

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)
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.

2024

Open to Public Inspection

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

B Check if applicable: C Name of organization: BRONXWORKS, INC. D Employer identification number: 13-3254484
E Telephone number: 646-393-4000
G Gross receipts \$: 134,062,264.
H(a) Is this a group return for subordinates?
H(b) Are all subordinates included?
I Tax-exempt status:
J Website: WWW.BRONXWORKS.ORG
K Form of organization:
L Year of formation: 1984
M State of legal domicile: NY

Part I Summary

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

Part II Signature Block

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

Sign Here: Signature of officer EILEEN TORRES, CHIEF EXECUTIVE OFFICER
Paid: Preparer's name SARA SMITH, signature SARA SMITH, Date 04/23/26, PTIN P01332734
Preparer Use Only: Firm's name CBIZ ADVISORS, LLC, address 685 THIRD AVENUE, NEW YORK, NY 10017, Firm's EIN 87-3707167, Phone no. 212-503-8800

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: BRONXWORKS HELPS INDIVIDUALS AND FAMILIES IMPROVE THEIR ECONOMIC AND SOCIAL WELL BEING. FROM TODDLERS TO SENIORS, WE FEED, SHELTER, TEACH, AND SUPPORT OUR NEIGHBORS TO BUILD A STRONGER COMMUNITY. BRONXWORKS HAS OPERATIONS AT OVER 50 SITES, SERVING INDIVIDUALS AND FAMILIES. WE

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 \$ 45,445,629. including grants of \$ 2,619,548.) (Revenue \$ 1,912,993.) HOMELESS PREVENTION RELOCATION

STREET HOMELESSNESS IN THE BRONX HAS INCREASED BY 64%. THE HOPE COUNT NUMBER FOR THE BRONX WAS ESTIMATED TO BE 316 IN 2025, UP FROM 192 A YEAR PRIOR.

BRONXWORKS JEROME AVENUE MEN'S SHELTER, HOMELESS OUTREACH TEAM, AND SAFE HAVEN PROGRAMS PLACED 264 FORMERLY STREET HOMELESS INDIVIDUALS INTO PERMANENT HOUSING.

FOR FISCAL YEAR 2025, BRONXWORKS FAMILY SHELTER STAFF SUCCESSFULLY PLACED A TOTAL OF 158 FAMILIES FROM THE JACKSON, SEDGWICK, AND WILLOW

4b (Code:) (Expenses \$ 24,233,230. including grants of \$ 533,349.) (Revenue \$) HOMELESS SHELTERS

THE BRONXWORKS JEROME AVENUE MEN'S SHELTER, HOMELESS OUTREACH TEAM, AND SAFE HAVEN PROGRAMS PROVIDED TEMPORARY SHELTER TO 1,965 PEOPLE IN FY 2025.

4c (Code:) (Expenses \$ 13,971,726. including grants of \$ 822,277.) (Revenue \$ 45,000.) CHILDREN AND YOUTH PROGRAMS

BRONXWORKS' CHILDREN AND YOUTH DEPARTMENT PROGRAMS SERVE CHILDREN AND YOUNG PEOPLE FROM 2.9 YEARS TO THE AGE OF TWENTY-FOUR, AS WELL AS THEIR PARENTS OR GUARDIANS AND FAMILIES. FOR CHILDREN AGES TWO TO FIVE, PROGRAMS INCLUDE THE HOME INSTRUCTION FOR PARENTS OF PRE-SCHOOL YOUNGSTERS (HIPPI) PROGRAM AND TWO NEIGHBORHOOD-BASED EARLY CHILDHOOD LEARNING CENTERS (ECLCS) FOR PRE-SCHOOL AGED CHILDREN. AFTERSCHOOL PROGRAMS FOR K-8TH GRADE AS WELL AS HIGH SCHOOL, COLLEGE RETENTION AND FOUR CORNERSTONE COMMUNITY CENTERS LOCATED IN NYC HOUSING AUTHORITY DEVELOPMENTS.

4d Other program services (Describe on Schedule O.) (Expenses \$ 34,805,780. including grants of \$ 1,951,468.) (Revenue \$ 3,632,340.)

4e Total program service expenses 118,456,365.

Part IV Checklist of Required Schedules

Table with 3 columns: Question ID, Yes, No. Rows include questions 1 through 21, with sub-questions a-f for items 11, 12, and 20. 'X' marks indicate 'Yes' responses for questions 1, 2, 3, 4, 5, 6, 7, 8, 9, 10, 11a, 11b, 11c, 11d, 11e, 11f, 12a, 12b, 13, 14a, 14b, 15, 16, 17, 18, 19, 20a, 20b, and 21.

Part IV Checklist of Required Schedules (continued)

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

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

Part V Statements Regarding Other IRS Filings and Tax Compliance

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

	Yes	No
1a Enter the number reported in box 3 of Form 1096. Enter -0- if not applicable	1a 453	
b Enter the number of Forms W-2G included on line 1a. Enter -0- if not applicable	1b 0	
c Did the organization comply with backup withholding rules for reportable payments to vendors and reportable gaming (gambling) winnings to prize winners?	1c X	

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

Table with columns for question number, question text, and Yes/No response boxes. Includes questions 2a through 17 regarding employee counts, tax returns, gross 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 Enter the number of voting members... 19; 1b Enter the number of voting members included... 19; 2 Did any officer, director, trustee, or key employee have a family relationship... X; 3 Did the organization delegate control over management duties... X; 4 Did the organization make any significant changes to its governing documents... X; 5 Did the organization become aware during the year of a significant diversion of the organization's assets... X; 6 Did the organization have members or stockholders... X; 7a Did the organization have members, stockholders, or other persons who had the power to elect or appoint one or more members of the governing body... X; 7b Are any governance decisions of the organization reserved to (or subject to approval by) members, stockholders, or persons other than the governing body... X; 8 Did the organization contemporaneously document the meetings held or written actions undertaken during the year by the following: a The governing body? X; b Each committee with authority to act on behalf of the governing body? X; 9 Is there any officer, director, trustee, or key employee listed in Part VII, Section A, who cannot be reached at the organization's mailing address? If "Yes," provide the names and addresses on Schedule O... X

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

Table with 3 columns: Question, Yes, No. Rows include: 10a Did the organization have local chapters, branches, or affiliates? X; 10b If "Yes," did the organization have written policies and procedures governing the activities of such chapters, affiliates, and branches to ensure their operations are consistent with the organization's exempt purposes?; 11a Has the organization provided a complete copy of this Form 990 to all members of its governing body before filing the form? X; 11b Describe on Schedule O the process, if any, used by the organization to review this Form 990.; 12a Did the organization have a written conflict of interest policy? If "No," go to line 13 X; 12b Were officers, directors, or trustees, and key employees required to disclose annually interests that could give rise to conflicts? X; 12c Did the organization regularly and consistently monitor and enforce compliance with the policy? If "Yes," describe on Schedule O how this was done X; 13 Did the organization have a written whistleblower policy? X; 14 Did the organization have a written document retention and destruction policy? X; 15 Did the process for determining compensation of the following persons include a review and approval by independent persons, comparability data, and contemporaneous substantiation of the deliberation and decision? a The organization's CEO, Executive Director, or top management official X; b Other officers or key employees of the organization X; 16a Did the organization invest in, contribute assets to, or participate in a joint venture or similar arrangement with a taxable entity during the year? X; 16b If "Yes," did the organization follow a written policy or procedure requiring the organization to evaluate its participation in joint venture arrangements under applicable federal tax law, and take steps to safeguard the organization's exempt status with respect to such arrangements?

Section C. Disclosure

- 17 List the states with which a copy of this Form 990 is required to be filed NY
18 Section 6104 requires an organization to make its Forms 1023 (1024 or 1024-A, if applicable), 990, and 990-T (section 501(c)(3)s only) available for public inspection. Indicate how you made these available. Check all that apply. [X] Own website [] Another's website [X] Upon request [] Other (explain on Schedule O)
19 Describe on Schedule O whether (and if so, how) the organization made its governing documents, conflict of interest policy, and financial statements available to the public during the tax year.
20 State the name, address, and telephone number of the person who possesses the organization's books and records
GORDON MILLER, CFO - 646-393-4000
60 EAST TREMONT AVENUE, BRONX, NY 10453

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) EILEEN TORRES CEO	30.00 5.00			X				370,237.	0.	91,355.
(2) ERICA COLEMAN CHIEF LEGAL AND OPERATIONS	35.00				X			281,608.	0.	75,339.
(3) JOHN WEED ASSISTANT EXECUTIVE DIRECTOR	35.00				X			263,262.	0.	79,387.
(4) GORDON MILLER CFO	30.00 5.00			X				287,271.	0.	41,832.
(5) SCOTT AUWARTER ASSISTANT EXECUTIVE DIRECTOR	35.00				X			232,644.	0.	22,992.
(6) JULIE SPITZER VICE PRESIDENT	35.00					X		176,677.	0.	69,898.
(7) MARJORIE JEANNOT DEPARTMENT DIRECTOR	35.00					X		181,377.	0.	60,356.
(8) URSULA COOPER-HUNTER VICE PRESIDENT	35.00					X		186,363.	0.	27,207.
(9) NOEL CONCEPCION VICE PRESIDENT	35.00					X		184,685.	0.	19,159.
(10) FELICIA RICKETT-SAMUELS V.P. OF HUMAN RESOURCES	35.00					X		188,950.	0.	7,796.
(11) ADELE URSONE SECRETARY	0.50 0.25	X		X				0.	0.	0.
(12) ANGEL CARDOZA MEMBER	0.50	X						0.	0.	0.
(13) BARRET FELDMAN MEMBER	0.50	X						0.	0.	0.
(14) BRUCE PHILLIPS MEMBER	0.50	X						0.	0.	0.
(15) CHRISTIAN LEE MEMBER	0.50	X						0.	0.	0.
(16) DOUGLAS M. TWEEN MEMBER	0.50 0.25	X						0.	0.	0.
(17) GULDEN COSSLET-TURKOZ MEMBER	0.50	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) JANICE K. HART VICE CHAIRPERSON (OUTGOING)	1.00 0.25	X		X				0.	0.	0.
(19) JEAN SMITH MEMBER (OUTGOING)	0.50 0.25	X						0.	0.	0.
(20) JOAN ROSENTHAL TREASURER	1.00 0.50	X		X				0.	0.	0.
(21) JOHN GRUDZINA MEMBER	0.50	X						0.	0.	0.
(22) JULIO REYES MEMBER	0.50	X						0.	0.	0.
(23) KIRA MENDEZ MEMBER (OUTGOING)	0.50	X						0.	0.	0.
(24) MARIANO AGMI MEMBER	0.50	X						0.	0.	0.
(25) MICHAEL DEADDIO MEMBER (OUTGOING)	0.50	X						0.	0.	0.
(26) MIKHAEL ABEBE MEMBER	0.50	X						0.	0.	0.
1b Subtotal								2,353,074.	0.	495,321.
c Total from continuation sheets to Part VII, Section A								0.	0.	0.
d Total (add lines 1b and 1c)								2,353,074.	0.	495,321.

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 52

	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
A&H SECURITY SERVICES LLC 611 JACKSON AVENUE, BRONX, NY 10455-3106	SECURITY SERVICES	2,767,811.
LIBERTY ONE BRONX LLC, 747 3RD AVENUE, SUITE 2201, NEW YORK, NY 10017	MAINTENANCE SERVICES	1,049,958.
SKYELINE CONSTRUCTION, 166 2ND AVENUE, SUITE 2D, NEW YORK, NY 10003	CONSTRUCTION SERVICES	494,687.
JANIAN MEDICAL CARE P.C, 198 EAST 121 STREET 5TH FLOOR, NEW YORK, NY 10035	MEDICAL SERVICES	402,684.
CARE FOR THE HOMELESS, 30 EAST 33RD STREET, 5TH FLOOR, NEW YORK, NY 10016	MEDICAL SERVICES	393,596.

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 19

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	573,461.				
	d Related organizations	1d					
	e Government grants (contributions)	1e	123,141,590.				
	f All other contributions, gifts, grants, and similar amounts not included above ...	1f	4,004,627.				
	g Noncash contributions included in lines 1a-1f	1g	\$ 95,257.				
	h Total. Add lines 1a-1f			127719678.			
Program Service Revenue	2 a PROGRAM SERVICE FEES	Business Code					
		721000	3,782,758.	3,782,758.			
	b MEDICAID	623000	720,296.	720,296.			
	c _____						
	d _____						
	e _____						
	f All other program service revenue						
g Total. Add lines 2a-2f			4,503,054.				
Other Revenue	3 Investment income (including dividends, interest, and other similar amounts)		489,855.			489,855.	
	4 Income from investment of tax-exempt bond proceeds						
	5 Royalties						
	6 a Gross rents	6a	(i) Real	131,718.			
			(ii) Personal				
	b Less: rental expenses ...	6b	0.				
	c Rental income or (loss)	6c	131,718.				
	d Net rental income or (loss)			131,718.		131,718.	
	7 a Gross amount from sales of assets other than inventory	7a	(i) Securities				
			(ii) Other				
	b Less: cost or other basis and sales expenses	7b					
	c Gain or (loss)	7c					
	d Net gain or (loss)						
8 a Gross income from fundraising events (not including \$ 573,461. of contributions reported on line 1c). See Part IV, line 18	8a		130,680.				
			123,963.				
b Less: direct expenses	8b						
c Net income or (loss) from fundraising events			6,717.		6,717.		
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 MISCELLANEOUS	Business Code					
		900099	569,752.	569,752.			
	b DEVELOPER FEE	900099	517,527.	517,527.			
	c _____						
	d All other revenue						
e Total. Add lines 11a-11d			1,087,279.				
12 Total revenue. See instructions			133938301.	5,590,333.	0.	628,290.	

Part IX Statement of Functional Expenses

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

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

Do not include amounts reported on lines 6b, 7b, 8b, 9b, and 10b of Part VIII.	(A) Total expenses	(B) Program service expenses	(C) Management and general expenses	(D) Fundraising expenses
1 Grants and other assistance to domestic organizations and domestic governments. See Part IV, line 21 ...				
2 Grants and other assistance to domestic individuals. See Part IV, line 22	5,926,642.	5,926,642.		
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	1,569,962.	253,234.	1,316,728.	
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	62,429,560.	54,837,337.	6,965,546.	626,677.
8 Pension plan accruals and contributions (include section 401(k) and 403(b) employer contributions)	2,667,534.	2,410,883.	229,909.	26,742.
9 Other employee benefits	7,688,025.	6,824,556.	788,059.	75,410.
10 Payroll taxes	6,333,167.	5,543,453.	728,731.	60,983.
11 Fees for services (nonemployees):				
a Management				
b Legal	141,755.	104,634.	33,024.	4,097.
c Accounting	182,449.	134,672.	42,504.	5,273.
d Lobbying				
e Professional fundraising services. See Part IV, line 17				
f Investment management fees	64,346.		64,346.	
g Other. (If line 11g amount exceeds 10% of line 25, column (A), amount, list line 11g expenses on Sch O.)	6,832,800.	5,425,564.	1,333,086.	74,150.
12 Advertising and promotion				
13 Office expenses	3,403,889.	2,387,381.	977,450.	39,058.
14 Information technology				
15 Royalties				
16 Occupancy	22,644,371.	22,548,230.	96,141.	
17 Travel	313,716.	185,520.	126,675.	1,521.
18 Payments of travel or entertainment expenses for any federal, state, or local public officials ...				
19 Conferences, conventions, and meetings				
20 Interest	399,653.		399,653.	
21 Payments to affiliates				
22 Depreciation, depletion, and amortization	221,410.		221,410.	
23 Insurance	2,804,431.	2,506,807.	285,181.	12,443.
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 REPAIRS AND MAINTENANCE	4,906,325.	4,303,663.	602,662.	
b FOOD	2,908,911.	2,857,947.	50,964.	
c EQUIPMENT/FURNITURE	1,105,631.	1,014,883.	86,351.	4,397.
d MISCELLANEOUS	764,489.	364,182.	397,862.	2,445.
e All other expenses	1,060,067.	826,777.	229,984.	3,306.
25 Total functional expenses. Add lines 1 through 24e	134,369,133.	118,456,365.	14,976,266.	936,502.
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	3,684,094.	1	1,426,113.
	2 Savings and temporary cash investments	5,195,174.	2	5,442,726.
	3 Pledges and grants receivable, net	75,791,470.	3	89,287,230.
	4 Accounts receivable, net	3,507,667.	4	3,357,073.
	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	277,470.	9	381,841.
	10a Land, buildings, and equipment: cost or other basis. Complete Part VI of Schedule D	10a 5,822,060.		
	b Less: accumulated depreciation	10b 4,360,310.		
	11 Investments - publicly traded securities	1,683,160.	10c	1,461,750.
	12 Investments - other securities. See Part IV, line 11	6,450,883.	11	7,169,350.
	13 Investments - program-related. See Part IV, line 11	492,688.	12	534,888.
	14 Intangible assets		13	
	15 Other assets. See Part IV, line 11		14	
16 Total assets. Add lines 1 through 15 (must equal line 33)	32,626,049.	15	43,800,002.	
	129,708,655.	16	152,860,973.	
Liabilities	17 Accounts payable and accrued expenses	16,217,158.	17	22,842,618.
	18 Grants payable		18	
	19 Deferred revenue	43,408,537.	19	43,067,927.
	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	12,111,788.
	24 Unsecured notes and loans payable to unrelated third parties	8,600,000.	24	2,037,635.
	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		25	
	26 Total liabilities. Add lines 17 through 25	32,708,005.	26	43,874,085.
	100,933,700.	26	123,934,053.	
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	19,095,578.	27	19,960,654.
	28 Net assets with donor restrictions	9,679,377.	28	8,966,266.
	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	28,774,955.	32	28,926,920.
33 Total liabilities and net assets/fund balances	129,708,655.	33	152,860,973.	

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	133,938,301.
2	Total expenses (must equal Part IX, column (A), line 25)	2	134,369,133.
3	Revenue less expenses. Subtract line 2 from line 1	3	-430,832.
4	Net assets or fund balances at beginning of year (must equal Part X, line 32, column (A))	4	28,774,955.
5	Net unrealized gains (losses) on investments	5	582,797.
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	28,926,920.

Part XII Financial Statements and Reporting

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

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

	Yes	No
2a		X
2b	X	
2c	X	
3a	X	
3b	X	

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

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

Section A. Public Support

Calendar year (or fiscal year beginning in)	(a) 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.")	91682043.	103868033	109566121	122039673	127719678	554875548
2 Tax revenues levied for the organization's benefit and either paid to or expended on its behalf						
3 The value of services or facilities furnished by a governmental unit to the organization without charge						
4 Total. Add lines 1 through 3	91682043.	103868033	109566121	122039673	127719678	554875548
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.						554875548

Section B. Total Support

Calendar year (or fiscal year beginning in)	(a) 2020	(b) 2021	(c) 2022	(d) 2023	(e) 2024	(f) Total
7 Amounts from line 4	91682043.	103868033	109566121	122039673	127719678	554875548
8 Gross income from interest, dividends, payments received on securities loans, rents, royalties, and income from similar sources	345,141.	197,710.	290,406.	403,611.	621,573.	1858441.
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.)	154,141.	1383153.	592,232.	321,130.	1217959.	3668615.
11 Total support. Add lines 7 through 10						560402604
12 Gross receipts from related activities, etc. (see instructions)					12	17,670,431.
13 First 5 years. If the Form 990 is for the organization's first, second, third, fourth, or fifth tax year as a section 501(c)(3) organization, check this box and stop here						<input type="checkbox"/>

Section C. Computation of Public Support Percentage

14 Public support percentage for 2024 (line 6, column (f), divided by line 11, column (f))	14	99.01	%
15 Public support percentage from 2023 Schedule A, Part II, line 14	15	99.12	%
16a 33 1/3% support test - 2024. If the organization did not check the box on line 13, and line 14 is 33 1/3% or more, check this box and stop here. The organization qualifies as a publicly supported organization			<input checked="" type="checkbox"/>
b 33 1/3% support test - 2023. If the organization did not check a box on line 13 or 16a, and line 15 is 33 1/3% or more, check this box and stop here. The organization qualifies as a publicly supported organization			<input type="checkbox"/>
17a 10% -facts-and-circumstances test - 2024. If the organization did not check a box on line 13, 16a, or 16b, and line 14 is 10% or more, and if the organization meets the facts-and-circumstances test, check this box and stop here. Explain in Part VI how the organization meets the facts-and-circumstances test. The organization qualifies as a publicly supported organization			<input type="checkbox"/>
b 10% -facts-and-circumstances test - 2023. If the organization did not check a box on line 13, 16a, 16b, or 17a, and line 15 is 10% or more, and if the organization meets the facts-and-circumstances test, check this box and stop here. Explain in Part VI how the organization meets the facts-and-circumstances test. The organization qualifies as a publicly supported organization			<input type="checkbox"/>
18 Private foundation. If the organization did not check a box on line 13, 16a, 16b, 17a, or 17b, check this box and see instructions			<input type="checkbox"/>

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

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

Section A. Public Support

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

Section B. Total Support

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

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

Section C. Computation of Public Support Percentage

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

Section D. Computation of Investment Income Percentage

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

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

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

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

Part IV Supporting Organizations

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

Section A. All Supporting Organizations

	Yes	No
1 Are all of the organization's supported organizations listed by name in the organization's governing documents? <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 (explain in detail in Part VI):		
2	Acquisition indebtedness applicable to non-exempt-use assets	2	
3	Subtract line 2 from line 1d.	3	
4	Cash deemed held for exempt use. Enter 0.015 of line 3 (for greater amount, see instructions).	4	
5	Net value of non-exempt-use assets (subtract line 4 from line 3)	5	
6	Multiply line 5 by 0.035.	6	
7	Recoveries of prior-year distributions	7	
8	Minimum Asset Amount (add line 7 to line 6)	8	

Section C - Distributable Amount			Current Year
1	Adjusted net income for prior year (from Section A, line 8, column A)	1	
2	Enter 0.85 of line 1.	2	
3	Minimum asset amount for prior year (from Section B, line 8, column A)	3	
4	Enter greater of line 2 or line 3.	4	
5	Income tax imposed in prior year	5	
6	Distributable Amount. Subtract line 5 from line 4, unless subject to emergency temporary reduction (see instructions).	6	
7	<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			

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

SCHEDULE A, PART II, LINE 10, EXPLANATION FOR OTHER INCOME:

FUNDRAISING INCOME

2020 AMOUNT:	\$ 11,200.
2021 AMOUNT:	\$ 106,420.
2022 AMOUNT:	\$ 141,600.
2023 AMOUNT:	\$ 92,000.
2024 AMOUNT:	\$ 130,680.

MISCELLANEOUS

2020 AMOUNT:	\$ 142,941.
2021 AMOUNT:	\$ 700,533.
2022 AMOUNT:	\$ 31,312.
2023 AMOUNT:	\$ 198,155.
2024 AMOUNT:	\$ 569,752.

DEVELOPER FEE

2021 AMOUNT:	\$ 76,200.
2022 AMOUNT:	\$ 419,320.
2023 AMOUNT:	\$ 30,975.
2024 AMOUNT:	\$ 517,527.

BUILDING RESERVE

2021 AMOUNT:	\$ 500,000.
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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

BRONXWORKS, INC.

Employer identification number

13-3254484

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

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

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

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

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

Protection of natural habitat Preservation of a certified historic structure

Preservation of open space

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

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

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

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

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

Yes No

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

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

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

Yes No

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

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

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

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

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

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

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

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

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

b Assets included in Form 990, Part X \$ _____

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

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

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

- 1a** Is the organization an agent, trustee, custodian, or other intermediary for contributions or other assets not included on Form 990, Part X? Yes No
- b** If "Yes," explain the arrangement in Part XIII and complete the following table:
- | | Amount |
|--|-----------|
| 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					
b Contributions					
c Net investment earnings, gains, and losses					
d Grants or scholarships					
e Other expenditures for facilities and programs					
f Administrative expenses					
g End of year balance					

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

Part VI Land, Buildings, and Equipment

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

Description of property	(a) Cost or other basis (investment)	(b) Cost or other basis (other)	(c) Accumulated depreciation	(d) Book value
1a Land		190,000.		190,000.
b Buildings				
c Leasehold improvements		5,580,485.	4,315,667.	1,264,818.
d Equipment		51,575.	44,643.	6,932.
e Other				
Total. Add lines 1a through 1e. (Column (d) must equal Form 990, Part X, line 10c, column (B))				1,461,750.

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) SECURITY DEPOSITS	219,570.
(2) METROCARD & OTHER INVENTORY	269,772.
(3) DUE TO/ DUE FROM RELATED ENTITY	316,782.
(4) LEASE RIGHT-OF-USE ASSETS	42,993,878.
(5)	
(6)	
(7)	
(8)	
(9)	
Total. (Column (b) must equal Form 990, Part X, line 15, col. (B))	43,800,002.

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 LEASE LIABILITY	43,874,085.
(3)	
(4)	
(5)	
(6)	
(7)	
(8)	
(9)	
Total. (Column (b) must equal Form 990, Part X, line 25, col. (B))	43,874,085.

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	136,347,147.
2	Amounts included on line 1 but not on Form 990, Part VIII, line 12:			
a	Net unrealized gains (losses) on investments	2a	582,797.	
b	Donated services and use of facilities	2b	263,819.	
c	Recoveries of prior year grants	2c		
d	Other (Describe in Part XIII.)	2d	1,502,613.	
e	Add lines 2a through 2d	2e		2,349,229.
3	Subtract line 2e from line 1		3	133,997,918.
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	64,346.	
b	Other (Describe in Part XIII.)	4b	-123,963.	
c	Add lines 4a and 4b	4c		-59,617.
5	Total revenue. Add lines 3 and 4c. (This must equal Form 990, Part I, line 12.)		5	133,938,301.

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	136,309,505.
2	Amounts included on line 1 but not on Form 990, Part IX, line 25:			
a	Donated services and use of facilities	2a	263,819.	
b	Prior year adjustments	2b		
c	Other losses	2c		
d	Other (Describe in Part XIII.)	2d	1,740,899.	
e	Add lines 2a through 2d	2e		2,004,718.
3	Subtract line 2e from line 1		3	134,304,787.
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	64,346.	
b	Other (Describe in Part XIII.)	4b		
c	Add lines 4a and 4b	4c		64,346.
5	Total expenses. Add lines 3 and 4c. (This must equal Form 990, Part I, line 18.)		5	134,369,133.

Part XIII Supplemental Information

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

PART X, LINE 2:

THE ORGANIZATION BELIEVES IT HAS NO UNCERTAIN TAX POSITIONS AS OF JUNE 30, 2025 AND 2024 IN ACCORDANCE WITH FASB TOPIC 740, "INCOME TAXES," WHICH PROVIDES STANDARDS FOR ESTABLISHING AND CLASSIFYING ANY TAX PROVISIONS FOR UNCERTAIN TAX POSITIONS.

PART XI, LINE 2D - OTHER ADJUSTMENTS:

RELATED ENTITIES' REVENUE 1,502,613.

PART XI, LINE 4B - OTHER ADJUSTMENTS:

SPECIAL EVENT DIRECT EXPENSES -123,963.

PART XII, LINE 2D - OTHER ADJUSTMENTS:

RELATED ENTITIES' EXPENSES 1,616,936.

SPECIAL EVENT DIRECT EXPENSES 123,963.

TOTAL TO SCHEDULE D, PART XII, LINE 2D 1,740,899.

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

		(a) Event #1	(b) Event #2	(c) Other events	(d) Total events (add col. (a) through col. (c))
		2025 LIFTING LIVES GALA		NONE	
		(event type)	(event type)	(total number)	
Revenue	1 Gross receipts	704,141.			704,141.
	2 Less: Contributions	573,461.			573,461.
	3 Gross income (line 1 minus line 2)	130,680.			130,680.
Direct Expenses	4 Cash prizes				
	5 Noncash prizes	8,680.			8,680.
	6 Rent/facility costs	24,011.			24,011.
	7 Food and beverages	79,072.			79,072.
	8 Entertainment	3,520.			3,520.
	9 Other direct expenses	8,680.			8,680.
	10 Direct expense summary. Add lines 4 through 9 in column (d)				123,963.
11 Net income summary. Subtract line 10 from line 3, column (d)				6,717.	

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

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

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

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

b If "No," explain: _____

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

b If "Yes," explain: _____

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
CLIENT TRAVEL	14290	145,874.	0.		
CLIENT SUPPLIES	2873	536,957.	0.		
CLIENT TRIPS/ADMISSIONS	3831	406,234.	0.		
MRT CLIENT RENT ASSISTANCE	391	3,021,735.	0.		
CLIENT SERVICES & OTHER ASSISTANCE	8921	1,474,433.	0.		

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

PART I, LINE 2:

BRONXWORKS MAINTAINS A SET OF BOOKS ON A COMPUTERIZED SYSTEM, INTACCT, TO TRACK ALL THE ACTIVITIES AND REPORTS TO ITS FUNDERS. BRONXWORKS ASSIGNS SEPARATE COST CENTERS USING INTACCT FOR EVERY GOVERNMENT GRANT THAT IS RECEIVED AND THE REVENUE, EXPENSES, AND DISTRIBUTIONS OR PAYMENTS ARE TRACKED THROUGH THESE COST CENTERS. THE PROGRAM STAFF WORKS WITH THE SAME SYSTEM. THESE FUNDS ARE PERIODICALLY AUDITED BY THE FUNDERS INDEPENDENT ACCOUNTING FIRM AS PART OF THE COMPLIANCE AUDITS. THEREFORE, THE ORGANIZATION ENSURES THAT THE FUNDS ARE SPENT AS INTENDED.

Part III Continuation of Grants and Other Assistance to Domestic Individuals (Schedule I (Form 990), Part III.)

(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
CLIENT TRAINING	423.	48,750.	0.		
CLIENT FURNITURE	43.	292,659.	0.		

**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

BRONXWORKS, INC.

Employer identification number

13-3254484

Part I Questions Regarding Compensation

	Yes	No								
<p>1a Check the appropriate box(es) if the organization provided any of the following to or for a person listed on Form 990, Part VII, Section A, line 1a. Complete Part III to provide any relevant information regarding these items.</p> <table border="0"> <tr> <td><input type="checkbox"/> First-class or charter travel</td> <td><input type="checkbox"/> Housing allowance or residence for personal use</td> </tr> <tr> <td><input type="checkbox"/> Travel for companions</td> <td><input type="checkbox"/> Payments for business use of personal residence</td> </tr> <tr> <td><input type="checkbox"/> Tax indemnification and gross-up payments</td> <td><input type="checkbox"/> Health or social club dues or initiation fees</td> </tr> <tr> <td><input type="checkbox"/> Discretionary spending account</td> <td><input type="checkbox"/> Personal services (such as maid, chauffeur, chef)</td> </tr> </table>	<input type="checkbox"/> First-class or charter travel	<input type="checkbox"/> Housing allowance or residence for personal use	<input type="checkbox"/> Travel for companions	<input type="checkbox"/> Payments for business use of personal residence	<input type="checkbox"/> Tax indemnification and gross-up payments	<input type="checkbox"/> Health or social club dues or initiation fees	<input type="checkbox"/> Discretionary spending account	<input type="checkbox"/> Personal services (such as maid, chauffeur, chef)		
<input type="checkbox"/> First-class or charter travel	<input type="checkbox"/> Housing allowance or residence for personal use									
<input type="checkbox"/> Travel for companions	<input type="checkbox"/> Payments for business use of personal residence									
<input type="checkbox"/> Tax indemnification and gross-up payments	<input type="checkbox"/> Health or social club dues or initiation fees									
<input type="checkbox"/> Discretionary spending account	<input type="checkbox"/> Personal services (such as maid, chauffeur, chef)									
b If any of the boxes on line 1a are checked, did the organization follow a written policy regarding payment or reimbursement or provision of all of the expenses described above? If "No," complete Part III to explain	1b									
2 Did the organization require substantiation prior to reimbursing or allowing expenses incurred by all directors, trustees, and officers, including the CEO/Executive Director, regarding the items checked on line 1a?	2									
<p>3 Indicate which, if any, of the following the organization used to establish the compensation of the organization's CEO/Executive Director. Check all that apply. Do not check any boxes for methods used by a related organization to establish compensation of the CEO/Executive Director, but explain in Part III.</p> <table border="0"> <tr> <td><input type="checkbox"/> Compensation committee</td> <td><input type="checkbox"/> Written employment contract</td> </tr> <tr> <td><input type="checkbox"/> Independent compensation consultant</td> <td><input checked="" type="checkbox"/> Compensation survey or study</td> </tr> <tr> <td><input checked="" type="checkbox"/> Form 990 of other organizations</td> <td><input checked="" type="checkbox"/> Approval by the board or compensation committee</td> </tr> </table>	<input 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				
<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?	4a	<input checked="" type="checkbox"/>								
b Participate in or receive payment from a supplemental nonqualified retirement plan?	4b	<input checked="" type="checkbox"/>								
c Participate in or receive payment from an equity-based compensation arrangement?	4c	<input checked="" type="checkbox"/>								
If "Yes" to any of lines 4a-c, list the persons and provide the applicable amounts for each item in Part III.										
Only section 501(c)(3), 501(c)(4), and 501(c)(29) organizations must complete lines 5-9.										
5 For persons listed on Form 990, Part VII, Section A, line 1a, did the organization pay or accrue any compensation contingent on the revenues of:										
a The organization?	5a	<input checked="" type="checkbox"/>								
b Any related organization?	5b	<input checked="" type="checkbox"/>								
If "Yes" on line 5a or 5b, describe in Part III.										
6 For persons listed on Form 990, Part VII, Section A, line 1a, did the organization pay or accrue any compensation contingent on the net earnings of:										
a The organization?	6a	<input checked="" type="checkbox"/>								
b Any related organization?	6b	<input checked="" type="checkbox"/>								
If "Yes" on line 6a or 6b, describe in Part III.										
7 For persons listed on Form 990, Part VII, Section A, line 1a, did the organization provide any nonfixed payments not described on lines 5 and 6? If "Yes," describe in Part III	7	<input checked="" type="checkbox"/>								
8 Were any amounts reported on Form 990, Part VII, paid or accrued pursuant to a contract that was subject to the initial contract exception described in Regulations section 53.4958-4(a)(3)? If "Yes," describe in Part III	8	<input checked="" type="checkbox"/>								
9 If "Yes" on line 8, did the organization also follow the rebuttable presumption procedure described in Regulations section 53.4958-6(c)?	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) EILEEN TORRES CEO	(i)	369,329.	0.	908.	34,500.	56,855.	461,592.	0.
	(ii)	0.	0.	0.	0.	0.	0.	0.
(2) ERICA COLEMAN CHIEF LEGAL AND OPERATIONS	(i)	281,338.	0.	270.	20,558.	54,781.	356,947.	0.
	(ii)	0.	0.	0.	0.	0.	0.	0.
(3) JOHN WEED ASSISTANT EXECUTIVE DIRECTOR	(i)	262,074.	0.	1,188.	27,184.	52,203.	342,649.	0.
	(ii)	0.	0.	0.	0.	0.	0.	0.
(4) GORDON MILLER CFO	(i)	287,001.	0.	270.	18,827.	23,005.	329,103.	0.
	(ii)	0.	0.	0.	0.	0.	0.	0.
(5) SCOTT AUWARTER ASSISTANT EXECUTIVE DIRECTOR	(i)	229,917.	0.	2,727.	22,992.	0.	255,636.	0.
	(ii)	0.	0.	0.	0.	0.	0.	0.
(6) JULIE SPITZER VICE PRESIDENT	(i)	176,087.	0.	590.	18,478.	51,420.	246,575.	0.
	(ii)	0.	0.	0.	0.	0.	0.	0.
(7) MARJORIE JEANNOT DEPARTMENT DIRECTOR	(i)	180,787.	0.	590.	18,478.	41,878.	241,733.	0.
	(ii)	0.	0.	0.	0.	0.	0.	0.
(8) URSULA COOPER-HUNTER VICE PRESIDENT	(i)	185,458.	0.	905.	7,413.	19,794.	213,570.	0.
	(ii)	0.	0.	0.	0.	0.	0.	0.
(9) NOEL CONCEPCION VICE PRESIDENT	(i)	184,095.	0.	590.	18,478.	681.	203,844.	0.
	(ii)	0.	0.	0.	0.	0.	0.	0.
(10) FELICIA RICKETT-SAMUELS V.P. OF HUMAN RESOURCES	(i)	188,590.	0.	360.	7,553.	243.	196,746.	0.
	(ii)	0.	0.	0.	0.	0.	0.	0.
	(i)							
	(ii)							
	(i)							
	(ii)							
	(i)							
	(ii)							
	(i)							
	(ii)							

**SCHEDULE M
(Form 990)**

Noncash Contributions

OMB No. 1545-0047

2024

Open to Public Inspection

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

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

Department of the Treasury
Internal Revenue Service

Name of the organization **BRONXWORKS, INC.** Employer identification number **13-3254484**

Part I Types of Property

	(a) Check if applicable	(b) Number of contributions or items contributed	(c) Noncash contribution amounts reported on Form 990, Part VIII, line 1g	(d) Method of determining noncash contribution amounts
1 Art - Works of art				
2 Art - Historical treasures				
3 Art - Fractional interests				
4 Books and publications				
5 Clothing and household goods	X		86,577.	FMV
6 Cars and other vehicles				
7 Boats and planes				
8 Intellectual property				
9 Securities - Publicly traded				
10 Securities - Closely held stock				
11 Securities - Partnership, LLC, or trust interests				
12 Securities - Miscellaneous				
13 Qualified conservation contribution - Historic structures				
14 Qualified conservation contribution - Other				
15 Real estate - Residential				
16 Real estate - Commercial				
17 Real estate - Other				
18 Collectibles				
19 Food inventory				
20 Drugs and medical supplies				
21 Taxidermy				
22 Historical artifacts				
23 Scientific specimens				
24 Archeological artifacts				
25 Other (<u>AUCTION ITEMS</u>)	X	12	8,680.	FMV
26 Other (_____)				
27 Other (_____)				
28 Other (_____)				

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

30a During the year, did the organization receive by contribution any property reported on Part I, lines 1 through 28, that it must hold for at least 3 years from the date of the initial contribution, and which isn't required to be used for exempt purposes for the entire holding period?
 b If "Yes," describe the arrangement in Part II.
 31 Does the organization have a gift acceptance policy that requires the review of any nonstandard contributions?
 32a Does the organization hire or use third parties or related organizations to solicit, process, or sell noncash contributions?
 b If "Yes," describe in Part II.
 33 If the organization didn't report an amount in column (c) for a type of property for which column (a) is checked, describe in Part II.

	Yes	No
30a		X
31		X
32a		X

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

Schedule M (Form 990) 2024

**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

BRONXWORKS, INC.

Employer identification number

13-3254484

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

FAMILIES IMPROVE THEIR ECONOMIC AND SOCIAL WELL-BEING. FROM TODDLERS TO SENIORS, BRONXWORKS FEEDS, SHELTERS, TEACHES, AND SUPPORTS ITS NEIGHBORS TO BUILD STRONGER COMMUNITY.

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

HAVE MAINTAINED STEADY GROWTH SINCE 1972 AND ARE ONE OF THE PREMIER NONPROFITS IN NEW YORK CITY.

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

FAMILY RESIDENCES, AS WELL AS THE BRONXWORKS FAMILY HOTELS, INTO PERMANENT HOUSING.

FOR FY 2025, THE TRANSFORM PROGRAM, WHICH PROVIDES INTENSIVE CASE MANAGEMENT SUPPORT TO FAMILIES WHO HAVE MOVED OUT OF SHELTER, SERVED 111 FAMILIES ACROSS THE FOUR FAMILY SHELTERS JACKSON, WILLOW, NELSON RESIDENCES, AS WELL AS OUR BRONXWORKS FAMILY HOTELS.

THE EMERGENCY NEEDS FOR THE HOMELESS PROGRAM HELPED 231 HOUSEHOLDS REMAIN STABLE.

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

OUR COMPASS AND SONYC AFTER-SCHOOL AND SUMMER CAMP PROGRAMS THAT ARE BASED IN SCHOOLS OR NEIGHBORHOOD CENTERS SPECIFICALLY SERVED 1439 YOUNG PEOPLE IN ELEMENTARY AND MIDDLE SCHOOL, PROGRAMS. INCLUDE THE MIDDLE SCHOOL TRANSITIONS INITIATIVE (MSTI) ASSISTS 291 YOUNG PEOPLE AND NINETY-TWO PARENTS/CAREGIVERS TRANSITION FROM MIDDLE SCHOOL TO HIGH SCHOOL BY OFFERING WORKSHOPS FOR PARTICIPANTS AND CAREGIVERS ON THE HIGH SCHOOL APPLICATION AND SELECTION PROCESS. OLDER YOUTH PARTICIPATE IN THE CENTER FOR ACHIEVING FUTURE EDUCATION (CAF) A COLLEGE READINESS PROGRAM, FOR HIGH SCHOOL YOUTH WHO ATTEND SELECTED BRONX-BASED HIGH SCHOOLS AS WELL AS A COLLEGE RETENTION COMPONENT FOR COLLEGE STUDENTS PURSUING AN ASSOCIATE OR BACHELOR'S DEGREE. THE CAF PROGRAM SERVED 416 HIGH SCHOOL AND COLLEGE STUDENTS.

BRONXWORKS PROVIDES A RANGE OF ACADEMIC ENRICHMENT AND OTHER SERVICES TO YOUNG PEOPLE AT THE JILL CHAIFETZ TRANSFER SCHOOL (JCTS). OUR ORGANIZATION SERVES AS THE LEAD COMMUNITY-BASED ORGANIZATION FOR THE COMMUNITY SCHOOLS PROGRAMS FOR JCTS AND THE TWO MIDDLE SCHOOLS THAT COMPRISE THE WEBSTER CAMPUS, IS 313 AND IS 339. WE SERVED A TOTAL OF 574 STUDENTS IN OUR COMMUNITY SCHOOL PROGRAMS.

CORNERSTONE COMMUNITY CENTERS ARE BASED IN OR NEAR PUBLIC HOUSING COMPLEXES SERVING SCHOOL-AGED YOUTH AND THEIR PARENTS OR GUARDIANS. IN FY 2025, BRONXWORKS WAS THE LEAD ORGANIZATION FOR FOUR CORNERSTONES, SERVING 17,326 CHILDREN, YOUTH, AND ADULT RESIDENTS THROUGH AFTERSCHOOL PROGRAMMING FOR CHILDREN, TEENS, ADULT ACTIVITIES, AND SERVICES.

IN FY 2025, HIPPY SERVED FIFTY PARENTS WITH FIFTY-EIGHT CHILDREN (51). THE TWO ECLCS ENROLLED A COMBINED TOTAL OF NINETY-SIX PRE-SCHOOL CHILDREN.

Name of the organization BRONXWORKS, INC.	Employer identification number 13-3254484
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FORM 990, PART III, LINE 4D, OTHER PROGRAM SERVICES:
SUPPORTIVE HOUSING SERVICES

SUPPORTIVE HOUSING SERVICES WERE PROVIDED TO 347 HOUSEHOLDS, WHICH INCLUDED 95 FORMERLY HOMELESS INDIVIDUALS AND FAMILIES AT COOPER GARDENS IN BRONX COMMUNITY DISTRICT (CD) 6, 50 FORMERLY HOMELESS HOUSEHOLDS AT PARK HAVEN IN BRONX CD 1, 120 FORMERLY HOMELESS INDIVIDUALS AT BROOK IN BRONX CD 1, AND 82 FORMERLY HOMELESS HOUSEHOLDS AT BRONX POINT IN BRONX CD 4.

BRONXWORKS IS THE SOCIAL SERVICES PROVIDER FOR THE BROOK, COOPER GARDENS, PARK HAVEN, AND BRONX POINT, WHERE SUPPORTIVE HOUSING SERVICES ARE PROVIDED FOR 527 PREVIOUSLY HOMELESS INDIVIDUALS. THE HOMEBASE PROGRAM SERVED OVER 3,500 HOUSEHOLDS WITH ABOUT 7,000 INDIVIDUALS. 95% OF THE INDIVIDUALS HAVE SUCCESSFULLY REMAINED IN THEIR HOMES OR FOUND ANOTHER STABLE PLACE TO LIVE. THE HUD SCATTER SITE PROGRAM SERVED 47 PEOPLE. EXPENSES \$ 11,407,473. INCLUDING GRANTS OF \$ 374,763. REVENUE \$ 0.

COMMUNITY PROGRAMS

BRONXWORKS' COMMUNITY PROGRAMS EFFORTS INCLUDED PROVIDING ACCESS TO HEALTH INSURANCE ENROLLMENT AND NAVIGATION SERVICES, PROTECTIVE AND CRIME VICTIM SERVICES FOR ADULTS, EMERGENCY FOOD ASSISTANCE, BENEFITS AND ENTITLEMENTS ASSISTANCE, AND IMMIGRATION OR FAMILY SUPPORT SERVICES. THESE PROGRAMS REACHED RESIDENTS FROM THROUGHOUT THE BRONX.

THE HEALTH INSURANCE ENROLLMENT AND NAVIGATION SERVICES ENGAGED 7,055 PEOPLE. THEY ENROLLED 6,926 PEOPLE WITHOUT INSURANCE INTO A HEALTH PLAN.

THE ADULT PROTECTIVE SERVICES (APS) PROGRAM ENGAGED 525 PEOPLE. CRIME VICTIM ASSISTANCE WAS OFFERED TO 204 PEOPLE.

SELECTED BRONXWORKS LOCATIONS DISTRIBUTED 44,591 BAGS OF FOOD THAT CONTAINED ABOUT 149,161 POUNDS OF FOOD THAT WERE USED BY VULNERABLE HOUSEHOLDS TO PREPARE ABOUT 15,678+ MEALS THROUGHOUT THE YEAR FOR AN AVERAGE OF ABOUT 5,521 PERSONS A MONTH. THE ESTIMATED MONETARY VALUE OF THE BAGS WAS \$308,219.

THE BRONXWORKS WALK-IN OFFICES AND ACCESS TO BENEFITS PROGRAM OFFERED BENEFITS AND ENTITLEMENTS ASSISTANCE TO 2,409 PEOPLE, PROVIDING 760 CONSULTATIONS THAT LED TO THE ACQUISITION OF PUBLIC BENEFITS WORTH \$1,940,028.

BRONXWORKS ENROLLED 320+ HOUSEHOLDS FOR SNAP (FOOD STAMP) BENEFITS WITH AN ANNUAL VALUE OF \$138,285, WHILE SELECTED SITES SERVED 114,270 MEALS TO BRONX RESIDENTS, INCLUDING SENIORS, CHILDREN, YOUNG ADULTS, AND PEOPLE WITH CHRONIC HEALTH CONDITIONS.

BRONXWORKS' IMMIGRATION SERVICES HELPED 325 NEW AMERICANS FROM 40 COUNTRIES RETAIN LEGAL RESIDENCY STATUS OR BECOME CITIZENS. OUR ORGANIZATION PROVIDED IMMIGRATION ASSISTANCE TO 2,673 PEOPLE WHO SOUGHT HELP WITH APPLICATIONS FOR CITIZENSHIP, MAINTENANCE OF LEGAL RESIDENCY STATUS, ESOL, AND CIVIC CLASSES.

Name of the organization BRONXWORKS, INC.	Employer identification number 13-3254484
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THE BRONXWORKS FAMILY ENRICHMENT PROGRAM SERVED 131 FAMILIES WITH 317 CHILDREN THROUGH IN-PERSON VISITS TO ASSESS CHILD SAFETY AND RISK FACTORS.

TARGETED PREVENTION AND SUPPORTIVE SERVICES AND COMMUNITIES OF COLOR PROGRAMS PROVIDED 188 HEPATITIS C AND 185 HIV TESTS IN THE COMMUNITIES OF THE BRONX.

HARM REDUCTION PROGRAM TEACHES WAYS TO REDUCE THE HARM OF RISKY BEHAVIORS RELATED TO ALCOHOL AND SUBSTANCE USE AND HELPS PARTICIPANTS LIVING WITH HIV/AIDS LEARN TO LIVE A HEALTHIER LIFESTYLE. THE PROGRAM SERVED 61 CLIENTS AND PROVIDED 3983 SERVICES.

MANAGEMENT HEALTH EDUCATION PROGRAM PROVIDED CASE MANAGEMENT AND HEALTH EDUCATION SERVICES TO HIV-POSITIVE INDIVIDUALS WITH AN UNSUPPRESSED VIRAL LOAD AND ARE NOT CONNECTED TO SERVICES OR STOPPED ACCESSING SERVICES. STAFF HAD 258 ENCOUNTERS WITH ENROLLEES, LEADING TO THE PROVISION OF 301 TYPES OF SERVICE. PLEASE NOTE THAT THIS PROGRAM ENDED ON SEPTEMBER 30, 2024.

THE COMPREHENSIVE ADOLESCENT PREGNANCY PREVENTION (CAPP) PROGRAM PROVIDED SEXUAL RISK EDUCATION TO 666 PARTICIPANTS.

SEXUAL RISK AVOIDANCE EDUCATION PROGRAM PROVIDED SEXUAL RISK EDUCATION TO 666 PARTICIPANTS.

THE BRONXWORKS YOUTH FOOD JUSTICE CORPS (YFJC)
THE YOUTH FOOD JUSTICE CORPS ENGAGED 45 YOUTH IN 2024-2025 YFJC ACTIVITIES. THE EFFORTS HELPED BUILD A FOUNDATION FOR YOUNG PEOPLE TO LEARN ABOUT NUTRITION, FOOD SYSTEMS, AND INEQUITIES WITHIN THEIR NEIGHBORHOODS. YOUTH ALSO LEARNED THE IMPORTANT ROLES PLAYED BY HEALTHY EATING, CULINARY SKILLS, AND ADVOCACY TO CHANGE FOOD SYSTEM-RELATED INEQUITIES IN THEIR RESPECTIVE NEIGHBORHOODS.

THE 2024-2025 YFJC SERVICE YEAR ACTIVITIES INCLUDED, YOUTH ASSISTING AT THE BRONXWORKS FARM STANDS TWICE A WEEK, CREATING SOCIAL MEDIA RESOURCE AND NUTRITION EDUCATION POSTS, ASSISTING WITH COOKING DEMONSTRATIONS, AND TEEN BATTLE CHEF (TBC) HEALTHY COOKING EDUCATION SESSIONS. TBC SESSIONS OCCURRED AT T AND THE SOUTH BRONX PREPARATORY SCHOOL AT 360 EAST 145TH STREET, MOTT HAVEN ACADEMY CHARTER SCHOOL, 170 BROWN PLACE. A SPRING SESSION IS ALSO SCHEDULED FOR THE SOYNC YOUTH PROGRAM AT BRONXWORKS CAROLYN MCLAUGHLIN COMMUNITY CENTER (CMCC) AT 1130 GRAND CONCOURSE NEAR YANKEE STADIUM. ALL SITES WERE PROVIDED PROGRAMMING FOR MIDDLE SCHOOL-AGED YOUTH.

THE YOUTH WERE AGES 14 TO 21. THEY CAME FROM NEIGHBORHOODS IN BRONX CDS 1 AND 4, INCLUDING MELROSE AND MOTT HAVEN IN BRONX CD 1 AND THE CONCOURSE AND MORRISANIA IN BRONX CD 4. THEY WERE PRIMARILY OF LATIN OR AFRICAN AMERICAN DESCENT. THEY WERE RECRUITED FROM THE BRONXWORKS-SPONSORED SUMMER YOUTH EMPLOYMENT PROGRAM (SYEP), OPPORTUNITY YOUTH PROGRAM, AND AFTER-SCHOOL PROGRAMS AT THE CMCC, MOTT HAVEN ACADEMY, AND SOUTH BRONX PREPARATORY SCHOOL.

THE SNAP NUTRITION EDUCATION AND OBESITY PREVENTION PROGRAM (SNAP-ED NY)

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FOR THE FY2025 THE SNAP NUTRITION EDUCATION AND OBESITY PROGRAM CONDUCTED 363 NUTRITION EDUCATION WORKSHOPS WITH ADULTS, OLDER ADULTS, AND YOUTH (6-17 YEARS OLD), ENGAGING 4,888 PARTICIPANTS. A TOTAL OF 89 NUTRITION AND COOKING DEMONSTRATIONS WERE COMPLETED AT THE MOTT HAVEN FARM STAND, REACHING 1,655 PARTICIPANTS ALL OF WHICH RECEIVED.

CARE COORDINATION PROGRAM

THE CARE COORDINATION PROGRAM SERVED 233 MEMBERS WITH A GOAL OF IMPROVING QUALITY OF LIFE BY ASSISTING MEMBERS IN OBTAINING & MAINTAINING ADHERENCE TO MEDICAL AND BEHAVIORAL HEALTH SERVICES. STAFF HAD 4146 ENCOUNTERS WITH MEMBERS DOCUMENTED, WITH A TOTAL OF 486 IN-PERSON MEMBER CARE VISITS CONDUCTED.

SERVICES FOR THE ELDERLY

BRONXWORKS ENROLLED 3,214 PEOPLE IN EIGHT OLDER ADULT CENTERS AND SOCIAL CLUB FOR OLDER ADULTS.

SOCIAL SERVICES WERE PROVIDED FOR 199 SENIORS AT THE NATURALLY OCCURRING RETIREMENT COMMUNITIES AT RIVER PARK TOWERS AND WOODSTOCK TERRACE. SPECIALIZED SOCIAL SERVICES WERE PROVIDED TO 1,208 SENIORS, INCLUDING HOUSING.

WORKFORCE DEVELOPMENT

FOR FY 2025, THE WORKFORCE DEVELOPMENT DEPARTMENT DELIVERED TARGETED SERVICES TO 11,359 BRONX RESIDENTS, INCLUDING EMPLOYMENT READINESS, OCCUPATIONAL SKILLS TRAINING, BASIC ADULT EDUCATION, FINANCIAL LITERACY COUNSELING, AND FREE TAX PREPARATION.

SUPPORTED 1,631 YOUTH 14-24 THROUGH INTERNSHIPS AND PROJECT-BASED LEARNING OPPORTUNITIES THAT BUILD REAL-WORLD SKILLS.

HELPED 283 INDIVIDUALS WITH SECURING EMPLOYMENT OPPORTUNITIES.

FOR THE 2025 TAX SEASON, THE WORKFORCE DEVELOPMENT DEPARTMENT'S FREE TAX PREPARATION SERVICES PREPARED 8,475 RETURNS, RESULTING IN TAX REFUNDS AND CREDIT TOTALING \$9,000,000. EXPENSES \$ 23,398,307. INCL GRANTS OF \$ 1,576,705. REVENUE \$ 3,632,340.

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

AFTER THE ANNUAL RETURN HAS BEEN PREPARED BY AN INDEPENDENT ACCOUNTANT AND REVIEWED BY MANAGEMENT, THE ANNUAL RETURN IS PRESENTED AT THE NEXT FINANCE AND AUDIT COMMITTEE MEETING. THE FINANCE AND AUDIT COMMITTEE REVIEWS THE ANNUAL AND THEN MAKES A MOTION TO ADOPT IT.

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

THE BOARD OF DIRECTORS ANNUALLY DISCLOSE ANY POTENTIAL CONFLICTS OF INTEREST. BOARD MEMBERS AND SENIOR STAFF BOTH SUBMIT CONFLICT OF INTEREST DISCLOSURE FORMS. BOARD MEMBERS AND SENIOR STAFF DO NOT PARTICIPATE IN OR VOTE ON ANY MATTER WHERE THEY MAY HAVE A CONFLICT OF INTEREST.

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

THE SALARY FOR THE CHIEF EXECUTIVE OFFICER IS SET AND APPROVED BY THE EXECUTIVE COMMITTEE OF THE BRONXWORKS BOARD OF DIRECTORS. COMPENSATION IS

Name of the organization BRONXWORKS, INC.	Employer identification number 13-3254484
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DETERMINED BY REVIEWING SALARY SURVEYS CREATED BY HUMAN RESOURCE EXPERTS IN THE NONPROFIT COMPENSATION FIELD, THE REVIEW OF PUBLISHED COMPENSATION DATA FOR SIMILARLY SIZED SETTLEMENT HOUSES, AND THE REVIEW OF COMPENSATION DATA FROM CITY, STATE, OR FEDERAL GOVERNMENT AGENCIES, E.G., THE ANNUAL EMPLOYMENT AND EARNINGS REPORT OF THE BUREAU OF LABOR STATISTICS OF THE US DEPARTMENT OF LABOR. SALARIES ARE REVIEWED BY THE BOARD'S EXECUTIVE COMMITTEE AND WERE LAST REVIEWED IN MARCH 2026.

BRONXWORKS ENGAGED A CONSULTING COMPANY TO CONDUCT A SALARY SURVEY OF SENIOR LEVEL POSITIONS AND DETERMINED SALARIES BASED ON THE RESULTS OF THE SURVEY.

FORM 990, PART VI, SECTION C, LINE 19:
DOCUMENTS ARE AVAILABLE UPON REQUEST.

FORM 990, PART XII, LINE 2C:
THE PROCESS HAS NOT CHANGED FROM THE PRIOR YEAR.

**SCHEDULE R
(Form 990)**

(Rev. January 2025)

Department of the Treasury
Internal Revenue Service

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

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

OMB No. 1545-0047

**Open to Public
Inspection**

Name of the organization **BRONXWORKS, INC.** Employer identification number **13-3254484**

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

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

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

(a) Name, address, and EIN of related organization	(b) Primary activity	(c) Legal domicile (state or foreign country)	(d) Exempt Code section	(e) Public charity status (if section 501(c)(3))	(f) Direct controlling entity	(g) Section 512(b)(13) controlled entity?	
						Yes	No
CITIZENS ADVICE BUREAU PROPERTY HOLDING COMPANY - 20-5487472, 60 EAST TREMONT, BRONX, NY 10453	TITLE HOLDING PROPERTY COMPANY	NEW YORK	501(C)(2)		BRONXWORKS, INC	<input checked="" type="checkbox"/>	
BRONX POINT HDPC - 85-1232958 60 EAST TREMONT BRONX, NY 10453	TITLE HOLDING PROPERTY COMPANY	NEW YORK	501(C)(4)		BRONXWORKS, INC	<input checked="" type="checkbox"/>	

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

Schedule R (Form 990) (Rev. 1-2025)

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

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

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

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

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

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

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

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

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

	(a) Name of related organization	(b) Transaction type (a-s)	(c) Amount involved	(d) Method of determining amount involved
(1)				
(2)				
(3)				
(4)				
(5)				
(6)				

