 1 During the year, did the filing organization attempt to influence foreign, national, state, or local legislation...; 2a Did the activities in line 1 cause the organization to not be described in section 501(c)(3)?; 2b If "Yes," enter the amount of any tax incurred under section 4912; 2c If "Yes," enter the amount of any tax incurred by organization managers under section 4912; 2d 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).

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

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."

Table with 3 columns: Question, Yes, No. Rows include: 1 Dues, assessments, and similar amounts from members; 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); 2a Current year; 2b Carryover from last year; 2c Total; 3 Aggregate amount reported in section 6033(e)(1)(A) notices of nondeductible section 162(e) dues; 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?; 5 Taxable amount of lobbying and political expenditures. See instructions.

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.

Multiple horizontal lines provided for entering supplemental information.

SCHEDULE D
(Form 990)

(Rev. December 2024)

Department of the Treasury
Internal Revenue Service

Supplemental Financial Statements

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

Attach to Form 990.

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

OMB No. 1545-0047

**Open to Public
Inspection**

Name of the organization

DEVELOPMENTAL PATHWAYS, INC.

Employer identification number

84-0534643

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

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

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

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

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

Protection of natural habitat Preservation of a certified historic structure

Preservation of open space

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

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

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

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

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

Yes No

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

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

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

Yes No

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

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

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

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

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

(i) Revenue included on Form 990, Part VIII, line 1

(ii) Assets included in Form 990, Part X

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

a Revenue included on Form 990, Part VIII, line 1

b Assets included in Form 990, Part X

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

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

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

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

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

	(a) Current year	(b) Prior year	(c) Two years back	(d) Three years back	(e) Four years back
1a Beginning of year balance	1,059,886.	976,873.	908,489.	1,098,307.	1,012,738.
b Contributions					
c Net investment earnings, gains, and losses	126,723.	108,338.	89,245.	-116,842.	284,329.
d Grants or scholarships	70,512.	25,325.	20,861.		
e Other expenditures for facilities and programs				72,976.	198,760.
f Administrative expenses					
g End of year balance	1,116,097.	1,059,886.	976,873.	908,489.	1,098,307.

- 2** Provide the estimated percentage of the current year end balance (line 1g, column (a)) held as:
- a** Board designated or quasi-endowment 0.0000 %
- b** Permanent endowment 81.3500 %
- c** Term endowment 18.6500 %
- 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				
b Buildings				
c Leasehold improvements		1,334,634.	907,211.	427,423.
d Equipment		2,361,914.	1,501,726.	860,188.
e Other				
Total. Add lines 1a through 1e. (Column (d) must equal Form 990, Part X, line 10c, column (B))				1,287,611.

Part VII Investments - Other Securities

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

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

Part VIII Investments - Program Related.

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

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

Part IX Other Assets

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

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

Part X Other Liabilities

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

1. (a) Description of liability	(b) Book value
(1) Federal income taxes	
(2) OPERATING LEASES	605,631.
(3) FINANCE LEASES	18,889.
(4)	
(5)	
(6)	
(7)	
(8)	
(9)	
Total. (Column (b) must equal Form 990, Part X, line 25, col. (B))	624,520.

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	79,737,976.
2	Amounts included on line 1 but not on Form 990, Part VIII, line 12:			
	a Net unrealized gains (losses) on investments	2a	1,402,893.	
	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	1,402,893.	
3	Subtract line 2e from line 1		3	78,335,083.
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	97,679.	
	b Other (Describe in Part XIII.)	4b		
	c Add lines 4a and 4b	4c	97,679.	
5	Total revenue. Add lines 3 and 4c. (This must equal Form 990, Part I, line 12.)		5	78,432,762.

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	71,946,976.
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	0.	
3	Subtract line 2e from line 1		3	71,946,976.
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	97,679.	
	b Other (Describe in Part XIII.)	4b		
	c Add lines 4a and 4b	4c	97,679.	
5	Total expenses. Add lines 3 and 4c. (This must equal Form 990, Part I, line 18.)		5	72,044,655.

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:

DEVELOPMENTAL PATHWAYS HAS A POLICY OF EXPENDING THE ENDOWMENT FOR THE HEALTH AND WELL-BEING, BROADLY DEFINED, FOR INDIVIDUALS WITH DEVELOPMENTAL DISABILITIES AND DELAYS. USE OF FUNDS WILL BE DETERMINED BY MANAGEMENT. TO THE EXTENT PRUDENT, IT IS EXPECTED THAT SPENDING FROM THE FUNDS WOULD BE MANAGED WITH A LONG-TERM PERSPECTIVE TO MAINTAIN THE LONG-TERM PURCHASING POWER OF THE FUNDS TO MEET LONGER TERM NEEDS OF PATHWAYS; BUT THAT SUCH LONG-TERM PERSPECTIVE WOULD NOT PREVENT THE ORGANIZATION FROM CONTINUING TO SPEND A PRUDENT AMOUNT FROM THE FUNDS DESPITE A FUND'S BALANCE FALLING BELOW TARGETED LEVELS. THIS IS CONSISTENT WITH PATHWAYS' OBJECTIVE TO MAINTAIN THE PURCHASING POWER OF DONOR RESTRICTED ASSETS HELD IN PERPETUITY OR FOR A SPECIFIED TERM, AS WELL AS TO PROVIDE ADDITIONAL REAL GROWTH THROUGH NEW GIFTS AND INVESTMENT RETURN.

PART X, LINE 2:

DEVELOPMENTAL PATHWAYS, INC. IS ORGANIZED AS A COLORADO NONPROFIT CORPORATION AND HAS BEEN RECOGNIZED BY THE INTERNAL REVENUE SERVICE (IRS) AS EXEMPT FROM FEDERAL INCOME TAXES UNDER SECTION 501(A) OF THE INTERNAL REVENUE CODE, QUALIFIES FOR THE CHARITABLE CONTRIBUTION DEDUCTION, AND HAS BEEN DETERMINED NOT TO BE A PRIVATE FOUNDATION. THE ORGANIZATION ANNUALLY IS REQUIRED TO FILE A RETURN OF ORGANIZATION EXEMPT FROM INCOME TAX (FORM 990) WITH THE IRS. IN ADDITION, THE ORGANIZATION IS SUBJECT TO INCOME TAX ON NET INCOME THAT IS DERIVED FROM BUSINESS ACTIVITIES THAT ARE UNRELATED TO ITS EXEMPT PURPOSES. WE BELIEVE THAT WE HAVE APPROPRIATE SUPPORT FOR ANY TAX POSITIONS TAKEN AFFECTING OUR ANNUAL FILING REQUIREMENTS, AND AS

**SCHEDULE I
(Form 990)**

(Rev. December 2024)

Department of the Treasury
Internal Revenue Service

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

OMB No. 1545-0047

**Open to Public
Inspection**

Name of the organization **DEVELOPMENTAL PATHWAYS, INC.** Employer identification number **84-0534643**

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
ACCESS GALLERY 909 SANTA FE DR DENVER, CO 80204	74-2131682	501(C)(3)	31,175.	0.			ACCESS GALLERY: EXPANSION INTO ARAPAHOE COUNTY WITH SATELLITE STUDIO IN ENGLEWOOD
ACTIV8 SPORTS INC DBA ALL-STARS CLUB - 8949 MINERS DR - HIGHLANDS RANCH, CO 80126	47-2053205		8,000.	0.			ALL-STARS CLUB AURORA RECRUITMENT AND EXPANSION SUPPORT
ALTA VISTA CENTER FOR AUTISM DBA FIREFLY AUTISM - 2001 HOYT ST - LAKEWOOD, CO 80215	30-0199263	501(C)(3)	8,885.	0.			FIREFLY AUTISM BCBA ONBOARDING & TRAINING
ANTHONY VERDUCCI DBA WAYFINDER CLINIC CO - 8509 E LOWRY BLVD, APT 203 - DENVER, CO 80230	85-1144336		31,875.	0.			PARTNERSHIP RENEWAL & RFP DEVELOPMENT
AUTISM COMMUNITY STORE 14095 E EXPOSITION AVE AURORA, CO 80012	27-3201143		21,562.	0.			RESOURCE FAIR
CARMEL COMMUNITY LIVING CORPORATION DBA OVERTURE - 451 21ST AVENUE, SUITE B - LONGMONT, CO 80501	84-1167248		14,528.	0.			A HOLISTIC APPROACH TO HOME AND COMMUNITY BASED SERVICES THROUGHOUT ARAPAHOE, DOUGLAS, AND

2 Enter total number of section 501(c)(3) and government organizations listed in the line 1 table **24.**

3 Enter total number of other organizations listed in the line 1 table **21.**

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

SEE PART IV FOR COLUMN (H) DESCRIPTIONS

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

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
CAR-YNNE 4 KIDS INC 9207 FLAMINGO WAY LITTLETON, CO 80125	20-8647730		24,000.	0.			HIPPO THERAPY BRIDGE
CASTLE ROCK THERAPIES LLC DBA FYZICAL THERAPY AND BALANCE CENTERS - 19284 COTTONWOOD DR - PARKER, CO 80138	86-2967507		61,300.	0.			BRIDGING THE GAP: EXPANDING PEDIATRIC THERAPY SERVICES TO REDUCE WAITLISTS
CHIKA EMELDA DURUEKE DBA HEART OF GOLD HOME CARE LLC - 3033 S PARKER RD, TOWER 1, UNIT 420 - AURORA, CO 80014-2910	82-5409205		47,700.	0.			DAY HABILITATION (SLS) - TRANSPORTATION
COLORADO INSTITUTE OF DEVELOPMENTAL PEDIATRICS DBA ADAM'S CAMP - 56 INVERNESS DR E, STE 250 - ENGLEWOOD, CO 80112	74-2432104	501(C)(3)	20,546.	0.			GROWING INDEPENDENCE AND LEADERSHIP IN YOUTH AND ADULTS WITH IDD
CONSULTANTS FOR CHILDREN, INC. 265 S. HARLAN STREET LAKEWOOD, CO 80226	61-1421966		35,000.	0.			HIRE AND TRAIN TWO WRAPAROUND FACILITATORS FOR CHRP CLIENTS
CONTINUUM OF COLORADO INC 14280 E JEWELL AVE, STE B AURORA, CO 80012	45-5324193	501(C)(3)	2,666,000.	0.			RESIDENTIAL GROUP HOME SUPPORTS
COTTONWOOD COMMUNITY ALTERNATIVES INC - PO BOX 946 - ENGLEWOOD, CO 80151-0946	84-1170633	501(C)(3)	175,817.	0.			HOUSING STABILITY EXPENSES
DOUGLAS COUNTY FAIR FOUNDATION PO BOX 1557 CASTLE ROCK, CO 80104	84-0947364	501(C)(3)	10,000.	0.			GOLD SPONSORSHIP - DOUGLAS COUNTY FAIR AND RODEO 2024
EL GRUPO VIDA INC 3443 S GALENA ST, STE 120 DENVER, CO 80231	20-1082607		115,000.	0.			EMPOWER IMMIGRANTS WITH DISABILITIES AND THEIR FAMILIES

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
ELIZABETH STRAKA SPEECH ASSOCIATES LLC - 815 S PERRY ST, STE 200 - CASTLE ROCK, CO 80104	52-2113602		21,737.	0.			THERAPIST RETENTION, PHYSICAL THERAPIST SUPPORTS, ADDING LICENSED SOCIAL WORK TO STRAKA
EMME CO 490 E GEDDES AVE CENTENNIAL, CO 80122	88-3132868		10,000.	0.			EMME PROVIDER TRAINING GRANT
EMNET MAMO DBA PURDUE HOME CARE 20210 E PURDUE PL AURORA, CO 80013	84-2436873		25,000.	0.			FENCING FOR PCA HOUSE
EXCEPTIONAL KIDS INC DBA HIGHPOINTE SERVICES - 7323 S ALTON WAY, UNIT A - CENTENNIAL, CO 80112	84-1585816	501(C)(3)	76,800.	0.			ENHANCING INDEPENDENCE FOR INDIVIDUALS WITH IDD
FAMILY VOICES COLORADO 303 E 17TH AVE, STE 400 DENVER, CO 80203	84-4273461	501(C)(3)	20,670.	0.			EXPAND MENTAL AND BEHAVIORAL SUPPORT SYSTEMS AND CAPACITY
GIGI'S PLAYHOUSE INC DBA GIGI'S PLAYHOUSE - DENVER LLC - 610 GARRISON ST, UNIT F - LAKEWOOD, CO 80215	85-3874604	501(C)(3)	37,875.	0.			EXPANDING EDUCATIONAL AND THERAPEUTIC PROGRAMMING FOR THOSE WITH DOWN SYNDROME
GUIDED BY HUMANITY INC DBA GUIDED BY HUMANITY - PO BOX 3102 - LITTLETON, CO 80161	82-1456094	501(C)(3)	22,500.	0.			SMOOTHIE BUS - SUPPORTED EMPLOYMENT
INTEGRATED LIFE CHOICES 7800 S ELATI ST, STE 111 LITTLETON, CO 80120	20-4187138		44,000.	0.			2024-25 ILC STAFF RECRUITMENT AND RETENTION REQUEST
JEWISH FAMILY SERVICE OF COLORADO INC - 3201 S TAMARAC DR - DENVER, CO 80231	84-0402701	501(C)(3)	41,852.	0.			ENHANCING HEALTH AND WELLNESS THROUGH JFS DISABILITY SERVICES IAB PROGRAM

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
KEITHAN HOLIDAY DBA SEB'S RECREATION CENTER - 1710 S BUCKLEY RD, UNIT 9 - AURORA, CO 80017	46-3565020	501(C)(3)	12,000.	0.			STABILITY SUPPORT FOR SEB'S RECREATION CENTER
LEAL-WALSH LLC DBA THE SENSORY CLUB DENVER - 4301 S FEDERAL BLVD, STE 102-103 - ENGLEWOOD, CO 80110	85-4360395		16,438.	0.			STABILITY SUPPORT FOR THE SENSORY CLUB DENVER
MADISON'S GARDENS LLC 3260 MONACO PKWY DENVER, CO 80207	87-1185290		25,000.	0.			ART/SPORT & EXPANSION PROGRAM 2024! WE WOULD LIKE TO IMPLEMENT AN ART PROGRAM AND REINFORCE OUR
MILESTONE PEDIATRIC THERAPY SERVICES LLC DBA HEALTHPRO PEDIATRICS - 695 S COLORADO BLVD, STE 20 - DENVER, CO 80246	45-4357374		5,000.	0.			CEU GRANT
MISSION PURSUIT LLC DBA HOWDY HOMEMADE ICE CREAM - 9130 S LOST HILL DR - LONE TREE, CO 80124	88-1235615		20,000.	0.			CATERING BUSINESS EXPANSION
NIGHT LIGHTS INC 13009 S PARKER RD #373 PARKER, CO 80134	45-5092978	501(C)(3)	12,267.	0.			NIGHT LIGHTS RESPITE CARE PROGRAM PARKER EXPANSION
PARKER PERSONAL CARE HOMES INC 1597 COLE BLVD, STE 250 LAKEWOOD, CO 80401	84-1582091		215,433.	0.			FY25 PPCH THE HIVE ML BUDGET
PEDIATRIC SPEECH THERAPY ASSOC LLC DBA AMAZING CARE PEDIATRIC OUTPATIENT THERAPY - 2821 S PARKER RD, STE 615 - AURORA, CO 80014	26-2132446		12,000.	0.			SECURING PHYSICAL THERAPISTS
PRICE, JARI MAJEWSKI DBA FEEL THE BEAT CORP - 501 S CHERRY ST, ST 150 - DENVER, CO 80246	81-3976702	501(C)(3)	15,000.	0.			EXPANDING DANCE AND MOVEMENT PROGRAMMING

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
PROMISE RANCH THERAPIES AND RECREATION DBA AFFINITY RANCH - 11892 HILLTOP RD - PARKER, CO 80134	26-2431767	501(C)(3)	47,985.	0.			STABILITY GRANT FOR EMPLOYMENT OPPORTUNITIES FOR INDIVIDUALS WITH I/DD
REAL LIFE COLORADO DBA THE LEARNING ZONE - 4000 S WADSWORTH BLVD, STE 010 - LITTLETON, CO 80123	84-3645172	501(C)(3)	10,000.	0.			RESEARCH FOR THE EXPANSION OF AAC (AUGMENTATIVE AND ALTERNATIVE
REVEL 3501 BLAKE ST, #250 DENVER, CO 80205	81-2022482		30,000.	0.			MENTAL WELLNESS INITIATIVE: BRIDGING SUPPORT FOR PEOPLE WITH DUAL DIAGNOSES OF MENTAL
ROOTS COLORADO DBA DIRT 5767 S RAPP ST LITTLETON, CO 80120	26-2898336	501(C)(3)	29,000.	0.			INCREASING ACCESS TO SUPPORTED EMPLOYMENT ENVIRONMENTS
SHG ADVISORS PO BOX 255 CONIFER, CO 80433	46-4881251		17,110.	0.			SUPPORT TO ESTABLISH LONG-TERM COMMUNITY ADVISORY COMMITTEE
STAR CENTER FOUNDATION DBA STAR INSTITUTE FOR SENSORY PROCESSING - 6911 S YOSEMITE ST - CENTENNIAL, CO 80112	27-4386097	501(C)(3)	28,350.	0.			STABILITY SUPPORT FOR STAR INSTITUTE
SUNAM LEE DBA SC HELPING FOUNDATION - 6364 S IDER WAY - AURORA, CO 80016	88-1358162	501(C)(3)	10,000.	0.			JOB REHEARSAL CENTER
TACT KIDS INC 2960 S UMATILLA ST ENGLEWOOD, CO 80110	81-3015819	501(C)(3)	50,000.	0.			TACT KIDS INC CULINARY EXPANSION
THE ARC OF AURORA 1342 S CHAMBERS RD AURORA, CO 80017	84-0678813		9,375.	0.			2025 SPONSORSHIP FOR THINK+CHANGE

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 MANE MISSION 3658 N PERRY PARK RD SEDALIA, CO 80135	85-3711107	501(C)(3)	10,325.	0.			MANE MISSION IDD DAY PROGRAM OPERATIONAL SUPPORT
TREELINE PASS 209 W HAMPDEN AVE ENGLEWOOD, CO 80110	82-5279131	501(C)(3)	30,000.	0.			TRANSPORTATION FOR TLPS COMMUNITY IMMERSION EXPANSION
WELLSPRING COMMUNITY 826 PARK ST, STE 200 CASTLE ROCK, CO 80109	77-0716253	501(C)(3)	52,840.	0.			INDEPENDENT LIVING PROGRAM FOR ADULTS WITH I/DD

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

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

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

PART I, LINE 2:

UPON FUNDS BEING GRANTED TO A RECIPIENT ORGANIZATION, THE GRANTOR ORGANIZATION COLLECTS AND REVIEWS MID-TERM AND FINAL GRANT REPORTS TO DETERMINE FUNDS WERE USED IN ACCORDANCE WITH THE GRANT AGREEMENT. THE GRANT REPORTS INCLUDE DETAILS ON THE USE OF FUNDS.

PART II, LINE 1, COLUMN (H):

NAME OF ORGANIZATION OR GOVERNMENT:

CARMEL COMMUNITY LIVING CORPORATION DBA OVERTURE

(H) PURPOSE OF GRANT OR ASSISTANCE: A HOLISTIC APPROACH TO HOME AND COMMUNITY BASED SERVICES THROUGHOUT ARAPAHOE, DOUGLAS, AND ELBERT COUNTIES

NAME OF ORGANIZATION OR GOVERNMENT:

ELIZABETH STRAKA SPEECH ASSOCIATES LLC

(H) PURPOSE OF GRANT OR ASSISTANCE: THERAPIST RETENTION, PHYSICAL THERAPIST SUPPORTS, ADDING LICENSED SOCIAL WORK TO STRAKA PEDIATRIC THERAPIES

Part IV Supplemental Information

NAME OF ORGANIZATION OR GOVERNMENT: MADISON'S GARDENS LLC
(H) PURPOSE OF GRANT OR ASSISTANCE: ART/SPORT & EXPANSION PROGRAM 2024!
WE WOULD LIKE TO IMPLEMENT AN ART PROGRAM AND REINFORCE OUR SPORTS
PROGRAM; ALSO, INCREASE SERVICES IN THE ARAPAHOE AREA.

NAME OF ORGANIZATION OR GOVERNMENT:
REAL LIFE COLORADO DBA THE LEARNING ZONE
(H) PURPOSE OF GRANT OR ASSISTANCE: RESEARCH FOR THE EXPANSION OF AAC
(AUGMENTATIVE AND ALTERNATIVE COMMUNICATION)

NAME OF ORGANIZATION OR GOVERNMENT: REVEL
(H) PURPOSE OF GRANT OR ASSISTANCE: MENTAL WELLNESS INITIATIVE: BRIDGING
SUPPORT FOR PEOPLE WITH DUAL DIAGNOSES OF MENTAL HEALTH, AUTISM, IDDS

**SCHEDULE J
(Form 990)**

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

Compensation Information

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

OMB No. 1545-0047

Open to Public Inspection

Name of the organization: **DEVELOPMENTAL PATHWAYS, INC.**
Employer identification number: **84-0534643**

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 checked="" 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 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		X
2	X	
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) (Rev. 12-2024)

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

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

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

(A) Name and Title		(B) Breakdown of W-2 and/or 1099-MISC and/or 1099-NEC compensation			(C) Retirement and other deferred compensation	(D) Nontaxable benefits	(E) Total of columns (B)(i)-(D)	(F) Compensation in column (B) reported as deferred on prior Form 990
		(i) Base compensation	(ii) Bonus & incentive compensation	(iii) Other reportable compensation				
(1) MATTHEW VANAUKEN CHIEF EXECUTIVE OFFICER	(i)	310,662.	25,000.	12,607.	13,028.	21,572.	382,869.	0.
	(ii)	0.	0.	0.	0.	0.	0.	0.
(2) ERICA KITZMAN CHIEF ADMINISTRATIVE OFFICER	(i)	230,464.	14,512.	0.	9,548.	15,072.	269,596.	0.
	(ii)	0.	0.	0.	0.	0.	0.	0.
(3) KAREN FLORES CHIEF FINANCIAL OFFICER	(i)	231,233.	7,582.	0.	9,428.	10,614.	258,857.	0.
	(ii)	0.	0.	0.	0.	0.	0.	0.
(4) ANDREW PASSMORE VICE PRESIDENT OF FINANCE	(i)	157,234.	4,872.	0.	6,547.	26,961.	195,614.	0.
	(ii)	0.	0.	0.	0.	0.	0.	0.
(5) LIOUDMILA SMIRNOVA PRINCIPAL ARCHITECT, IT	(i)	171,591.	3,847.	0.	7,258.	12,721.	195,417.	0.
	(ii)	0.	0.	0.	0.	0.	0.	0.
(6) WILL WEDOW VICE PRESIDENT OF IT AND OPERATIONS	(i)	169,088.	4,872.	0.	6,964.	11,334.	192,258.	0.
	(ii)	0.	0.	0.	0.	0.	0.	0.
(7) DARCY TIBBLES VICE PRESIDENT OF COMMUNITY AFFAIRS	(i)	162,238.	1,840.	0.	6,688.	12,372.	183,138.	0.
	(ii)	0.	0.	0.	0.	0.	0.	0.
(8) SANDRA BAUMAN CHIEF PROGRAM OFFICER	(i)	161,193.	3,340.	0.	6,448.	0.	170,981.	0.
	(ii)	0.	0.	0.	0.	0.	0.	0.
(9) JOSHUA PEREIRA DIRECTOR OF INFORMATION TECHNOLOGY	(i)	148,109.	3,623.	0.	6,116.	11,116.	168,964.	0.
	(ii)	0.	0.	0.	0.	0.	0.	0.
(10) MARCEL SAGASTUME DIRECTOR OF FINANCE	(i)	147,553.	7,381.	0.	5,933.	768.	161,635.	0.
	(ii)	0.	0.	0.	0.	0.	0.	0.
	(i)							
	(ii)							
	(i)							
	(ii)							
	(i)							
	(ii)							
	(i)							
	(ii)							
	(i)							
	(ii)							

Part III Supplemental Information

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

PART I, LINE 1A:

THE ORGANIZATION DOES DE MINIMIS GROSS UPS OF TAXES ON PERSONAL USE OF COMPANY VEHICLES.

PART I, LINE 1B:

THE AVAILABILITY OF COMPANY VEHICLES WAS DETERMINED BY THE FINANCE COMMITTEE OF THE BOARD. THE GROSS-UP IS DE MINIMIS IN AMOUNT.

PART I, LINE 3:

DEVELOPMENTAL PATHWAYS, INC. USES THE FORM 990 OF COMPARABLE ORGANIZATIONS, A COMPENSATION SURVEY, AND APPROVAL BY THE BOARD OF DIRECTORS TO ESTABLISH COMPENSATION AMOUNTS FOR THE CEO, AND APPROVAL BY THE CEO TO ESTABLISH COMPENSATION AMOUNTS FOR THE CFO AND COO.

PART I, LINE 7:

THE ORGANIZATION ANNUALLY REVIEWS THE PERFORMANCES OF THE EXECUTIVE STAFF AND OTHER STAFF TO DETERMINE IF ADDITIONAL COMPENSATION IN THE FORM OF BONUSES WILL BE PAID. DURING CALENDAR YEAR ENDING DECEMBER 31, 2024, BONUSES WERE AWARDED BASED ON REVIEW OF EACH INDIVIDUAL'S PERFORMANCE AND SERVICES TO THE ORGANIZATION.

**SCHEDULE O
(Form 990)**

(Rev. December 2024)

Department of the Treasury
Internal Revenue Service

Supplemental Information to Form 990 or 990-EZ

Complete to provide information for responses to specific questions on
Form 990 or 990-EZ or to provide any additional information.

Attach to Form 990 or Form 990-EZ.

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

OMB No. 1545-0047

**Open to Public
Inspection**

Name of the organization

DEVELOPMENTAL PATHWAYS, INC.

Employer identification number

84-0534643

FORM 990, PART I, LINE 1, DESCRIPTION OF ORGANIZATION MISSION:
AND ELBERT COUNTIES.

FORM 990, PART III, LINE 4D, OTHER PROGRAM SERVICES:

FAMILY SUPPORT PROVIDES AN ARRAY OF SUPPORTIVE SERVICES TO THE PERSON WITH A DEVELOPMENTAL DISABILITY AND HIS/HER FAMILY WHEN THE PERSON REMAINS WITHIN THE FAMILY HOME, THEREBY PREVENTING OR DELAYING THE NEED FOR OUT-OF-HOME PLACEMENT, WHICH IS UNWANTED BY THE PERSON OR THE FAMILY.

EXPENSES \$ 6,957,441. INCL GRANTS OF \$ 4,229,946. REVENUE \$ 11,150,008.

FORM 990, PART VI, SECTION A, LINE 8B:

THE ORGANIZATION DOES NOT HAVE ANY COMMITTEES WITH THE AUTHORITY TO ACT ON BEHALF OF THE GOVERNING BODY.

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

THE TAX ACCOUNTANT PREPARES A DRAFT OF THE FORM 990 WHICH IS REVIEWED BY KEY FINANCE LEADERSHIP, INCLUDING THE SENIOR VICE PRESIDENT OF FINANCE. ONCE ALL REVIEW COMMENTS AND QUESTIONS ARE CLEARED, THE FORM IS PRESENTED TO THE FINANCE COMMITTEE OF THE BOARD OF DIRECTORS FOR APPROVAL. A COPY OF THE TAX RETURN IS MADE AVAILABLE TO THE BOARD OF DIRECTORS FOR THEIR REVIEW PRIOR TO FILING WITH THE IRS.

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

EACH MEMBER OF THE BOARD OF DIRECTORS AND OFFICERS OF THE ORGANIZATION ARE ASKED TO SIGN A CONFLICT OF INTEREST STATEMENT ANNUALLY. THE BOARD MEMBERS ARE ASKED TO DISCLOSE NEW CONFLICTS OF INTEREST AT EACH BOARD MEETING. POTENTIAL CONFLICTS ARE REVIEWED BY THE SENIOR VICE PRESIDENT OF FINANCE. ANY DIRECTORS WITH A CONFLICT OF INTEREST SHALL NOT VOTE OR PROVIDE ANY INFLUENCE ON THE CONFLICTING MATTER.

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

THE ORGANIZATION'S AUDITED FINANCIAL STATEMENTS ARE AVAILABLE ON ITS WEBSITE. GOVERNING DOCUMENTS AND CONFLICT OF INTEREST POLICY ARE AVAILABLE ON REQUEST.

FORM 990, PART IX, LINE 11G, OTHER FEES:

ASSESSMENT:

PROGRAM SERVICE EXPENSES	720,419.
MANAGEMENT AND GENERAL EXPENSES	0.
FUNDRAISING EXPENSES	0.
TOTAL EXPENSES	720,419.

ASSISTIVE TECH:

PROGRAM SERVICE EXPENSES	70,410.
MANAGEMENT AND GENERAL EXPENSES	0.
FUNDRAISING EXPENSES	0.
TOTAL EXPENSES	70,410.

AUDIOLOGY:

PROGRAM SERVICE EXPENSES	136,771.
MANAGEMENT AND GENERAL EXPENSES	0.

Name of the organization	DEVELOPMENTAL PATHWAYS, INC.	Employer identification number	84-0534643
FUNDRAISING EXPENSES			0.
TOTAL EXPENSES			136,771.
BEHAVIORAL:			
PROGRAM SERVICE EXPENSES			5,846.
MANAGEMENT AND GENERAL EXPENSES			0.
FUNDRAISING EXPENSES			0.
TOTAL EXPENSES			5,846.
CONSULT:			
PROGRAM SERVICE EXPENSES			199,896.
MANAGEMENT AND GENERAL EXPENSES			0.
FUNDRAISING EXPENSES			0.
TOTAL EXPENSES			199,896.
CO-PAY:			
PROGRAM SERVICE EXPENSES			20,784.
MANAGEMENT AND GENERAL EXPENSES			0.
FUNDRAISING EXPENSES			0.
TOTAL EXPENSES			20,784.
DAY HABILITATION:			
PROGRAM SERVICE EXPENSES			311,219.
MANAGEMENT AND GENERAL EXPENSES			0.
FUNDRAISING EXPENSES			0.
TOTAL EXPENSES			311,219.
DENTAL:			
PROGRAM SERVICE EXPENSES			16,433.
MANAGEMENT AND GENERAL EXPENSES			0.
FUNDRAISING EXPENSES			0.
TOTAL EXPENSES			16,433.
EVALUATIONS:			
PROGRAM SERVICE EXPENSES			125,884.
MANAGEMENT AND GENERAL EXPENSES			0.
FUNDRAISING EXPENSES			0.
TOTAL EXPENSES			125,884.
HOMEMAKER:			
PROGRAM SERVICE EXPENSES			92,283.
MANAGEMENT AND GENERAL EXPENSES			0.
FUNDRAISING EXPENSES			0.
TOTAL EXPENSES			92,283.
IFSP:			
PROGRAM SERVICE EXPENSES			131,580.
MANAGEMENT AND GENERAL EXPENSES			0.
FUNDRAISING EXPENSES			0.
TOTAL EXPENSES			131,580.
INTERPRETATION:			
PROGRAM SERVICE EXPENSES			196,095.
MANAGEMENT AND GENERAL EXPENSES			0.
FUNDRAISING EXPENSES			0.
TOTAL EXPENSES			196,095.

Name of the organization DEVELOPMENTAL PATHWAYS, INC.	Employer identification number 84-0534643
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INTERVENTION:

PROGRAM SERVICE EXPENSES	2,009,794.
MANAGEMENT AND GENERAL EXPENSES	0.
FUNDRAISING EXPENSES	0.
TOTAL EXPENSES	2,009,794.

MENTORSHIP:

PROGRAM SERVICE EXPENSES	14,531.
MANAGEMENT AND GENERAL EXPENSES	0.
FUNDRAISING EXPENSES	0.
TOTAL EXPENSES	14,531.

MONITORING:

PROGRAM SERVICE EXPENSES	195,577.
MANAGEMENT AND GENERAL EXPENSES	0.
FUNDRAISING EXPENSES	0.
TOTAL EXPENSES	195,577.

MOVEMENT THERAPY:

PROGRAM SERVICE EXPENSES	4,505.
MANAGEMENT AND GENERAL EXPENSES	0.
FUNDRAISING EXPENSES	0.
TOTAL EXPENSES	4,505.

NO SHOW:

PROGRAM SERVICE EXPENSES	100,339.
MANAGEMENT AND GENERAL EXPENSES	0.
FUNDRAISING EXPENSES	0.
TOTAL EXPENSES	100,339.

NURSING SERVICES:

PROGRAM SERVICE EXPENSES	105.
MANAGEMENT AND GENERAL EXPENSES	0.
FUNDRAISING EXPENSES	0.
TOTAL EXPENSES	105.

NUTRITION:

PROGRAM SERVICE EXPENSES	60,526.
MANAGEMENT AND GENERAL EXPENSES	0.
FUNDRAISING EXPENSES	0.
TOTAL EXPENSES	60,526.

OCCUPATIONAL THERAPY:

PROGRAM SERVICE EXPENSES	1,211,735.
MANAGEMENT AND GENERAL EXPENSES	0.
FUNDRAISING EXPENSES	0.
TOTAL EXPENSES	1,211,735.

PARENT EDUCATION:

PROGRAM SERVICE EXPENSES	6,429.
MANAGEMENT AND GENERAL EXPENSES	0.
FUNDRAISING EXPENSES	0.
TOTAL EXPENSES	6,429.

PERSONAL CARE:

Name of the organization	DEVELOPMENTAL PATHWAYS, INC.	Employer identification number	84-0534643
PROGRAM SERVICE EXPENSES			129,258.
MANAGEMENT AND GENERAL EXPENSES			0.
FUNDRAISING EXPENSES			0.
TOTAL EXPENSES			129,258.
PHYSICAL THERAPY:			
PROGRAM SERVICE EXPENSES			1,618,865.
MANAGEMENT AND GENERAL EXPENSES			0.
FUNDRAISING EXPENSES			0.
TOTAL EXPENSES			1,618,865.
PURCHASE:			
PROGRAM SERVICE EXPENSES			644.
MANAGEMENT AND GENERAL EXPENSES			0.
FUNDRAISING EXPENSES			0.
TOTAL EXPENSES			644.
RESPITE:			
PROGRAM SERVICE EXPENSES			664,437.
MANAGEMENT AND GENERAL EXPENSES			0.
FUNDRAISING EXPENSES			0.
TOTAL EXPENSES			664,437.
SERVICES:			
PROGRAM SERVICE EXPENSES			38,398.
MANAGEMENT AND GENERAL EXPENSES			0.
FUNDRAISING EXPENSES			0.
TOTAL EXPENSES			38,398.
SETUP:			
PROGRAM SERVICE EXPENSES			90.
MANAGEMENT AND GENERAL EXPENSES			0.
FUNDRAISING EXPENSES			0.
TOTAL EXPENSES			90.
SIGN LANGUAGE:			
PROGRAM SERVICE EXPENSES			70,929.
MANAGEMENT AND GENERAL EXPENSES			0.
FUNDRAISING EXPENSES			0.
TOTAL EXPENSES			70,929.
SIS ASSESSMENT:			
PROGRAM SERVICE EXPENSES			75,475.
MANAGEMENT AND GENERAL EXPENSES			0.
FUNDRAISING EXPENSES			0.
TOTAL EXPENSES			75,475.
SPECIALIZED MEDICAL:			
PROGRAM SERVICE EXPENSES			428,716.
MANAGEMENT AND GENERAL EXPENSES			0.
FUNDRAISING EXPENSES			0.
TOTAL EXPENSES			428,716.
SPEECH THERAPY:			
PROGRAM SERVICE EXPENSES			3,058,290.
MANAGEMENT AND GENERAL EXPENSES			0.

Name of the organization	DEVELOPMENTAL PATHWAYS, INC.	Employer identification number	84-0534643
FUNDRAISING EXPENSES			0.
TOTAL EXPENSES			3,058,290.
STIPEND:			
PROGRAM SERVICE EXPENSES			61,590.
MANAGEMENT AND GENERAL EXPENSES			0.
FUNDRAISING EXPENSES			0.
TOTAL EXPENSES			61,590.
SUPPLIES:			
PROGRAM SERVICE EXPENSES			415.
MANAGEMENT AND GENERAL EXPENSES			0.
FUNDRAISING EXPENSES			0.
TOTAL EXPENSES			415.
SUPPORTED EMPLOYMENT:			
PROGRAM SERVICE EXPENSES			56,500.
MANAGEMENT AND GENERAL EXPENSES			0.
FUNDRAISING EXPENSES			0.
TOTAL EXPENSES			56,500.
TEAMING:			
PROGRAM SERVICE EXPENSES			50,320.
MANAGEMENT AND GENERAL EXPENSES			0.
FUNDRAISING EXPENSES			0.
TOTAL EXPENSES			50,320.
THERAPEUTIC REC:			
PROGRAM SERVICE EXPENSES			130,872.
MANAGEMENT AND GENERAL EXPENSES			0.
FUNDRAISING EXPENSES			0.
TOTAL EXPENSES			130,872.
TRAINING:			
PROGRAM SERVICE EXPENSES			192,777.
MANAGEMENT AND GENERAL EXPENSES			0.
FUNDRAISING EXPENSES			0.
TOTAL EXPENSES			192,777.
TRAVEL:			
PROGRAM SERVICE EXPENSES			13,026.
MANAGEMENT AND GENERAL EXPENSES			0.
FUNDRAISING EXPENSES			0.
TOTAL EXPENSES			13,026.
VEHICLE MODIFICATION:			
PROGRAM SERVICE EXPENSES			33,984.
MANAGEMENT AND GENERAL EXPENSES			0.
FUNDRAISING EXPENSES			0.
TOTAL EXPENSES			33,984.
VISION:			
PROGRAM SERVICE EXPENSES			426,044.
MANAGEMENT AND GENERAL EXPENSES			0.
FUNDRAISING EXPENSES			0.
TOTAL EXPENSES			426,044.

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

For calendar year 2024 or other tax year beginning JUL 1, 2024, and ending JUN 30, 2025

2024

Department of the Treasury Internal Revenue Service

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 an 501(c)(3).

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

Form header section containing organization name (DEVELOPMENTAL PATHWAYS, INC.), address (14280 E JEWELL AVE., A, AURORA, CO 80012), and identification numbers (Employer ID: 84-0534643, Book value: 59,069,492).

Form section containing organization type (501(c) corporation), filing status (filing only to claim), and contact information (MATTHEW VANAUKEN, 303-360-6600).

Table for Part I: Total Unrelated Business Taxable Income. Rows include Total of unrelated business taxable income (0), Charitable contributions (0), Specific deduction (1,000), and Total deductions (1,000).

Table for Part II: Tax Computation. Rows include Organizations taxable as corporations (0), Proxy tax, and Total tax computation (0).

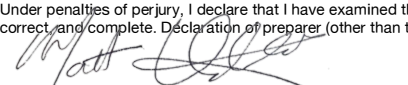
Table for Part III: Tax and Payments. Rows include Foreign tax credit, Total credits, Amounts due from various forms, and Total tax (0).

Part III Tax and Payments (continued)			
5	Current net 965 tax liability paid from Form 965-A, Part II, column (k)	5	0.
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	8	
9	Tax due. If line 7 is smaller than the total of lines 4, 5, and 8, enter amount owed	9	
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 2025 estimated tax Refunded	11	

Part IV Statements Regarding Certain Activities and Other Information (see instructions)		Yes	No
1	At any time during the 2024 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		X
2	During the tax year, did the organization receive a distribution from, or was it the grantor of, or transferor to, a foreign trust?		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
	561000	\$	17,573.
	611430	\$	44,421.
		\$	
		\$	
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.				
		4/22/2026	CHIEF EXECUTIVE OFFICER	May the IRS discuss this return with the preparer shown below (see instructions)? <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No	
Print/Type preparer's name	Signature of officer	Date	Title	Check if self-employed	PTIN
	KYLE FRITCH, CPA	KYLE FRITCH, CPA	04/22/26		P01313374
	Firm's name	Firm's EIN			45-0250958
Paid Preparer Use Only	Firm's address			Phone no.	
	2950 E. HARMONY RD., STE. 290 FORT COLLINS, CO 80528-3429			970-223-8825	

SECTION 1.263(A)-1(F) DE MINIMIS SAFE HARBOR ELECTION

THE ORGANIZATION IS MAKING THE DE MINIMIS SAFE HARBOR
ELECTION UNDER REG. SEC. 1.263(A)-1(F).

**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

2024

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

A Name of the organization DEVELOPMENTAL PATHWAYS, INC.	B Employer identification number 84-0534643
C Unrelated business activity code (see instructions) 561000	D Sequence: 1 of 2

E Describe the unrelated trade or business **ADMINISTRATIVE AND SUPPORT SERVICES**

Part I Unrelated Trade or Business Income		(A) Income	(B) Expenses	(C) Net
1 a Gross receipts or sales <u>9,300.</u>				
b Less returns and allowances _____ c Balance	1c	9,300.		
2 Cost of goods sold (Part III, line 8)	2			
3 Gross profit. Subtract line 2 from line 1c	3	9,300.		9,300.
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)	5			
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	9,300.		9,300.

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)	1		
2 Salaries and wages	2		10,909.
3 Repairs and maintenance	3		
4 Bad debts	4		
5 Interest (attach statement). See instructions	5		
6 Taxes and licenses	6		
7 Depreciation (attach Form 4562). See instructions	7		
8 Less depreciation claimed in Part III and elsewhere on return	8a		8b
9 Depletion	9		
10 Contributions to deferred compensation plans	10		
11 Employee benefit programs	11		
12 Excess exempt expenses (Part VIII)	12		
13 Excess readership costs (Part IX)	13		
14 Other deductions (attach statement) SEE STATEMENT 2	14		1,038.
15 Total deductions. Add lines 1 through 14	15		11,947.
16 Unrelated business income before net operating loss deduction. Subtract line 15 from Part I, line 13, column (C)	16		-2,647.
17 Deduction for net operating loss. See instructions	17		0.
18 Unrelated business taxable income. Subtract line 17 from line 16	18		-2,647.

For Paperwork Reduction Act Notice, see instructions.

Schedule A (Form 990-T) 2024

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)

1. Name of controlled organization		2. Employer identification number	Exempt Controlled Organizations			6. Deductions directly connected with income in column 5
			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	
(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	

FORM 990-T (A)

OTHER DEDUCTIONS

STATEMENT 2

DESCRIPTION

AMOUNT

ACCOUNTING FEES

1,038.

TOTAL TO SCHEDULE A, PART II, LINE 14

1,038.

990-T SCH A

POST-2017 NET OPERATING LOSS DEDUCTION

STATEMENT 3

TAX YEAR	LOSS SUSTAINED	LOSS PREVIOUSLY APPLIED	LOSS REMAINING	AVAILABLE THIS YEAR
06/30/24	17,573.	0.	17,573.	17,573.
NOL CARRYOVER AVAILABLE THIS YEAR			17,573.	17,573.

**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).

2024

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

A Name of the organization DEVELOPMENTAL PATHWAYS, INC.	B Employer identification number 84-0534643
C Unrelated business activity code (see instructions) 611430	D Sequence: 2 of 2

E Describe the unrelated trade or business **TRAINING SERVICES**

Part I Unrelated Trade or Business Income		(A) Income	(B) Expenses	(C) Net
1 a Gross receipts or sales <u>1,248.</u>				
b Less returns and allowances _____ c Balance	1c	1,248.		
2 Cost of goods sold (Part III, line 8)	2			
3 Gross profit. Subtract line 2 from line 1c	3	1,248.		1,248.
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)	5			
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	1,248.		1,248.

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)	1			
2 Salaries and wages	2			26,189.
3 Repairs and maintenance	3			
4 Bad debts	4			
5 Interest (attach statement). See instructions	5			
6 Taxes and licenses	6			
7 Depreciation (attach Form 4562). See instructions	7			
8 Less depreciation claimed in Part III and elsewhere on return	8a			
9 Depletion	9			
10 Contributions to deferred compensation plans	10			
11 Employee benefit programs	11			
12 Excess exempt expenses (Part VIII)	12			
13 Excess readership costs (Part IX)	13			
14 Other deductions (attach statement) SEE STATEMENT 4	14			1,037.
15 Total deductions. Add lines 1 through 14	15			27,226.
16 Unrelated business income before net operating loss deduction. Subtract line 15 from Part I, line 13, column (C)	16			-25,978.
17 Deduction for net operating loss. See instructions	17			0.
18 Unrelated business taxable income. Subtract line 17 from line 16	18			-25,978.

For Paperwork Reduction Act Notice, see instructions.

Schedule A (Form 990-T) 2024

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	

FORM 990-T (A)

OTHER DEDUCTIONS

STATEMENT 4

DESCRIPTION

AMOUNT

ACCOUNTING FEES

1,037.

TOTAL TO SCHEDULE A, PART II, LINE 14

1,037.

990-T SCH A

POST-2017 NET OPERATING LOSS DEDUCTION

STATEMENT 5

TAX YEAR	LOSS SUSTAINED	LOSS PREVIOUSLY APPLIED	LOSS REMAINING	AVAILABLE THIS YEAR
06/30/23	21,365.	0.	21,365.	21,365.
06/30/24	23,056.	0.	23,056.	23,056.
NOL CARRYOVER AVAILABLE THIS YEAR			44,421.	44,421.