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EXTENDED TO NOVEMBER 16, 2020

Return of Organization Exempt From Income Tax

Form **990**
(Rev. January 2020)
Department of the Treasury
Internal Revenue Service

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.

OMB No. 1545-0047
2019
Open to Public Inspection

A For the **2019** calendar year, or tax year beginning and ending

| | | | |
|---|--|---|--|
| B Check if applicable: <input type="checkbox"/> Address change <input checked="" type="checkbox"/> Name change <input type="checkbox"/> Initial return <input type="checkbox"/> Final return/terminated <input type="checkbox"/> Amended return <input type="checkbox"/> Application pending | C Name of organization CANDID Doing business as | | D Employer identification number 13-1837418 |
| | Number and street (or P.O. box if mail is not delivered to street address) Room/suite 32 OLD SLIP, 24TH FL | | E Telephone number 212-620-4230 |
| | City or town, state or province, country, and ZIP or foreign postal code NEW YORK, NY 10005 | | G Gross receipts \$ 50,439,678. |
| | F Name and address of principal officer BRADFORD K SMITH SAME AS C ABOVE | | H(a) Is this a group return for subordinates? <input type="checkbox"/> Yes <input checked="" type="checkbox"/> No |
| | I Tax-exempt status <input checked="" type="checkbox"/> 501(c)(3) <input type="checkbox"/> 501(c)() (insert no.) <input type="checkbox"/> 4947(a)(1) or <input type="checkbox"/> 527 | | H(b) Are all subordinates included? <input type="checkbox"/> Yes <input type="checkbox"/> No If "No," attach a list (see instructions) |
| J Website: WWW.CANDID.ORG | | H(c) Group exemption number ▶ | |
| K Form of organization: <input checked="" type="checkbox"/> Corporation <input type="checkbox"/> Trust <input type="checkbox"/> Association <input type="checkbox"/> Other ▶ | | L Year of formation: 1956 M State of legal domicile: NY | |

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SCANNED FEB 15 2022

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| Part I Summary | | Prior Year | Current Year |
|---|---|--|----------------------------|
| Activities & Governance | 1 Briefly describe the organization's mission or most significant activities CANDID GETS YOU THE INFORMATION YOU NEED TO DO GOOD. | | |
| | 2 Check this box <input type="checkbox"/> if the organization discontinued its operations or disposed of more than 25% of its net assets | | |
| | 3 Number of voting members of the governing body (Part VI, line 1a) | 3 | 19 |
| | 4 Number of independent voting members of the governing body (Part VI, line 1b) | 4 | 18 |
| | 5 Total number of individuals employed in calendar year 2019 (Part V, line 2a) | 5 | 259 |
| | 6 Total number of volunteers (estimate if necessary) | 6 | 18 |
| | 7a Total unrelated business revenue from Part VIII, column (C), line 12 | 7a | 303,283. |
| b Net unrelated business taxable income from Form 990-T, line 39 | 7b | -1,750. | |
| Revenue | 8 Contributions and grants (Part VIII, line 1h) | 13,834,354. | 21,423,009. |
| | 9 Program service revenue (Part VIII, line 2g) | 15,511,812. | 26,928,606. |
| | 10 Investment income (Part VIII, column (A), lines 3, 4, and 7d) | 288,526. | 446,400. |
| | 11 Other revenue (Part VIII, column (A), lines 5, 6d, 8c, 9c, 10c, and 11e) | 72,108. | 325,031. |
| | 12 Total revenue - add lines 8 through 11 (must equal Part VIII, column (A), line 12) | 29,706,800. | 49,123,046. |
| Expenses | 13 Grants and similar amounts paid (Part IX, column (A), lines 1-3) | 0. | 1,000. |
| | 14 Benefits paid to or for members (Part IX, column (A), line 4) | 0. | 0. |
| | 15 Salaries, other compensation, employee benefits (Part IX, column (A), lines 5-10) | 16,918,703. | 23,868,206. |
| | 16a Professional fundraising fees (Part IX, column (A), line 11e) | 0. | 0. |
| | b Total fundraising expenses (Part IX, column (D), line 25) ▶ 1,344,376. | | |
| 17 Other expenses (Part IX, column (A), lines 11a-11d, 11f-24e) | 8,863,218. | 13,751,330. | |
| 18 Total expenses Add lines 13-17 (must equal Part IX, column (A), line 25) | 25,781,921. | 37,620,536. | |
| 19 Revenue less expenses Subtract line 18 from line 12 | 3,924,879. | 11,502,510. | |
| Net Assets or Fund Balances | 20 Total assets (Part X, line 16) | Beginning of Current Year 45,546,348. | End of Year 66,130,860. |
| | 21 Total liabilities (Part X, line 26) | 14,772,793. | 20,659,093. |
| | 22 Net assets or fund balances Subtract line 21 from line 20 | 30,773,555. | 45,471,767. |

RECEIVED
JUL 23 2020
OGDEN, UT
IRS-OSC

Part II Signature Block

Under penalties of perjury, I declare that I have examined this return, including accompanying schedules and statements, and to the best of my knowledge and belief, it is true, correct, and complete. Declaration of preparer (other than officer) is based on all information of which preparer has any knowledge.

| | | | | | |
|------------------------|--|--|--|---|-------------------|
| Sign Here | Signature of officer <i>Lisa Philp</i> | Date 07/15/20 | | | |
| | LISA PHILP, ACTING HEAD OF FINANCE Type or print name and title | | | | |
| Paid Preparer Use Only | Print/Type preparer's name GARRETT M. HIGGINS | Preparer's signature <i>Garrett M Higgins</i> | Date 07/13/20 | Check if self-employed <input type="checkbox"/> | PTIN P00543209 |
| | Firm's name PKF O'CONNOR DAVIES, LLP | Firm's EIN 27-1728945 | Firm's address 500 MAMARONECK AVENUE HARRISON, NY 10528-1633 | Phone no. 914-381-8900 | |

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

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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
SEE SCHEDULE O

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

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

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

4a (Code _____) (Expenses \$ 16,241,557. including grants of \$ _____) (Revenue \$ 23,812,343.)
SEE SCHEDULE O - FOR NARRATIVE ON DATA COLLECTION AND PUBLICATIONS

4b (Code _____) (Expenses \$ 7,010,880. including grants of \$ _____) (Revenue \$ 1,572,786.)
SEE SCHEDULE O - FOR NARRATIVE ON LIBRARY/LEARNING CENTERS AND OTHER PUBLIC SERVICES

4c (Code _____) (Expenses \$ 6,222,135. including grants of \$ 1,000.) (Revenue \$ 1,543,477.)
SEE SCHEDULE O - FOR NARRATIVE ON RESEARCH AND OTHER PROGRAMS

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

4e Total program service expenses **29,474,572.**

Part IV Checklist of Required Schedules

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

Part IV Checklist of Required Schedules (continued)

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

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

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

| | | Yes | No |
|-----|--|-----|----|
| 2a | Enter the number of employees reported on Form W-3, Transmittal of Wage and Tax Statements, filed for the calendar year ending with or within the year covered by this return 2a 259 | | |
| b | If at least one is reported on line 2a, did the organization file all required federal employment tax returns? Note: If the sum of lines 1a and 2a is greater than 250, you may be required to e-file (see instructions) | X | |
| 3a | Did the organization have unrelated business gross income of \$1,000 or more during the year? | X | |
| b | If "Yes," has it filed a Form 990-T for this year? If "No" to line 3b, provide an explanation on Schedule O | X | |
| 4a | At any time during the calendar year, did the organization have an interest in, or a signature or other authority over, a financial account in a foreign country (such as a bank account, securities account, or other financial account)? | | X |
| b | If "Yes," enter the name of the foreign country ▶ _____ See instructions for filing requirements for FinCEN Form 114, Report of Foreign Bank and Financial Accounts (FBAR). | | |
| 5a | Was the organization a party to a prohibited tax shelter transaction at any time during the tax year? | | X |
| b | Did any taxable party notify the organization that it was or is a party to a prohibited tax shelter transaction? | | X |
| c | If "Yes" to line 5a or 5b, did the organization file Form 8886-T? | | |
| 6a | Does the organization have annual gross receipts that are normally greater than \$100,000, and did the organization solicit any contributions that were not tax deductible as charitable contributions? | | X |
| b | If "Yes," did the organization include with every solicitation an express statement that such contributions or gifts were not tax deductible? | | |
| 7 | Organizations that may receive deductible contributions under section 170(c). | | |
| a | Did the organization receive a payment in excess of \$75 made partly as a contribution and partly for goods and services provided to the payor? | | X |
| b | If "Yes," did the organization notify the donor of the value of the goods or services provided? | | |
| c | Did the organization sell, exchange, or otherwise dispose of tangible personal property for which it was required to file Form 8282? | | X |
| d | If "Yes," indicate the number of Forms 8282 filed during the year 7d | | |
| e | Did the organization receive any funds, directly or indirectly, to pay premiums on a personal benefit contract? | | X |
| f | Did the organization, during the year, pay premiums, directly or indirectly, on a personal benefit contract? | | X |
| g | If the organization received a contribution of qualified intellectual property, did the organization file Form 8899 as required? | | |
| h | If the organization received a contribution of cars, boats, airplanes, or other vehicles, did the organization file a Form 1098-C? | | |
| 8 | Sponsoring organizations maintaining donor advised funds. Did a donor advised fund maintained by the sponsoring organization have excess business holdings at any time during the year? | | |
| 9 | Sponsoring organizations maintaining donor advised funds. | | |
| a | Did the sponsoring organization make any taxable distributions under section 4966? | | |
| b | Did the sponsoring organization make a distribution to a donor, donor advisor, or related person? | | |
| 10 | Section 501(c)(7) organizations. Enter | | |
| a | Initiation fees and capital contributions included on Part VIII, line 12 10a | | |
| b | Gross receipts, included on Form 990, Part VIII, line 12, for public use of club facilities 10b | | |
| 11 | Section 501(c)(12) organizations. Enter | | |
| a | Gross income from members or shareholders 11a | | |
| b | Gross income from other sources (Do not net amounts due or paid to other sources against amounts due or received from them) 11b | | |
| 12a | Section 4947(a)(1) non-exempt charitable trusts. Is the organization filing Form 990 in lieu of Form 1041? | | |
| b | If "Yes," enter the amount of tax-exempt interest received or accrued during the year 12b | | |
| 13 | Section 501(c)(29) qualified nonprofit health insurance issuers. | | |
| a | Is the organization licensed to issue qualified health plans in more than one state? Note: See the instructions for additional information the organization must report on Schedule O | | |
| b | Enter the amount of reserves the organization is required to maintain by the states in which the organization is licensed to issue qualified health plans 13b | | |
| c | Enter the amount of reserves on hand 13c | | |
| 14a | Did the organization receive any payments for indoor tanning services during the tax year? | | X |
| b | If "Yes," has it filed a Form 720 to report these payments? If "No," provide an explanation on Schedule O | | |
| 15 | Is the organization subject to the section 4960 tax on payment(s) of more than \$1,000,000 in remuneration or excess parachute payment(s) during the year? If "Yes," see instructions and file Form 4720, Schedule N. | | X |
| 16 | Is the organization an educational institution subject to the section 4968 excise tax on net investment income? If "Yes," complete Form 4720, Schedule O | | X |

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

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

Section A. Governing Body and Management

| | | Yes | No |
|-----------|--|-----|----|
| 1a | Enter the number of voting members of the governing body at the end of the tax year. If there are material differences in voting rights among members of the governing body, or if the governing body delegated broad authority to an executive committee or similar committee, explain on Schedule O. 19 | | |
| 1b | Enter the number of voting members included on line 1a, above, who are independent. 18 | | |
| 2 | Did any officer, director, trustee, or key employee have a family relationship or a business relationship with any other officer, director, trustee, or key employee? | | X |
| 3 | Did the organization delegate control over management duties customarily performed by or under the direct supervision of officers, directors, trustees, or key employees to a management company or other person? | | X |
| 4 | Did the organization make any significant changes to its governing documents since the prior Form 990 was filed? | X | |
| 5 | Did the organization become aware during the year of a significant diversion of the organization's assets? | | X |
| 6 | Did the organization have members or stockholders? | | X |
| 7a | Did the organization have members, stockholders, or other persons who had the power to elect or appoint one or more members of the governing body? | | X |
| 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: | | |
| 8a | a The governing body? | X | |
| 8b | b Each committee with authority to act on behalf of the governing body? | X | |
| 9 | Is there any officer, director, trustee, or key employee listed in Part VII, Section A, who cannot be reached at the organization's mailing address? If "Yes," provide the names and addresses on Schedule O. | | X |

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

| | | Yes | No |
|------------|--|-----|----|
| 10a | Did the organization have local chapters, branches, or affiliates? | | X |
| 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 in 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 in 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? | | |
| 15a | a The organization's CEO, Executive Director, or top management official | X | |
| 15b | b Other officers or key employees of the organization. If "Yes" to line 15a or 15b, describe the process in Schedule O (see instructions). | 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 **▶ SEE SCHEDULE O**
- 18** Section 6104 requires an organization to make its Forms 1023 (1024 or 1024-A, if applicable), 990, and 990-T (Section 501(c)(3)s only) available for public inspection. Indicate how you made these available. Check all that apply.
 Own website Another's website Upon request Other (explain on Schedule O)
- 19** Describe on Schedule O whether (and if so, how) the organization made its governing documents, conflict of interest policy, and financial statements available to the public during the tax year.
- 20** State the name, address, and telephone number of the person who possesses the organization's books and records **▶**
 DAVID AYNEJIAN, DIR. OF FINANCE - 212-620-4230
 32 OLD SLIP, 24TH FLOOR, NEW YORK, NY 10005-3500

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 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 and/or Box 7 of Form 1099-MISC) 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 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) | (E) Reportable compensation from related organizations (W-2/1099-MISC) | (F) Estimated amount of other compensation from the organization and related organizations |
|---|---|---|-----------------------|---------|--------------|------------------------------|----------|--|---|---|
| | | Individual trustee or director | Institutional trustee | Officer | Key employee | Highest compensated employee | Former | | | |
| (1) BRADFORD K. SMITH PRESIDENT | 50.00 | | | X | | | 640,225. | 0. | 71,966. | |
| (2) JACOB K. GARCIA VP OF DATA AND TECHNOLOGY | 50.00 | | | | X | | 258,714. | 0. | 35,888. | |
| (3) JACOB HAROLD EXECUTIVE VICE PRESIDENT | 50.00 4.00 | | | X | | | 242,478. | 40,478. | 57,752. | |
| (4) LAWRENCE T. MCGILL VP OF KNOWLEDGE SERVICES | 50.00 | | | | X | | 234,968. | 0. | 58,450. | |
| (5) LISA L. PHILP ACTING HEAD OF FINANCE | 40.00 | | | X | | | 213,357. | 0. | 20,587. | |
| (6) TRACY L. WAKSLER SR. DIR. OF SUBSCRIPTION SERVICES | 50.00 | | | | X | | 200,998. | 0. | 38,098. | |
| (7) KEVIN L. MULDER DIRECTOR OF TECHNOLOGY INTEGRATION | 50.00 | | | | X | | 200,379. | 0. | 42,796. | |
| (8) JAMES DOBRZENIECKI SENIOR ADVISOR | 50.00 | | | | X | | 186,484. | 29,302. | 42,467. | |
| (9) ZOHRA ZORI VP OF SOCIAL SECTOR OUTREACH | 50.00 | | | | X | | 186,427. | 0. | 24,703. | |
| (10) MIZMUN KUSAIRI SECRETARY/VP OF PLANNING | 50.00 4.00 | | | X | | | 174,261. | 28,311. | 29,200. | |
| (11) MONISHA DE QUADROS TREASURER/VP FINANCE (THRU 2/19) | 50.00 | | | X | | | 157,645. | 0. | 2,792. | |
| (12) MARI KURAISHI CO-CHAIR | 1.00 | X | | X | | | 0. | 0. | 0. | |
| (13) CLOTILDE PEREZ-BODE DEDECKER CO-CHAIR | 1.00 | X | | X | | | 0. | 0. | 0. | |
| (14) SUSAN KISH TREASURER | 1.00 | X | | X | | | 0. | 0. | 0. | |
| (15) ANA MARIE ARGILAGOS TRUSTEE | 1.00 | X | | | | | 0. | 0. | 0. | |
| (16) MELISSA BERMAN TRUSTEE | 1.00 | X | | | | | 0. | 0. | 0. | |
| (17) JOHN COLBORN TRUSTEE | 1.00 | X | | | | | 0. | 0. | 0. | |

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

| (A) Name and title | (B) Average hours per week (list any hours for related organizations below line) | (C) Position (do not check more than one box, unless person is both an officer and a director/trustee) | | | | | | (D) Reportable compensation from the organization (W-2/1099-MISC) | (E) Reportable compensation from related organizations (W-2/1099-MISC) | (F) Estimated amount of other compensation from the organization and related organizations |
|--|---|---|-----------------------|---------|--------------|------------------------------|--------|--|---|---|
| | | Individual trustee or director | Institutional trustee | Officer | Key employee | Highest compensated employee | Former | | | |
| (18) STEPHEN GOODALL TRUSTEE | 1.00 | X | | | | | | 0. | 0. | 0. |
| (19) ALIX GUERRIER TRUSTEE | 1.00 | X | | | | | | 0. | 0. | 0. |
| (20) NEAL HEGARTY TRUSTEE | 1.00 | X | | | | | | 0. | 0. | 0. |
| (21) DEBORAH D. HOOVER TRUSTEE | 1.00 | X | | | | | | 0. | 0. | 0. |
| (22) ARTHUR HOWE TRUSTEE | 1.00 | X | | | | | | 0. | 0. | 0. |
| (23) DOMINICK J. IMPEMBA TRUSTEE | 1.00 | X | | | | | | 0. | 0. | 0. |
| (24) T. SYLVESTER JOHN TRUSTEE | 1.00 | X | | | | | | 0. | 0. | 0. |
| (25) PATRICK MCCARTHY TRUSTEE | 1.00 | X | | | | | | 0. | 0. | 0. |
| (26) SUNAND MENON TRUSTEE | 1.00 | X | | | | | | 0. | 0. | 0. |
| 1b Subtotal | | | | | | | | 2,695,936. | 98,091. | 424,699. |
| c Total from continuation sheets to Part VII, Section A | | | | | | | | 0. | 0. | 0. |
| d Total (add lines 1b and 1c) | | | | | | | | 2,695,936. | 98,091. | 424,699. |

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 **47**

| | Yes | No |
|---|-----|----|
| 3 Did the organization list any former officer, director, trustee, key employee, or highest compensated employee on line 1a? If "Yes," complete Schedule J for such individual | | 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? If "Yes," complete Schedule J for such individual | 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? If "Yes," complete Schedule J for such person | | 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 |
|---|--------------------------------|---------------------|
| MARCUM ACCOUNTANTS AND ADVISORS, 1899 L STREET, NW, SUITE 850, WASHINGTON, DC | ACCOUNTING | 331,557. |
| DSCS, LLC, 5000 COLLEGE AVENUE, SUITE 4100, COLLEGE PARK, MD 20742 | IT CONSULTING | 331,521. |
| FLEXENTIAL VIRGINIA CORP P.O. BOX 534409, ATLANTA, GA 30301 | IT CONSULTING | 308,078. |
| PATTERSON BELKNAP WEBB & TYLER LLP, 1133 AVENUE OF THE AMERICAS, NEW YORK, NY 10036 | LEGAL | 273,828. |
| GRANT THORNTON, LLP, 1901 SOUTH MEYERS ROAD, SUITE 455, OAKBROOK TERRACE, IL 6018 | ACCOUNTING | 213,199. |

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 **15**

SEE PART VII, SECTION A CONTINUATION SHEETS

Part VIII Statement of Revenue

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

| | | | (A) | (B) | (C) | (D) | |
|--|--|---|--|------------------------------------|----------------------------|--|----------|
| | | | Total revenue | Related or exempt function revenue | Unrelated business revenue | Revenue excluded from tax under sections 512 - 514 | |
| Contributions, Gifts, Grants and Other Similar Amounts | 1 a | Federated campaigns | 1a | | | | |
| | b | Membership dues | 1b | | | | |
| | c | Fundraising events | 1c | | | | |
| | d | Related organizations | 1d | | | | |
| | e | Government grants (contributions) | 1e | | | | |
| | f | All other contributions, gifts, grants, and similar amounts not included above | 1f | 21,423,009. | | | |
| | g | Noncash contributions included in lines 1a-1f | 1g \$ | | | | |
| | h Total. Add lines 1a-1f | | | 21,423,009. | | | |
| | Program Service Revenue | | | Business Code | | | |
| 2 a | | PRODUCT REVENUE | 611710 | 23,812,343. | 23,812,343. | | |
| b | | FUNDING INFO. NETWORK | 611710 | 1,011,648. | 1,011,648. | | |
| c | | EDUCATIONAL PRGM REV. | 611710 | 561,138. | 561,138. | | |
| d | | FOUNDATION BENCHMARKER | 611710 | 468,533. | 468,533. | | |
| e | | FOUNDATION WEB BUILDER | 611710 | 133,898. | 133,898. | | |
| f | | All other program service revenue | 611710 | 941,046. | 941,046. | | |
| g Total. Add lines 2a-2f | | | 26,928,606. | | | | |
| Other Revenue | 3 | | Investment income (including dividends, interest, and other similar amounts) | 422,717. | | | 422,717. |
| | 4 | | Income from investment of tax-exempt bond proceeds | | | | |
| | 5 | | Royalties | | | | |
| | 6 a | | | (i) Real | | | |
| | | 6a | Gross rents | 299,465. | | | |
| | | 6b | Less rental expenses | 296,315. | | | |
| | 6c | Rental income or (loss) | 3,150. | | | | |
| | d Net rental income or (loss) | | | 3,150. | | | 3,150. |
| | 7 a | | | (i) Securities | | | |
| | | 7a | Gross amount from sales of assets other than inventory | 1,044,000. | | | |
| | | 7b | Less cost or other basis and sales expenses | 1,020,317. | | | |
| | 7c | Gain or (loss) | 23,683. | | | | |
| | d Net gain or (loss) | | | 23,683. | | | 23,683. |
| | 8 a | Gross income from fundraising events (not including \$ _____ of contributions reported on line 1c) See Part IV, line 18 | | 8a | | | |
| 8 b | Less direct expenses | | 8b | | | | |
| c Net income or (loss) from fundraising events | | | | | | | |
| 9 a | Gross income from gaming activities See Part IV, line 19 | | 9a | | | | |
| 9 b | Less direct expenses | | 9b | | | | |
| c Net income or (loss) from gaming activities | | | | | | | |
| 10 a | Gross sales of inventory, less returns and allowances | | 10a | | | | |
| 10 b | Less cost of goods sold | | 10b | | | | |
| c Net income or (loss) from sales of inventory | | | | | | | |
| Miscellaneous Revenue | | | Business Code | | | | |
| | 11 a | PHILANTHROPY NEWS DIGE | 541800 | 303,283. | | 303,283. | |
| | b | MISC. INCOME | 900099 | 17,543. | | 17,543. | |
| | c | VENDING MACHINE INCOME | 900099 | 1,055. | | 1,055. | |
| | e Total. Add lines 11a-11d | | | 321,881. | | | |
| 12 Total revenue. See instructions | | | 49,123,046. | 26,928,606. | 303,283. | 468,148. | |

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 | 1,000. | 1,000. | | |
| 2 Grants and other assistance to domestic individuals. See Part IV, line 22 | | | | |
| 3 Grants and other assistance to foreign organizations, foreign governments, and foreign individuals. See Part IV, lines 15 and 16 | | | | |
| 4 Benefits paid to or for members | | | | |
| 5 Compensation of current officers, directors, trustees, and key employees | 1,900,888. | 1,539,520. | 286,261. | 75,107. |
| 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 | 16,983,418. | 13,754,785. | 2,557,590. | 671,043. |
| 8 Pension plan accruals and contributions (include section 401(k) and 403(b) employer contributions) | 1,377,523. | 1,115,652. | 207,444. | 54,427. |
| 9 Other employee benefits | 3,195,230. | 2,546,525. | 524,470. | 124,235. |
| 10 Payroll taxes | 411,147. | 332,979. | 61,923. | 16,245. |
| 11 Fees for services (nonemployees) | | | | |
| a Management | | | | |
| b Legal | 339,693. | | 339,693. | |
| c Accounting | 801,370. | | 801,370. | |
| d Lobbying | | | | |
| e Professional fundraising services. See Part IV, line 17 | | | | |
| f Investment management fees | 40,000. | | 40,000. | |
| g Other (If line 11g amount exceeds 10% of line 25, column (A) amount, list line 11g expenses on Sch O.) | 1,074,818. | 1,066,218. | 8,600. | |
| 12 Advertising and promotion | 426,930. | 244,713. | 182,217. | |
| 13 Office expenses | 781,496. | 686,308. | 80,191. | 14,997. |
| 14 Information technology | 3,019,471. | 2,531,195. | 431,381. | 56,895. |
| 15 Royalties | | | | |
| 16 Occupancy | 2,777,985. | 2,221,142. | 356,086. | 200,757. |
| 17 Travel | 1,026,232. | 863,492. | 134,422. | 28,318. |
| 18 Payments of travel or entertainment expenses for any federal, state, or local public officials | | | | |
| 19 Conferences, conventions, and meetings | 94,976. | 60,635. | 31,055. | 3,286. |
| 20 Interest | 5,425. | | 5,425. | |
| 21 Payments to affiliates | | | | |
| 22 Depreciation, depletion, and amortization | 2,505,310. | 1,974,258. | 438,593. | 92,459. |
| 23 Insurance | 172,635. | | 172,635. | |
| 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 UBIT EXPENSE | 22,975. | 18,607. | 3,460. | 908. |
| b BAD DEBT EXPENSE | 292,019. | 292,019. | | |
| c SALES TAX EXPENSE | 155,051. | 155,051. | | |
| d LIBRARY ACQUISITIONS | 110,800. | 14,420. | 95,539. | 841. |
| e All other expenses | 104,144. | 56,053. | 43,233. | 4,858. |
| 25 Total functional expenses. Add lines 1 through 24e | 37,620,536. | 29,474,572. | 6,801,588. | 1,344,376. |
| 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 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 | 162,144. | 1 | 2,428,240. |
| | 2 Savings and temporary cash investments | 16,867,058. | 2 | 25,159,514. |
| | 3 Pledges and grants receivable, net | 4,508,299. | 3 | 7,032,009. |
| | 4 Accounts receivable, net | 491,761. | 4 | 2,396,099. |
| | 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 | 3,026. | 8 | 0. |
| | 9 Prepaid expenses and deferred charges | 639,890. | 9 | 471,452. |
| | 10a Land, buildings, and equipment cost or other basis Complete Part VI of Schedule D | 10a 31,206,990. | | |
| | b Less accumulated depreciation | 10b 22,754,633. | 7,587,186. | 10c 8,452,357. |
| | 11 Investments - publicly traded securities | | 11 | |
| | 12 Investments - other securities. See Part IV, line 11 | 15,286,984. | 12 | 18,807,836. |
| | 13 Investments - program-related. See Part IV, line 11 | | 13 | |
| | 14 Intangible assets | | 14 | 450,115. |
| | 15 Other assets See Part IV, line 11 | 0. | 15 | 933,238. |
| 16 Total assets. Add lines 1 through 15 (must equal line 33) | 45,546,348. | 16 | 66,130,860. | |
| Liabilities | 17 Accounts payable and accrued expenses | 989,090. | 17 | 3,517,752. |
| | 18 Grants payable | | 18 | |
| | 19 Deferred revenue | 7,564,055. | 19 | 11,290,469. |
| | 20 Tax-exempt bond liabilities | | 20 | |
| | 21 Escrow or custodial account liability Complete Part IV of Schedule D | | 21 | 34,984. |
| | 22 Loans and other payables to any current or former officer, director, trustee, key employee, creator or founder, substantial contributor, or 35% controlled entity or family member of any of these persons | | 22 | |
| | 23 Secured mortgages and notes payable to unrelated third parties | | 23 | |
| | 24 Unsecured notes and loans payable to unrelated third parties | 551,749. | 24 | 0. |
| | 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 | 5,667,899. | 25 | 5,815,888. |
| | 26 Total liabilities. Add lines 17 through 25 | 14,772,793. | 26 | 20,659,093. |
| 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 | 17,241,046. | 27 | 25,025,449. |
| | 28 Net assets with donor restrictions | 13,532,509. | 28 | 20,446,318. |
| | 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 | 30,773,555. | 32 | 45,471,767. |
| 33 Total liabilities and net assets/fund balances | 45,546,348. | 33 | 66,130,860. | |

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 | 49,123,046. |
| 2 | Total expenses (must equal Part IX, column (A), line 25) | 2 | 37,620,536. |
| 3 | Revenue less expenses Subtract line 2 from line 1 | 3 | 11,502,510. |
| 4 | Net assets or fund balances at beginning of year (must equal Part X, line 32, column (A)) | 4 | 30,773,555. |
| 5 | Net unrealized gains (losses) on investments | 5 | 3,295,230. |
| 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 | -99,528. |
| 10 | Net assets or fund balances at end of year Combine lines 3 through 9 (must equal Part X, line 32, column (B)) | 10 | 45,471,767. |

Part XII Financial Statements and Reporting

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

| | | Yes | No |
|----|--|-----|----|
| 1 | Accounting method used to prepare the Form 990 <input type="checkbox"/> Cash <input checked="" type="checkbox"/> Accrual <input type="checkbox"/> Other _____ If the organization changed its method of accounting from a prior year or checked "Other," explain in Schedule O | | |
| 2a | Were the organization's financial statements compiled or reviewed by an independent accountant? If "Yes," check a box below to indicate whether the financial statements for the year were compiled or reviewed on a separate basis, consolidated basis, or both <input type="checkbox"/> Separate basis <input type="checkbox"/> Consolidated basis <input type="checkbox"/> Both consolidated and separate basis | | X |
| 2b | Were the organization's financial statements audited by an independent accountant? If "Yes," check a box below to indicate whether the financial statements for the year were audited on a separate basis, consolidated basis, or both <input checked="" type="checkbox"/> Separate basis <input type="checkbox"/> Consolidated basis <input type="checkbox"/> Both consolidated and separate basis | X | |
| 2c | 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. | X | |
| 3a | As a result of a federal award, was the organization required to undergo an audit or audits as set forth in the Single Audit Act and OMB Circular A-133? | | X |
| 3b | 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 | | |

Form 990 (2019)

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) 2015 | (b) 2016 | (c) 2017 | (d) 2018 | (e) 2019 | (f) Total |
|---|-------------|------------|------------|-------------|-------------|-------------|
| 1 Gifts, grants, contributions, and membership fees received (Do not include any "unusual grants.") | 10,017,916. | 8,687,596. | 8,611,116. | 13,834,354. | 21,423,009. | 62,573,991. |
| 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 | 10,017,916. | 8,687,596. | 8,611,116. | 13,834,354. | 21,423,009. | 62,573,991. |
| 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) | | | | | | 22,255,987. |
| 6 Public support. Subtract line 5 from line 4 | | | | | | 40,318,004. |

Section B. Total Support

| Calendar year (or fiscal year beginning in) ▶ | (a) 2015 | (b) 2016 | (c) 2017 | (d) 2018 | (e) 2019 | (f) Total |
|---|-------------|------------|------------|-------------|-------------|-------------|
| 7 Amounts from line 4 | 10,017,916. | 8,687,596. | 8,611,116. | 13,834,354. | 21,423,009. | 62,573,991. |
| 8 Gross income from interest, dividends, payments received on securities loans, rents, royalties, and income from similar sources | 503,062. | 384,989. | 517,871. | 402,441. | 722,182. | 2,530,545. |
| 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) | | 2,140. | 1,846. | 1,730. | 18,598. | 24,314. |
| 11 Total support. Add lines 7 through 10 | | | | | | 65,128,850. |
| 12 Gross receipts from related activities, etc. (see instructions) | | | | | 12 | 85,773,223. |
| 13 First five 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 2019 (line 6, column (f) divided by line 11, column (f)) | 14 | 61.90 % |
| 15 Public support percentage from 2018 Schedule A, Part II, line 14 | 15 | 69.00 % |
| 16a 33 1/3% support test - 2019. 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 - 2018. 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 - 2019. 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 - 2018. 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) 2015 | (b) 2016 | (c) 2017 | (d) 2018 | (e) 2019 | (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) 2015 | (b) 2016 | (c) 2017 | (d) 2018 | (e) 2019 | (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 in 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 five 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 2019 (line 8, column (f), divided by line 13, column (f)) | 15 | % |
| 16 Public support percentage for 2018 Schedule A, Part III, line 15 | 16 | % |

Section D. Computation of Investment Income Percentage

| | | |
|--|-----------|---|
| 17 Investment income percentage for 2019 (line 10c, column (f), divided by line 13, column (f)) | 17 | % |
| 18 Investment income percentage from 2018 Schedule A, Part III, line 17 | 18 | % |

19a 33 1/3% support tests - 2019. 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 - 2018. 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 in line 12 on Part I. If you checked 12a of Part I, complete Sections A and B. If you checked 12b of Part I, complete Sections A and C. If you checked 12c of Part I, complete Sections A, D, and E. If you checked 12d of 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 (b) and (c) 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 12a or 12b in Part I, answer (b) and (c) 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 (b) and (c) 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 or 990-EZ).</i> | | |
| 8 Did the organization make a loan to a disqualified person (as defined in section 4958) not described in line 7? <i>If "Yes," complete Part I of Schedule L (Form 990 or 990-EZ).</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 in 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 in 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 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 in (b) and (c) below, the governing body of a supported organization? | | |
| b A family member of a person described in (a) above? | | |
| c A 35% controlled entity of a person described in (a) or (b) above? <i>If "Yes" to a, b, or c, provide detail in Part VI.</i> | | |

Section B. Type I Supporting Organizations

| | Yes | No |
|---|-----|----|
| 1 Did the directors, trustees, or membership of one or more supported organizations have the power to regularly appoint or elect at least a majority of the organization's 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 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> | | |

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> | | |

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 in (2), 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> | | |

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 government entity (see instructions). | | |
| 2 Activities Test. Answer (a) and (b) 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 in (a) 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 (a) and (b) 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>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> | | |

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 1-1/2% 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 .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 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 | |
| 2 Amounts paid to perform activity that directly furthers exempt purposes of supported organizations, in excess of income from activity | |
| 3 Administrative expenses paid to accomplish exempt purposes of supported organizations | |
| 4 Amounts paid to acquire exempt-use assets | |
| 5 Qualified set-aside amounts (prior IRS approval required) | |
| 6 Other distributions (describe in Part VI) See instructions | |
| 7 Total annual distributions. Add lines 1 through 6 | |
| 8 Distributions to attentive supported organizations to which the organization is responsive (provide details in Part VI) See instructions | |
| 9 Distributable amount for 2019 from Section C, line 6 | |
| 10 Line 8 amount divided by line 9 amount | |

| Section E - Distribution Allocations (see instructions) | (i) Excess Distributions | (ii) Underdistributions Pre-2019 | (iii) Distributable Amount for 2019 |
|--|-----------------------------|--|---|
| 1 Distributable amount for 2019 from Section C, line 6 | | | |
| 2 Underdistributions, if any, for years prior to 2019 (reasonable cause required- explain in Part VI) See instructions | | | |
| 3 Excess distributions carryover, if any, to 2019 | | | |
| a From 2014 | | | |
| b From 2015 | | | |
| c From 2016 | | | |
| d From 2017 | | | |
| e From 2018 | | | |
| f Total of lines 3a through e | | | |
| g Applied to underdistributions of prior years | | | |
| h Applied to 2019 distributable amount | | | |
| i Carryover from 2014 not applied (see instructions) | | | |
| j Remainder Subtract lines 3g, 3h, and 3i from 3f | | | |
| 4 Distributions for 2019 from Section D, line 7 \$ | | | |
| a Applied to underdistributions of prior years | | | |
| b Applied to 2019 distributable amount | | | |
| c Remainder Subtract lines 4a and 4b from 4 | | | |
| 5 Remaining underdistributions for years prior to 2019, if any Subtract lines 3g and 4a from line 2 For result greater than zero, explain in Part VI. See instructions | | | |
| 6 Remaining underdistributions for 2019 Subtract lines 3h and 4b from line 1 For result greater than zero, explain in Part VI See instructions | | | |
| 7 Excess distributions carryover to 2020. Add lines 3j and 4c | | | |
| 8 Breakdown of line 7 | | | |
| a Excess from 2015 | | | |
| b Excess from 2016 | | | |
| c Excess from 2017 | | | |
| d Excess from 2018 | | | |
| e Excess from 2019 | | | |

Schedule A (Form 990 or 990-EZ) 2019

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:

VENDING MACHINE INCOME

2016 AMOUNT: \$ 2,140.

2017 AMOUNT: \$ 1,846.

2018 AMOUNT: \$ 1,730.

2019 AMOUNT: \$ 1,055.

MISC. INCOME

2019 AMOUNT: \$ 17,543.

SCHEDULE D
(Form 990)

Department of the Treasury
Internal Revenue Service

Supplemental Financial Statements

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

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

OMB No 1545-0047

2019

Open to Public Inspection

Name of the organization **CANDID** Employer identification number **13-1837418**

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 in (a) | 2c |
| d Number of conservation easements included in (c) acquired after 7/25/06, 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 2(d) 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 ▶ \$ _____

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

Schedule D (Form 990) 2019

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 | |
| d Additions during the year | |
| e Distributions during the year | |
| f Ending balance | |
- 2a Did the organization include an amount on Form 990, Part X, line 21, for escrow or custodial account liability? Yes No
- b If "Yes," explain the arrangement in Part XIII. Check here if the explanation has been provided on 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 | 14,722,785. | 15,262,314. | 13,343,417. | 14,506,097. | 15,027,711. |
| b Contributions | | | | | |
| c Net investment earnings, gains, and losses | 2,644,981. | -539,529. | 1,944,840. | 363,356. | -491,485. |
| d Grants or scholarships | | | | | |
| e Other expenditures for facilities and programs | | | 25,943. | 1,526,036. | 30,129. |
| f Administrative expenses | | | | | |
| g End of year balance | 17,367,766. | 14,722,785. | 15,262,314. | 13,343,417. | 14,506,097. |

- 2 Provide the estimated percentage of the current year end balance (line 1g, column (a)) held as
- a Board designated or quasi-endowment 90.13 %
 - b Permanent endowment 9.87 %
 - 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 | | X |
| (ii) Related organizations | | X |
- b If "Yes" on line 3a(ii), are the related organizations listed as required on Schedule R?
- 4 Describe in Part XIII the intended uses of the organization's endowment funds

Part VI Land, Buildings, and Equipment.

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

| Description of property | (a) Cost or other basis (investment) | (b) Cost or other basis (other) | (c) Accumulated depreciation | (d) Book value |
|--|--------------------------------------|---------------------------------|------------------------------|----------------|
| 1a Land | | | | |
| b Buildings | | | | |
| c Leasehold improvements | | 6,141,185. | 2,572,402. | 3,568,783. |
| d Equipment | | 10,999,479. | 10,227,099. | 772,380. |
| e Other | | 14,066,326. | 9,955,132. | 4,111,194. |
| Total. Add lines 1a through 1e. (Column (d) must equal Form 990, Part X, column (B), line 10c.) | | | | 8,452,357. |

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) MULTI-STRATEGY EQUITY FUND | 13,680,155. | END-OF-YEAR MARKET VALUE |
| (B) MULTI-STRATEGY BOND FUND | 5,127,681. | END-OF-YEAR MARKET VALUE |
| (C) | | |
| (D) | | |
| (E) | | |
| (F) | | |
| (G) | | |
| (H) | | |
| Total. (Col. (b) must equal Form 990, Part X, col. (B) line 12.) | 18,807,836. | |

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, col. (B) line 13.) | | |

Part IX Other Assets.

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

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

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) ACCUMULATED POSTRETIREMENT BENEFIT OBLIGATION | 1,709,261. |
| (3) DEFERRED RENT OBLIGATION | 4,106,627. |
| (4) | |
| (5) | |
| (6) | |
| (7) | |
| (8) | |
| (9) | |
| Total. (Column (b) must equal Form 990, Part X, col. (B) line 25.) | 5,815,888. |

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 | 52,641,283. |
| 2 | Amounts included on line 1 but not on Form 990, Part VIII, line 12 | | | |
| a | Net unrealized gains (losses) on investments | 2a | 3,295,230. | |
| b | Donated services and use of facilities | 2b | 26,220. | |
| c | Recoveries of prior year grants | 2c | | |
| d | Other (Describe in Part XIII) | 2d | 296,315. | |
| e | Add lines 2a through 2d | 2e | | 3,617,765. |
| 3 | Subtract line 2e from line 1 | 3 | | 49,023,518. |
| 4 | Amounts included on Form 990, Part VIII, line 12, but not on line 1 | | | |
| a | Investment expenses not included on Form 990, Part VIII, line 7b | 4a | | |
| b | Other (Describe in Part XIII) | 4b | 99,528. | |
| c | Add lines 4a and 4b | 4c | | 99,528. |
| 5 | Total revenue. Add lines 3 and 4c. (This must equal Form 990, Part I, line 12.) | 5 | | 49,123,046. |

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 | 37,943,071. |
| 2 | Amounts included on line 1 but not on Form 990, Part IX, line 25 | | | |
| a | Donated services and use of facilities | 2a | 26,220. | |
| b | Prior year adjustments | 2b | | |
| c | Other losses | 2c | | |
| d | Other (Describe in Part XIII) | 2d | 296,315. | |
| e | Add lines 2a through 2d | 2e | | 322,535. |
| 3 | Subtract line 2e from line 1 | 3 | | 37,620,536. |
| 4 | Amounts included on Form 990, Part IX, line 25, but not on line 1 | | | |
| a | Investment expenses not included on Form 990, Part VIII, line 7b | 4a | | |
| b | Other (Describe in Part XIII) | 4b | | |
| c | Add lines 4a and 4b | 4c | | 0. |
| 5 | Total expenses. Add lines 3 and 4c. (This must equal Form 990, Part I, line 18.) | 5 | | 37,620,536. |

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 IV, LINE 2B:

THE ORGANIZATION HOLDS SECURITY DEPOSITS FOR TENANTS IN AN ESCROW ACCOUNT.

THESE DEPOSITS ARE RETURNED TO THE TENANTS UPON TERMINATION OF THEIR

LEASES.

PART V, LINE 4:

CANDID'S ENDOWMENT FUNDS AND BOARD-DESIGNATED AMOUNTS FOR LONG-TERM

INVESTMENT CONSIST OF PERMANENTLY RESTRICTED NET ASSETS (ENDOWMENT FUNDS)

AND A BOARD-DESIGNATED AMOUNT FOR LONG-TERM INVESTMENT. THE PERMANENTLY

RESTRICTED NET ASSETS (ENDOWMENT FUNDS) ARE SUBJECT TO DONOR-IMPOSED

STIPULATIONS THAT THE PRINCIPAL BE MAINTAINED PERMANENTLY BY CANDID.

CANDID HAS THREE SEPARATE ENDOWMENTS AND IT IS PERMITTED TO USE THE INCOME

Part XIII Supplemental Information (continued)

EARNED ON THE RELATED INVESTMENTS FOR GENERAL PURPOSES, LIBRARY

ACQUISITIONS AND PUBLIC EDUCATION. THE BOARD-DESIGNATED AMOUNT FOR

LONG-TERM INVESTMENT IS A FUND SET ASIDE BY THE BOARD OF TRUSTEES FOR

LONG-TERM INVESTMENT THAT ENSURE CANDID'S FINANCIAL STRENGTH AND AGILITY,

AND PROVIDE A RESERVE FUND IN THE EVENT OF A FINANCIAL EMERGENCY.

PART X, LINE 2:

CANDID RECOGNIZES THE EFFECT OF INCOME TAX POSITIONS ONLY IF THOSE

POSITIONS ARE MORE LIKELY THAN NOT TO BE SUSTAINED. MANAGEMENT HAS

DETERMINED THAT CANDID HAD NO UNCERTAIN TAX POSITIONS THAT WOULD REQUIRE

FINANCIAL STATEMENT RECOGNITION OR DISCLOSURE. CANDID IS NO LONGER SUBJECT

TO EXAMINATION BY THE APPLICABLE JURISDICTIONS FOR PERIODS PRIOR TO

DECEMBER 31, 2016.

PART XI, LINE 2D - OTHER ADJUSTMENTS:

RENTAL EXPENSES REPORTED ON PART VIII, LINE 6B 296,315.

PART XI, LINE 4B - OTHER ADJUSTMENTS:

POSTRETIREMENT CHANGES OTHER THAN NET PERIODIC BENEFIT COST 99,528.

PART XII, LINE 2D - OTHER ADJUSTMENTS:

RENTAL EXPENSES REPORTED ON PART VIII, LINE 6B 296,315.

PART XI, LINE 4B - OTHER ADJUSTMENTS:

AS OF DECEMBER 31, 2019, AN ACTUARIAL LOSS OF \$99,528 WAS NOT YET

RECOGNIZED AS A COMPONENT OF NET PERIODIC POSTRETIREMENT BENEFIT COST.

THIS GAIN IS RECORDED ON THE DECEMBER 31, 2019 STATEMENT OF CHANGES IN NET

ASSETS WITHOUT DONOR RESTRICTIONS.

**SCHEDULE J
(Form 990)**

Compensation Information

OMB No 1545-0047

For certain Officers, Directors, Trustees, Key Employees, and Highest Compensated Employees

2019

▶ Complete if the organization answered "Yes" on Form 990, Part IV, line 23.

▶ Attach to Form 990.

Open to Public Inspection

Department of the Treasury
Internal Revenue Service

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

Name of the organization

CANDID

Employer identification number

13-1837418

Part I Questions Regarding Compensation

| | Yes | No |
|--|-----|----|
| 1a Check the appropriate box(es) if the organization provided any of the following to or for a person listed on Form 990, Part VII, Section A, line 1a. Complete Part III to provide any relevant information regarding these items | | |
| <input type="checkbox"/> First-class or charter travel | | |
| <input type="checkbox"/> Travel for companions | | |
| <input type="checkbox"/> Tax indemnification and gross-up payments | | |
| <input type="checkbox"/> Discretionary spending account | | |
| <input type="checkbox"/> Housing allowance or residence for personal use | | |
| <input type="checkbox"/> Payments for business use of personal residence | | |
| <input type="checkbox"/> Health or social club dues or initiation fees | | |
| <input type="checkbox"/> Personal services (such as maid, chauffeur, chef) | | |
| b If any of the boxes on line 1a are checked, did the organization follow a written policy regarding payment or reimbursement or provision of all of the expenses described above? If "No," complete Part III to explain | | |
| 2 Did the organization require substantiation prior to reimbursing or allowing expenses incurred by all directors, trustees, and officers, including the CEO/Executive Director, regarding the items checked on line 1a? | | |
| 3 Indicate which, if any, of the following the organization used to establish the compensation of the organization's CEO/Executive Director. Check all that apply. Do not check any boxes for methods used by a related organization to establish compensation of the CEO/Executive Director, but explain in Part III | | |
| <input checked="" type="checkbox"/> Compensation committee | | |
| <input checked="" type="checkbox"/> Independent compensation consultant | | |
| <input type="checkbox"/> Form 990 of other organizations | | |
| <input type="checkbox"/> Written employment contract | | |
| <input checked="" type="checkbox"/> Compensation survey or study | | |
| <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? | X | |
| b Participate in, or receive payment from, a supplemental nonqualified retirement plan? | | X |
| c Participate in, or receive payment from, an equity-based compensation arrangement? | | X |
| 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? | | X |
| b Any related organization? | | X |
| 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? | | X |
| b Any related organization? | | X |
| 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 | | X |
| 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 | | X |
| 9 If "Yes" on line 8, did the organization also follow the rebuttable presumption procedure described in Regulations section 53.4958-6(c)? | | |

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

Schedule J (Form 990) 2019

Part III Supplemental Information

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

PART I, LINE 3:

REFER TO THE EXPLANATION FOR FORM 990, PART VI, SECTION B, LINE 15 ON

SCHEDULE O.

PART I, LINE 4A:

MONISHA DE QUADROS, VP OF FINANCIAL STRATEGY, RECEIVED A \$95,995 SEVERANCE

PAYMENT INCLUDED IN HER 2019 W-2.

SCHEDULE O
(Form 990 or 990-EZ)

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 990-EZ.

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

OMB No 1545-0047

2019

**Open to Public
Inspection**

Name of the organization

CANDID

Employer identification number

13-1837418

FORM 990, PART III, LINE 1:

EVERY YEAR, MILLIONS OF NONPROFITS SPEND TRILLIONS OF DOLLARS AROUND

THE WORLD. CANDID FINDS OUT WHERE THAT MONEY COMES FROM, WHERE IT GOES,

AND WHY IT MATTERS. THROUGH RESEARCH, COLLABORATION, AND TRAINING,

CANDID CONNECTS PEOPLE WHO WANT TO CHANGE THE WORLD TO THE RESOURCES

THEY NEED TO DO IT. CANDID'S DATA TOOLS ON NONPROFITS, FOUNDATIONS, AND

GRANTS ARE THE MOST COMPREHENSIVE IN THE WORLD. FOUNDATION CENTER AND

GUIDESTAR JOINED FORCES TO BECOME CANDID, A 501(C)3 NONPROFIT

ORGANIZATION.

WE SEE A FUTURE IN WHICH EVERYONE SPEAKS CLEARLY ABOUT WHAT THEY DO,

WHAT WORKS, AND WHAT CAN BE IMPROVED; PEOPLE AND ORGANIZATIONS CAN MAKE

THE GREATEST IMPACT; AND PRIVATE RESOURCES ARE DEPLOYED MORE

EFFECTIVELY TOWARD THE PUBLIC GOOD. WE WANT TO HELP PEOPLE EVALUATE AND

SHARE THEIR WORK AND THE WORK OF OTHERS, HAVE ACCESS TO TOOLS THAT HELP

THEM DO THEIR BEST WORK, AND IMPROVE THEIR SKILLS SO THEY CAN IMPROVE

THE WORLD.

FORM 990, PART III, LINE 4A:

MAJOR DATA COLLECTION AND PUBLICATIONS PROGRAM ACCOMPLISHMENTS IN 2019

INCLUDE THE FOLLOWING:

CANDID HAS FORGED DEEP, SUBSTANTIVE RELATIONSHIPS WITH GLOBAL,

REGIONAL, AND COUNTRY-LEVEL ORGANIZATIONS TO FACILITATE DATA-GATHERING

AND KNOWLEDGE-SHARING BY THEIR MEMBERSHIPS. AS THE LEADER IN

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

Schedule O (Form 990 or 990-EZ) (2019)

932211 09-06-19

Name of the organization

CANDID

Employer identification number

13-1837418

PHILANTHROPIC DATA COLLECTION AND DISSEMINATION, WE ASSIST

ORGANIZATIONS AROUND THE GLOBE IN COLLECTING AND ORGANIZING THEIR

REGION'S PHILANTHROPY DATA BY SHARING WHAT WE HAVE LEARNED OVER THE

PAST 63 YEARS ABOUT DATA ACQUISITION AND DATA ARCHITECTURE.

IN 2019, WE FACILITATED FOUR WORKSHOPS AND ENGAGED WITH MORE THAN 60

COMMUNITY PHILANTHROPY ORGANIZATIONS AS PART OF OUR YEAR-LONG LISTENING

TOUR TO UNDERSTAND THE KNOWLEDGE MANAGEMENT AND MEASUREMENT NEEDS OF

COMMUNITY PHILANTHROPY. WE MET WITH ORGANIZATIONS FROM THE WESTERN

BALKANS AND EASTERN EUROPE IN BELGRADE, RURAL COMMUNITY FOUNDATIONS

FROM ACROSS RUSSIA IN MOSCOW, AND COMMUNITY PHILANTHROPY LEADERS FROM

CHINA, FRANCE, ITALY, LATVIA, NIGERIA, AND UKRAINE FROM THE CUNY

FELLOWSHIP COHORT. WE HOPE TO USE LESSONS LEARNED TO INFORM FUTURE WORK

ON RESOURCES TO HELP COMMUNITY-BASED ORGANIZATIONS MEASURE THEIR

IMPACT.

WE HOSTED A COHORT OF 20 NEXTGEN PHILANTHROPISTS FROM THE TORONTO

FOUNDATION AT OUR NEW YORK HEADQUARTERS AND SHARED INFORMATION ABOUT

CANDID, PHILANTHROPIC DATA, AND PARTICIPATORY GRANTMAKING. THE

CONVERSATIONS WERE ENGAGING AND HIGHLIGHTED HOW DIALOGUE CAN MAKE AN

IMPACT ON THE WAY FUNDERS THINK AND WORK.

WE SURVEYED MORE THAN 800 ORGANIZATIONS TO EXPLORE PHILANTHROPY'S ROLE

IN PEACEBUILDING. THE QUALITY AND QUANTITY OF RESPONSES WE RECEIVED

ENABLED US TO DEVELOP A REGRESSION MODEL OF THE DRIVERS OF

PHILANTHROPIC ENGAGEMENT AND INVESTMENT IN PEACEBUILDING, THE ISSUE

AREA RECEIVING THE LEAST AMOUNT OF PHILANTHROPIC FUNDING DESPITE

CONFLICT COSTING THE GLOBAL ECONOMY AT LEAST \$13 TRILLION EVERY YEAR.

| | |
|------------------------------------|--|
| Name of the organization CANDID | Employer identification number 13-1837418 |
|------------------------------------|--|

WE PRESENTED OUR EARLY FINDINGS AND RECOMMENDATIONS AT THE UNITED NATIONS IN GENEVA. THE STUDY IS THE FIRST OF ITS KIND IN TERMS OF THE RIGOR OF THE DATA AND WILL INFORM OUR WORK IN 2020 FOCUSED ON RAISING AWARENESS AND FACILITATING ENGAGEMENT AMONG FOUNDATIONS IN PREVENTING CONFLICT AND BUILDING PEACE.

CANDID ALSO PARTICIPATED IN FOUNDATIONS ON THE HILL WITH THE UNITED PHILANTHROPY FORUM, TAKING PART IN REGIONAL LEGISLATIVE MEETINGS WITH BOTH PHILANTHROPY CALIFORNIA AND PHILANTHROPY NORTHWEST. SUBSEQUENTLY, WE WERE INVITED TO PRESENT TWO WEBINARS TO REGIONAL PHILANTHROPY-SERVING ORGANIZATIONS ABOUT LEVERAGING OUR DATA TO PREPARE FOR AND INFORM SUCH CONVERSATIONS.

REGIONAL GIVING DASHBOARDS
CANDID'S REGIONAL GIVING DASHBOARDS PROVIDE AN AT-A-GLANCE OVERVIEW OF INSTITUTIONAL PHILANTHROPY FOR REGIONS ACROSS THE COUNTRY AND AROUND THE WORLD. CURRENTLY 20 STATES HAVE A TEMPLATE VIEW OF THEIR LOCAL PHILANTHROPIC SECTOR THANKS TO OUR WORK WITH THE REGIONAL ASSOCIATIONS AND THE UNITED PHILANTHROPY FORUM. THESE DASHBOARDS ARE PUBLIC FACING AND CONTINUE TO BE UPDATED WITH THE LATEST DATA AVAILABLE.

ELECTRONIC GRANT REPORTING
CANDID CONTINUES TO BE A LEADING DRIVER IN ESTABLISHING DATA STANDARDS FOR PHILANTHROPY AND ENABLING FOUNDATIONS TO SHARE THEIR DATA WITH US DIRECTLY. THE "GET ON THE MAP" CAMPAIGN WITH UNITED PHILANTHROPY FORUM CONTINUES TO BE SUCCESSFUL, HELPING INCREASE THE NUMBER OF FOUNDATIONS THAT REPORT THEIR GRANTS DATA ELECTRONICALLY TO US AND ENABLING THE MEMBERS OF THE REGIONALS TO ACCESS TIMELY, AGGREGATED DATA IN THEIR

| | |
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| Name of the organization CANDID | Employer identification number 13-1837418 |
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COMMUNITIES. IN 2019, 105 FUNDERS CONTRIBUTED DATA TO CANDID FOR THE FIRST TIME. FUNDERS WHO SHARED DATA TOTALED MORE THAN \$28 BILLION ACROSS MULTIPLE FISCAL YEARS. MORE THAN HALF OF THE GRANTS REPORTED WERE FOR FY18 OR LATER. THESE ARE GRANTS THAT ARE NOT YET AVAILABLE ON PUBLIC IRS 990-PF FORMS, BUT ARE NOW VIEWABLE IN CANDID'S PRODUCTS AND SERVICES, INCLUDING FDO AND FOUNDATION MAPS.

FDO AND FDO QUICK START

FDO PROVIDES SUBSCRIBERS WITH ACCESS TO TIMELY, COMPREHENSIVE INFORMATION ON U.S. GRANTMAKERS AND THEIR GRANTS, PLUS A GROWING NUMBER OF FOUNDATIONS LOCATED OUTSIDE OF THE U.S. THE PROFESSIONAL VERSION OF FDO IS ACCESSIBLE TO ORGANIZATIONS AND COMMUNITY STAKEHOLDERS AT NO COST AT OUR 400+ FIRS. IN 2019, WE ADDED 3.2 MILLION GRANTS TO OUR FDO DATASET WHICH NOW INCLUDES 16.6 MILLION GRANT RECORDS WITH PROFILES OF 140,000 GRANTMAKERS.

WE CONTINUED TO ENHANCE FDO TO PROVIDE OUR USERS WITH A BETTER SEARCH EXPERIENCE. FDO NOW MAKES IT EASIER TO KEEP UP TO DATE WITH REQUESTS FOR PROPOSALS (RFPs) BY ALLOWING USERS TO VIEW THEM DIRECTLY IN FDO AND CUSTOMIZE WHICH RFPs THEY SEE ON THEIR HOMEPAGE BASED ON THEIR FIELDS OF INTEREST. WE ALSO ADAPTED OUR SEARCH FIELDS BASED ON GIVING TRENDS. BETWEEN 2007 AND 2016, ASSETS IN DONOR ADVISED FUNDS (DAFS) NATIONWIDE INCREASED FROM \$32 BILLION TO \$85 BILLION. WE HAVE UPDATED OUR SEARCH FILTERS TO MAKE IT EASY TO FIND DAFS IN FDO.

FOR THOSE WHO CAN'T VISIT ONE OF OUR LOCATIONS, FDO QUICK START ALLOWS FREE ONLINE ACCESS TO ESSENTIAL INFORMATION ABOUT 100,000 FOUNDATIONS AND 250,000 IRS FORMS 990-PF. IN 2019, MORE THAN A MILLION USERS TOOK ADVANTAGE OF THIS FREE TOOL.

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|------------------------------------|--|
| Name of the organization CANDID | Employer identification number 13-1837418 |
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FOUNDATION MAPS

FOUNDATION MAPS IS CANDID'S PREMIER DATA VISUALIZATION TOOL AND THE EASIEST WAY TO SEE WHO IS FUNDING WHAT AND WHERE AROUND THE WORLD. WITH MILLIONS OF GRANTS FROM 2006 TO THE PRESENT, INNOVATIVE WAYS TO VISUALIZE FUNDING DATA, AND THE FLEXIBILITY AND PRECISION TO TAILOR RESEARCH, FOUNDATION MAPS HELPS FUNDERS AND NONPROFITS ACCESS THE KNOWLEDGE THEY NEED TO MAKE STRATEGIC DECISIONS AND STRENGTHEN THEIR IMPACT. FOUNDATION MAPS CURRENTLY INCLUDES DATA ON 16.2 MILLION GRANTS TOTALING \$3.9 TRILLION MADE BY 167,900 FUNDERS TO 935,014 RECIPIENTS. IN 2019, FOUNDATION MAPS WAS USED BY 187,910 PEOPLE, A 25 PERCENT INCREASE OVER THE PREVIOUS YEAR.

FOUNDATION WEBSITES

FOUNDATION WEBSITES IS OUR WEB DESIGN AND SUPPORT SERVICES FOR PRIVATE FOUNDATIONS AND OTHER GRANTMAKING ORGANIZATIONS. SURPRISINGLY, ONLY 10 PERCENT OF FOUNDATIONS IN THE U.S. HAVE WEBSITES. WITH A GOAL OF INCREASING FOUNDATION TRANSPARENCY, CANDID OFFERS TO PROFESSIONALLY DESIGN AND MAINTAIN CUSTOMIZED WEBSITES FOR FOUNDATIONS FREE OF CHARGE OR FOR A MODEST FEE. GRANTMAKERS WHO HAVE WORKED WITH US ON THEIR WEBSITES REPORT RECEIVING BETTER PROPOSALS AND ANSWERING FEWER REQUESTS BY PHONE AND MAIL, SAVING THEM BOTH TIME AND MONEY. WE CURRENTLY HOST 227 WEBSITES FOR FOUNDATIONS.

FORM 990, PART III, LINE 4B:

MAJOR LIBRARY/LEARNING CENTER AND OTHER PUBLIC SERVICES ACCOMPLISHMENTS

IN 2019 INCLUDE THE FOLLOWING:

| | |
|------------------------------------|--|
| Name of the organization CANDID | Employer identification number 13-1837418 |
|------------------------------------|--|

CANDID OPERATES PROFESSIONALLY STAFFED LIBRARY/LEARNING CENTERS IN FIVE

LOCATIONS: NEW YORK CITY; WASHINGTON, DC; ATLANTA; CLEVELAND; AND SAN

FRANCISCO THAT OFFER FREE ACCESS TO CANDID'S ONLINE SUBSCRIPTION

DATABASES AND BOOKS, OTHER RESOURCES ON FUNDERS AND ALL ASPECTS OF

PHILANTHROPY AND NONPROFIT MANAGEMENT AND FREE EDUCATIONAL PROGRAMS.

CANDID HAS AN ONLINE LIBRARIAN WHO RESPONDS TO REFERENCE QUESTIONS FROM

PEOPLE WHO PREFER TO USE ITS RESOURCES ONLINE. CANDID PROVIDES FREE

IN-PERSON PROGRAMS WHICH GIVE PARTICIPANTS A COMPREHENSIVE

UNDERSTANDING OF THE GRANT-SEEKING PROCESS.

CANDID ALSO COORDINATES A NETWORK OF FUNDING INFORMATION CENTERS

NATIONWIDE AND AROUND THE WORLD MORE THAN 400 FIN PARTNERS THAT OFFER

FREE LOCAL ACCESS TO CORE CENTER RESOURCES, INCLUDING THE FOUNDATION

DIRECTORY ONLINE PROFESSIONAL AND TRAINING.

OTHER MAJOR LIBRARY/LEARNING CENTER ACCOMPLISHMENTS IN 2019 INCLUDE THE

FOLLOWING:

GRANTSPACE

TO ENSURE THAT OUR CAPACITY-BUILDING TOOLS ARE AVAILABLE TO ANYONE,

ANYWHERE, WE USE GRANTSPACE, OUR ONLINE LEARNING PLATFORM TO OFFER

TRAININGS IN THREE CORE COMPETENCIES: FUNDRAISING, ORGANIZATIONAL

SUSTAINABILITY, AND LEADERSHIP AND MANAGEMENT. IN THE PAST YEAR,

GRANTSPACE HAS BEEN USED BY 1.7 MILLION PEOPLE.

WE CONTINUE TO KEEP AN EYE ON TRENDS SO THAT OUR OFFERINGS ARE

RESPONSIVE TO THE SOCIAL SECTOR'S EVOLVING NEEDS. FOR EXAMPLE, BETWEEN

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2005 AND 2015, THE NUMBER OF NONPROFITS REGISTERED WITH THE IRS GREW BY

10 PERCENT. WITH THE SUPPORT OF THE EWING MARION KAUFFMAN FOUNDATION,

WE LAUNCHED THE NONPROFIT STARTUP ASSESSMENT TOOL, A FREE ONLINE

DIAGNOSTIC DESIGNED TO HELP INDIVIDUALS ASSESS THEIR PREPAREDNESS TO

START A NONPROFIT AND DETERMINE THEIR STRENGTHS AND AREAS FOR

IMPROVEMENT. ONCE THE ASSESSMENT IS COMPLETE, THE RESULTS PROVIDE

CUSTOMIZED RESOURCES TO GUIDE USERS ON NEXT STEPS SUCH AS IDENTIFYING

FUNDING, NAVIGATING THE LEGAL PROCESS, DEVELOPING A BUSINESS PLAN, AND

LAUNCHING PROGRAMS. WE ALSO OFFER A COMPLEMENTARY WEBINAR, "IS STARTING

A NONPROFIT RIGHT FOR YOU?" TO TEACH THE LEGAL AND LOGISTICAL ELEMENTS

NECESSARY TO START A SUCCESSFUL NONPROFIT AS WELL AS POSSIBLE

ALTERNATIVES.

DURING THE GRANT PERIOD, MORE THAN 36,000 PEOPLE REGISTERED FOR OUR

FREE ONLINE TRAININGS AND SELF-PACED E-LEARNING COURSES. WE'RE EXCITED

TO SHARE THAT, THROUGH A NEW EFFORT TO SECURE SPONSORSHIPS FOR SEVERAL

OF OUR PREVIOUSLY FEE-BASED WEBINARS, WE WERE ABLE TO EXPAND OUR FREE

PROGRAM OFFERINGS. THIS ALLOWED US TO SUBSTANTIALLY INCREASE OUR REACH;

WE TRACKED 14,808 REGISTRATIONS TO SPONSORED WEBINARS IN 2019.

WE CONTINUED TO GROW OUR VIRTUAL LIBRARY COLLECTION, MAKING RESOURCES

MORE EASILY ACCESSIBLE TO A BROADER AUDIENCE AND ALLOWING US TO SERVE A

GROWING NUMBER OF PEOPLE. DURING THE GRANT PERIOD, OUR VIRTUAL LIBRARY

HAD 986 USERS.

IN ADDITION TO OUR ONLINE LEARNING TOOLS AND IN-PERSON TRAININGS, OUR

ONLINE LIBRARIAN SERVICE MADE IT EASY FOR PEOPLE TO ENGAGE WITH OUR

TEAM OF EXPERTS TO GET ANSWERS TO THEIR QUESTIONS ABOUT FOUNDATIONS,

PHILANTHROPY, FUNDRAISING, AND NONPROFITS. IN 2019, OUR ONLINE

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LIBRARIAN SERVICE RESPONDED TO NEARLY 13,000 LIVE CHATS AND EMAIL

INQUIRIES.

WE ALSO CONTINUED TO PROVIDE ACCESS TO AUDIENCES THAT ARE OFTEN

UNDERSERVED. FOR EXAMPLE, OUR GRANTSPACE CONTENT INCLUDES ARTICLES,

WEBINARS, TUTORIALS, AND OTHER MATERIALS IN SPANISH. OUR KEY TRAINING

RESOURCES CONTINUED TO BE AVAILABLE FOR DOWNLOAD IN BOTH ENGLISH AND

SPANISH, AND WE CONTINUE TO SERVE PEOPLE WITH VISUAL IMPAIRMENTS.

FUNDING INFORMATION NETWORK (FIN)

CANDID'S FIN CONSISTS OF 400+ COMMUNITY-BASED ORGANIZATIONS THAT

STRENGTHEN THEIR LOCAL COMMUNITIES BY OFFERING A SUITE OF OUR TRAININGS

AND DATABASES FREE OF CHARGE TO THE PUBLIC. IN 2019, 1,649 PEOPLE

VISITED OUR FINS TO ATTEND FREE TRAININGS AND HUNDREDS MORE VISITED

FINS IN THEIR AREA TO SEARCH OUR DATABASES.

LAST YEAR, WE INTRODUCED TWO NEW PROGRAM TIERS, ACCESS AND TRAINING.

THESE TIERS ALLOW FIN PARTNERS TO OPT-IN AT THE LEVEL THAT BEST

ADDRESSES THE NEEDS OF THEIR COMMUNITIES. ACCESS PARTNERS PROVIDE

SUPPORT TO NONPROFITS LOOKING FOR FUNDING DATA THROUGH ACCESS TO OUR

GRANTS DATABASE, FOUNDATION DIRECTORY ONLINE (FDO). TRAINING PARTNERS

AUGMENT THIS INFORMATION BY CONDUCTING MORE EXTENSIVE OUTREACH IN THEIR

COMMUNITIES AND BY LEVERAGING CANDID'S SIGNATURE TRAINING CURRICULUM

INTO CAPACITY-BUILDING PROGRAMS FOR LOCAL NONPROFITS. IN 2019, WE ADDED

14 TRAINING PARTNERS TO OUR NETWORK. DURING THE YEAR, WE SUCCESSFULLY

BROUGHT TRAINING PARTNERS TOGETHER WITH OUR STAFF TRAINERS TO LEARN

FROM ONE ANOTHER AND CREATE A COMMUNITY OF PRACTICE.

PHILANTHROPY NEWS DIGEST (PND)

| | |
|------------------------------------|--|
| Name of the organization CANDID | Employer identification number 13-1837418 |
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PND, A DAILY NEWS SERVICE OF CANDID, IS A COLLECTION OF PHILANTHROPY-RELATED ARTICLES AND FEATURES CULLED FROM PRINT AND ELECTRONIC MEDIA OUTLETS NATIONWIDE AS WELL AS RFPs FROM FOUNDATIONS AND JOB LISTINGS. MORE THAN 1.5 MILLION PEOPLE RELIED ON PND AS A SOURCE OF INFORMATION ABOUT THE SOCIAL SECTOR IN 2019, A 13 PERCENT INCREASE OVER THE PREVIOUS YEAR. PHILANTOPIC, THE PND BLOG, PROVIDES OPINIONS AND COMMENTARY ON THE CHANGING WORLD OF PHILANTHROPY AND PUBLISHED 126 POSTS IN 2019.

FORM 990, PART III, LINE 4C:
MAJOR RESEARCH AND OTHER PROGRAMS ACCOMPLISHMENTS IN 2019 INCLUDE THE FOLLOWING:

KNOWLEDGE SERVICES ARE DATA-DRIVEN TOOLS AND CONTENT-RICH PLATFORMS DEVELOPED BY CANDID FOR FUNDERS AND THEIR NETWORKS, CONSULTANTS, ADVISORS, AND GRANTEES. THEY ARE DESIGNED TO ANSWER FUNDAMENTAL QUESTIONS SUCH AS: WHO IS FUNDING WHAT AND WHERE? HOW CAN WE KNOW WHAT OTHER FUNDERS KNOW? HOW CAN WE MAKE THE MOST OF WHAT WE ARE LEARNING? WE WORK WITH PARTNERS ON CUSTOM PROJECTS TO TURN OUR DATA, ANALYSIS, AND TECHNOLOGY INTO SOLUTIONS FOR THE SECTOR.

FOUNDATION LANDSCAPES
CANDID CREATES KNOWLEDGE PORTALS THAT GIVE USERS A BETTER PERSPECTIVE ON INDIVIDUAL ISSUE AREAS. WE USE DATA VISUALIZATION TOOLS, NEWS, AND ORIGINAL RESEARCH TO ILLUMINATE KEY ISSUES IN PHILANTHROPY. THESE PROJECTS, KNOWN AS FOUNDATION LANDSCAPES, ARE DESIGNED FOR ONGOING UPDATES AND MAKE IT EASY FOR DONORS TO SCAN THE LANDSCAPE TO REVEAL

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OPPORTUNITIES, NEEDS, AND GAPS AND SEE HOW THEIR PAST, CURRENT, AND

FUTURE EFFORTS FIT INTO THE BROADER FIELD.

IN 2019, CANDID LAUNCHED THREE NEW FOUNDATION LANDSCAPES: INVESTING IN

NATIVE COMMUNITIES, SCHOLARSHIPS FOR CHANGE, AND LATINXFUNDERS.

INVESTING IN NATIVE COMMUNITIES [NATIVEPHILANTHROPY.CANDID.ORG] IS A

PARTNERSHIP OF NATIVE AMERICANS IN PHILANTHROPY AND CANDID, WITH

SUPPORT FROM THE BUSH FOUNDATION, HENRY LUCE FOUNDATION, MARGUERITE

CASEY FOUNDATION, NORTHWEST AREA FOUNDATION, AND ROBERT WOOD JOHNSON

FOUNDATION. THE WEB PORTAL CONTAINS FUNDING DATA, RESEARCH, HISTORICAL

CONTEXT, AND RESOURCES TO HELP USERS: 1) UNDERSTAND WHY FUNDING FOR

NATIVE COMMUNITIES IS IMPORTANT; 2) VISUALIZE THE LANDSCAPE OF

PHILANTHROPIC FUNDING OVER THE YEARS; AND 3) LEARN FROM THE KNOWLEDGE

AND EXPERIENCES OF OTHER ORGANIZATIONS. THE GOAL OF THIS RESOURCE IS TO

CENTRALIZE AND PROVIDE ACCESS TO CRUCIAL INFORMATION NEEDED BY

FOUNDATIONS WHO ARE INTERESTED IN SUPPORTING NATIVE COMMUNITIES AND

CAUSES. THE INFORMATION ON OUR SITE CAN HELP FUNDERS WHO ARE DELVING

INTO THIS WORK FOR THE FIRST TIME AS WELL AS MORE EXPERIENCED FUNDERS

WHO WANT TO INCREASE THEIR CAPACITY AND KNOWLEDGE.

SCHOLARSHIPS FOR CHANGE [SCHOLARSHIPSFORCHANGE.ORG], BUILT IN

PARTNERSHIP WITH THE FORD FOUNDATION AND THE ANDREW W. MELLON

FOUNDATION, EXPLORES AND TRACKS HOW PRIVATE AND COMMUNITY FOUNDATION

DONORS ARE USING SCHOLARSHIPS AS A FORCE TO ACCELERATE THE BROADER

CHANGE THEY HOPE TO SEE AROUND THE WORLD. IT PULLS TOGETHER DATA AND

KNOWLEDGE TO TELL THE STORY OF HOW PHILANTHROPIC DOLLARS ARE SUPPORTING

TRANSFORMATIVE SCHOLARSHIPS AND GUIDES FUNDERS IN THE PRACTICE OF

SCHOLARSHIP GRANTMAKING. TARGET AUDIENCES FOR THE SITE INCLUDE THOSE

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ESTABLISHING SCHOLARSHIP OR FELLOWSHIP FUNDS FOR THE FIRST TIME; DONOR

ADVISORS AT COMMUNITY FOUNDATIONS AND BANKS; FOUNDATION STAFF AND

INDIVIDUAL PHILANTHROPISTS; SCHOLARSHIP PROVIDERS AND EVALUATORS; AND

SCHOLARSHIP RECIPIENTS AND SEEKERS.

LATINXFUNDERS [LATINXFUNDERS.ORG] IS AN ONGOING RESEARCH PROJECT,

BUILT WITH SUPPORT FROM HISPANICS IN PHILANTHROPY, TO DOCUMENT THE

LANDSCAPE OF FOUNDATION FUNDING IN THE LATINX COMMUNITY AND TRACK

CHANGES IN ITS SCALE AND PRIORITIES. IT USES GRANTS DATA TO MAP THE

COMMUNITY ISSUES ADDRESSED, FUNDING STRATEGIES USED, AND REGIONS

SERVED. OUR GOAL IS TO HELP FUNDERS AND GRANTSEEKERS UNDERSTAND HOW

PHILANTHROPIC RESOURCES ARE BEING AWARDED FOR LATINX COMMUNITIES NOW,

AND WHAT GAPS EXIST THAT CAN INFORM EVOLVING STRATEGIES. BY BUILDING A

TOOL TO HELP THE FIELD REPORT ON FUNDING STRATEGIES WITH LATINX

COMMUNITIES, THE SECTOR CAN MORE ACCURATELY TARGET RESOURCES AND

SUPPORT BOTH LONG- AND SHORT-TERM STRATEGIES TO BUILD PROSPERITY FOR

ALL LATINX.

GRANTCRAFT

GRANTCRAFT CONTINUES TO BE A PLATFORM FOR CANDID TO CONNECT THE DOTS

BETWEEN DATA STORYTELLING AND FUNDER BEST PRACTICES. IN THE LAST YEAR,

GRANTCRAFT ATTRACTED NEARLY 98,000 SOCIAL SECTOR STAKEHOLDERS FROM

COUNTRIES ACROSS THE GLOBE SPANNING THE FOUNDATION, NONPROFIT,

ACADEMIC, MEDIA, GOVERNMENT, AND BUSINESS SECTORS.

THROUGH THE PUBLICATION OF 15 CASE STUDIES, WE SHARED INSIGHTS ON HOW

FOUNDATIONS ARE CREATING CHANGE. TOPICS COVERED INCLUDED INVESTING IN

SCHOLARSHIPS, CAPACITY BUILDING, INCLUSIVE DATA COLLECTION PRACTICES,

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AND MORE. BUILDING ON THE RESOURCES CANDID PUBLISHED ON PARTICIPATORY

GRANTMAKING IN OCTOBER 2018, WE CONTRIBUTED TO THOUGHT LEADERSHIP WITH

PARTNERS IN THE FIELD BY LEADING WORKSHOPS AND WEBINARS WITH

PRACTITIONERS FROM AROUND THE GLOBE AND ENGAGING IN CRITICAL DIALOGUE

AND MOVEMENT-BUILDING AROUND THIS WORK.

CF (COMMUNITY FOUNDATION) INSIGHTS

CF INSIGHTS IS THE LEADER IN DATA COLLECTION AND RESEARCH FOR THE

COMMUNITY FOUNDATION FIELD IN THE U.S. WITH A REPUTATION FOR

BENCHMARKING AND ANALYSIS OF TRENDS. CF INSIGHTS CONTINUED TO DELIVER A

HIGH LEVEL OF SERVICE TO ITS MEMBERS AND WORKED WITH PARTNERS TO

RELEASE NEW RESEARCH ON THE NEED FOR INCREASED COLLABORATION AMONGST

LEADERS OF COMMUNITY FOUNDATIONS.

OVER THE SUMMER, CF INSIGHTS LAUNCHED THE 2018 COLUMBUS SURVEY RESULTS

DASHBOARD, A SURVEY OF 251 PARTICIPATING COMMUNITY FOUNDATIONS THAT

REFLECT A WIDE VARIETY OF SIZES, LOCATIONS, AND COMMUNITIES SERVED. THE

DASHBOARD PROVIDES ACCESS TO THE MOST UP-TO-DATE, COMPREHENSIVE DATASET

REFLECTING THE CURRENT FINANCIAL STATE OF COMMUNITY FOUNDATIONS IN THE

U.S.

CF INSIGHTS ALSO PUBLISHED A NEW REPORT, A SCAN OF COMMUNITY

FOUNDATIONS ACCEPTING CRYPTOCURRENCY GIFTS IN THE PAST YEAR. WITH THE

PROLIFERATION OF BITCOIN AND OTHER FORMS OF DIGITAL (OR "CRYPTO")

CURRENCIES AROUND THE WORLD, A GROWING NUMBER OF CHARITABLE DONATIONS

ARE BEING GIVEN VIA THESE TRANSACTION VEHICLES. CF INSIGHTS CONDUCTED A

SURVEY OF U.S.-BASED COMMUNITY FOUNDATIONS TO EXPLORE THE EXTENT TO

WHICH COMMUNITY FOUNDATIONS HAVE ENTERED THIS SPACE, WHICH

CRYPTOCURRENCIES ARE THE MOST POPULAR IN THE FIELD, HOW PROCESSES

SURROUNDING THESE GIFTS DIFFER, AND MORE.

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THIS YEAR WE WORKED ON ENHANCING OUR MEMBERS' EXPERIENCE THROUGH CF INSIGHTS. THIS INCLUDED DEVELOPING A NEW SET OF BENEFITS THAT WE WILL ROLL OUT IN 2020 AS WELL AS A NEW ONLINE COMMUNITY SITE FOR OUR MEMBERS. TOGETHER, CF INSIGHTS MEMBERS SERVE HALF OF THE U.S. POPULATION AND REPRESENT TWO-THIRDS OF TOTAL COMMUNITY FOUNDATION ASSETS. THROUGH CF INSIGHTS, COMMUNITY FOUNDATIONS CAN IMPROVE PERFORMANCE AND SUSTAINABILITY, INDIVIDUALLY AND COLLECTIVELY.

ISSUELAB

ISSUELAB REPRESENTS ONE OF THE LARGEST PLATFORMS OF SOCIAL SECTOR KNOWLEDGE, CONTAINING MORE THAN 29,000 PUBLICLY AVAILABLE RESOURCES PRODUCED BY 7,300 ORGANIZATIONS. THE PLATFORM IS INCREASINGLY INVOLVED IN CURATING AND SHARING SPECIAL COLLECTIONS OF KNOWLEDGE TO HELP INFORM BOTH FUNDERS AND PRACTITIONERS. DURING THE GRANT PERIOD, WE ADDED 1,768 REPORTS TO ISSUELAB AND MADE RELEVANT NEW REPORTS AVAILABLE IN OUR KNOWLEDGE CENTERS AND SPECIAL COLLECTIONS.

THIS YEAR, WE HAVE BEEN WORKING ON SWITCHING OVER TO A NEW IMPLEMENTATION OF ELASTIC SEARCH TO HANDLE ALL ISSUELAB'S SEARCH FUNCTIONS. THIS WORK OPENS THE DOOR TO A MUCH HIGHER QUALITY SEARCH EXPERIENCE ON ISSUELAB, ALL ISSUELAB-POWERED KNOWLEDGE CENTERS AND SPECIAL COLLECTIONS, AND SOON THE NEW ISSUELAB API TO ACCESS THE ENTIRE COLLECTION.

GLASSPOCKETS

GLASSPOCKETS CHAMPIONS PHILANTHROPIC TRANSPARENCY BY PROVIDING THE DATA, RESOURCES, EXAMPLES, AND ACTION STEPS FOUNDATIONS NEED TO UNDERSTAND ITS VALUE, BE MORE OPEN IN THEIR OWN COMMUNICATIONS, AND

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SHINE A LIGHT ON HOW PRIVATE ORGANIZATIONS ARE SERVING THE PUBLIC GOOD.

IN 2019, THERE WERE 46,645 USERS OF GLASSPOCKETS. FOUNDATIONS REPORT

THAT GLASSPOCKETS HAS HELPED THEM TO DESIGN ACCOUNTABILITY STRATEGIES

WHICH HAVE RESULTED IN TRANSPARENCY IMPROVEMENTS WITHIN THEIR

INSTITUTIONS.

DURING THE GRANT PERIOD, WE ONBOARDED SIX FOUNDATIONS FOR A TOTAL OF

102 FOUNDATIONS SHOWING THEIR COMMITMENT TO TRANSPARENCY AND

ACCOUNTABILITY ON GLASSPOCKETS. WE DEVELOPED NEW TRANSPARENCY LEVELS

(CORE, ADVANCED, AND CHAMPION), WHICH ARE FEATURED AS WIDGETS ON EACH

GLASSPOCKETS PROFILE. THESE WIDGETS SHOW THE KNOWLEDGE EACH FOUNDATION

HAS SHARED AND GIVE THEM CLEAR PATHWAYS AND PROGRESS MARKERS TO BE MORE

TRANSPARENT.

FORM 990, PART III, LINE 4C:

BY PARTICIPATING IN SPEAKING ENGAGEMENTS AND PUBLISHING BLOGPOSTS, WE

PROMOTED OUR #OPENFORGOOD CAMPAIGN TO DEMONSTRATE THE IMPORTANCE OF

KNOWLEDGE SHARING. WE ALSO HOSTED A WEBINAR, OPEN FOR GOOD: SHARING

KNOWLEDGE TO ADVANCE FOUNDATION IMPACT, FEATURING ROCKEFELLER AND C&A

FOUNDATIONS IN PARTNERSHIP WITH GRANTMAKERS FOR EFFECTIVE

ORGANIZATIONS. HIGHLIGHTING THE INAUGURAL WINNERS OF CANDID'S

#OPENFORGOOD AWARD, THIS WEBINAR PRESENTED BEST PRACTICES AND

APPROACHES TO HELP FOUNDATIONS SHIFT TO A CULTURE OF LEARNING. BUILDING

ON OUR WORK FROM THE OPEN FOR GOOD GRANTCRAFT GUIDE, OUR GLASSPOCKETS

TEAM CONTINUED CO-CHAIRING FUNDER EVALUATION AFFINITY GROUP'S ACTION

TEAM FOCUSED ON IMPROVING THE IMPACT OF FOUNDATION EVALUATION BY

ADAPTING AND SHARING IT BROADLY.

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EYE ON THE GIVING PLEDGE

SINCE 2010, 201 OF THE WORLD'S WEALTHIEST INDIVIDUALS AND FAMILIES HAVE

JOINED THE GIVING PLEDGE, PUBLICLY DECLARING THEIR INTENTIONS TO COMMIT

THE MAJORITY OF THEIR ASSETS TO PHILANTHROPIC CAUSES. GLASSPOCKETS IS

KEEPING AN EYE ON THE GIVING PLEDGE, PROVIDING AN IN-DEPTH PICTURE OF

THE PARTICIPANTS, THEIR PUBLICLY ACCESSIBLE CHARITABLE ACTIVITIES, AND

THE POTENTIAL IMPACT OF THIS COLLECTIVE EFFORT. WE CONTINUE TO UPDATE

THE INFORMATION AVAILABLE AND MAINTAIN DETAILED PROFILES ON THOSE WHO

HAVE SIGNED THE PLEDGE. THEY RANGE IN AGE FROM 32 TO 95, HAIL FROM 24

COUNTRIES, AND HAVE A COMBINED NET WORTH OF \$994 BILLION.

RESEARCH REPORTS

WE ALSO PRODUCED SEVERAL NEW REPORTS AND PUBLISHED ANNUAL UPDATED

EDITIONS TO EXISTING REPORTS IN 2019:

- NATIVE AMERICANS IN PHILANTHROPY AND CANDID PARTNERED TO PRODUCE THE

INVESTING IN NATIVE COMMUNITIES: PHILANTHROPIC FUNDING FOR NATIVE

AMERICAN COMMUNITIES AND CAUSES REPORT WHICH PROVIDES THE LATEST DATA

ON FOUNDATION FUNDING FOR NATIVE AMERICANS, ALONGSIDE IMPORTANT

HISTORICAL CONTEXT THAT HAS CONTRIBUTED TO THE UNIQUE EXPERIENCES AND

CHALLENGES NATIVE AMERICANS FACE TODAY. THE REPORT ALSO CONSOLIDATES

ADVICE AND FEEDBACK FROM PHILANTHROPIC AND NATIVE LEADERS, WHO REFLECT

ON SUCCESSFUL WORK AND PRACTICES IN PARTNERING WITH NATIVE

ORGANIZATIONS AND COMMUNITIES.

- WE LAUNCHED A REPORT TITLED MAPPING THE DANCE LANDSCAPE IN

CHICAGOLAND IN COLLABORATION WITH SUSTAIN ARTS AND SEE CHICAGO DANCE.

THIS IS THE FIRST COMPREHENSIVE DATA ANALYSIS OF THE REGION'S DANCE

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SECTOR IN 17 YEARS. THE REPORT DEMONSTRATES A 97 PERCENT INCREASE IN THE NUMBER OF DANCE STUDIOS AND SCHOOLS AND A 23 PERCENT INCREASE IN THE NUMBER OF DANCE-MAKERS FROM 2002 TO 2016. THE STUDY REVISITS THE SEMINAL DANCE/USA RESEARCH PUBLISHED IN 2002 AND SYNTHESIZES DATA ABOUT DANCE ORGANIZATIONS, FUNDING, AND PARTICIPATION.

- CANDID AND HUMAN RIGHTS FUNDERS NETWORK RELEASED A NEW REPORT, ADVANCING HUMAN RIGHTS: 2016 KEY FINDINGS, THAT SHOWS HOW HUMAN RIGHTS FUNDERS ARE MAKING IMPORTANT CONTRIBUTIONS TO COMBAT INJUSTICE AND INEQUALITY. THE REPORT HIGHLIGHTS THE DIVERSITY OF FUNDERS AND STRATEGIES ADDRESSING TOUGH ISSUES IN THE WORLD TODAY. THIS RESEARCH WAS CONDUCTED IN PARTNERSHIP WITH ARIADNEEUROPEAN FUNDERS FOR SOCIAL CHANGE AND HUMAN RIGHTS, AND PROSPERAININTERNATIONAL NETWORK OF WOMEN'S FUNDS, AND IS THE LATEST PRODUCT OF NINE YEARS OF COLLABORATION.

- WE PARTNERED WITH THE PEACE AND SECURITY FUNDERS GROUP TO LAUNCH THE LATEST VERSION OF THE PEACE AND SECURITY FUNDING INDEX THROUGH WHICH WE AIM TO ILLUMINATE THIS FIELD OF GRANTMAKING AND PROVIDE A NUANCED UNDERSTANDING OF THE ISSUES AND STRATEGIES PEACE AND SECURITY FUNDERS SUPPORT. THE INDEX TRACKS FUNDING FOR WORK TO PREVENT FUTURE CONFLICT, RESOLVE EXISTING CONFLICT, AND SUPPORT STABILITY AND PEACE ACROSS 24 ISSUE AREAS (E.G., PEACEBUILDING, NUCLEAR ISSUES). IT INCLUDES GRANTMAKING BY INSTITUTIONAL FUNDERS, INCLUDING PRIVATE FOUNDATIONS, PUBLIC CHARITIES, AND COMMUNITY FOUNDATIONS.

- IN 2017 AND 2018 COMBINED, THE U.S. WAS AFFECTED BY 30 NATURAL DISASTERS THAT EACH CAUSED MORE THAN \$1 BILLION IN DAMAGE. IN PARTNERSHIP WITH THE CENTER FOR DISASTER PHILANTHROPY AND INDIANA

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UNIVERSITY'S LILLY FAMILY SCHOOL OF PHILANTHROPY, CANDID LAUNCHED U.S.

HOUSEHOLD DISASTER GIVING IN 2017 AND 2018, A REPORT THAT EXPLORES HOW

AMERICANS RESPONDED TO THESE DISASTERS AND THEIR MOTIVATIONS FOR

GIVING. WE ALSO PARTNERED WITH THE CENTER FOR DISASTER PHILANTHROPY TO

PUBLISH OUR SIXTH ANNUAL EDITION, MEASURING THE STATE OF DISASTER

PHILANTHROPY 2019: DATA TO DRIVE DECISIONS, WHICH CONTAINS NEW DATA AND

INTERACTIVE TOOLS TO STRENGTHEN FUNDING FOR DISASTER RELIEF.

- WE PARTNERED WITH THE SOUTHEASTERN COUNCIL ON FOUNDATIONS (SECF) IN

CELEBRATION OF THEIR 50TH ANNIVERSARY TO UPDATE OUR SOUTHERN TRENDS

REPORT LANDSCAPE [SECF.TRENDSREPORT.CANDID.ORG] WITH A TIMELINE THAT

HIGHLIGHTS MILESTONES IN THEIR WORK WHILE ALSO LIFTING UP THE RICH

HISTORICAL, POLITICAL, AND SOCIAL CONTEXT THAT DEFINES SO MUCH OF WHAT

MAKES THE SOUTH UNIQUE. THE 2019 SOUTHERN TRENDS REPORT PROVIDES KEY

DATA ON THE GROWTH OF SOUTHEASTERN PHILANTHROPY OVER THE LAST

HALF-CENTURY. IT HIGHLIGHTS THE GROWTH IN THE REGION SINCE SECF'S

FORMATION IN 1969 AND PROVIDES A SNAPSHOT OF RECENT TRENDS FROM THE

21ST CENTURY.

- EVERY YEAR, FOREFRONT PARTNERS WITH CANDID TO PRODUCE THE GIVING IN

ILLINOIS REPORT. GIVING IN ILLINOIS 2019 REVEALS THE SCOPE AND GIVING

PRIORITIES OF THE ILLINOIS FOUNDATION COMMUNITY AND TRACKS TRENDS. THIS

FREE REPORT INCLUDES DATA FROM 3,899 ILLINOIS FUNDERS WHOSE GIVING

TOTALED \$3.5 BILLION, AND HIGHLIGHTS THE STATE'S TOP 10 CORPORATE,

PRIVATE, AND COMMUNITY FOUNDATIONS.

- TRENDS IN NORTHWEST GIVING BEGAN AS A PROJECT OF PHILANTHROPY

NORTHWEST IN 2006 AND HAS BEEN PUBLISHED EVERY TWO YEARS AS AN

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AGGREGATION AND ANALYSIS OF GRANTMAKING TRENDS THAT SHAPE THE REGION

ALASKA, IDAHO, MONTANA, OREGON, WASHINGTON, AND WYOMING. CANDID

PARTNERED WITH PHILANTHROPY NORTHWEST TO PRODUCE THE TRENDS IN

NORTHWEST GIVING 2019 REPORT WHICH FOCUSES ON THE MOST RECENT DATA

AVAILABLE, THROUGH 2016.

- CANDID PARTNERED WITH THE MISSISSIPPI ALLIANCE OF NONPROFITS AND

PHILANTHROPY WITH SUPPORT FROM THE W.K. KELLOGG FOUNDATION TO PRODUCE

2019 PHILANTHROPIC GIVING IN MISSISSIPPI. THIS IS THE SECOND REPORT IN

THE SERIES OF DATA-DRIVEN STUDIES OF PHILANTHROPY AND NONPROFITS IN THE

STATE.

FORM 990, PART VI, SECTION A, LINE 4:

THE ARTICLES OF INCORPORATION AND BYLAWS WERE AMENDED JANUARY 31, 2019 AND

NOVEMBER 22, 2019. THE SIGNIFICANT CHANGES INCLUDED THE FOLLOWING:

1. THE NAME OF THE ORGANIZATION IS CANDID.

2. AS OF FEBRUARY 1, 2019, THERE SHALL BE 18 MEMBERS OF THE BOARD, SEVEN OF

WHOM WILL HAVE BEEN DIRECTORS OF GUIDESTAR USA ("GUIDESTAR").

3. AS OF FEBRUARY 1, 2019 AND UNTIL THE NEXT ANNUAL MEETING OF THE

CORPORATION, THE CORPORATION SHALL HAVE TWO CO-CHAIRS.

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

CANDID'S FORM 990 IS PREPARED BY THE OUTSIDE ACCOUNTING FIRM, PKF O'CONNOR

DAVIES. THE DRAFT FORM 990 IS THEN REVIEWED BY THE ORGANIZATION'S VP OF

FINANCIAL STRATEGY AND PRESIDENT. SUBSEQUENTLY, THE AUDIT COMMITTEE OF

CANDID'S BOARD OF TRUSTEES AND THE FULL BOARD RECEIVE AN ELECTRONIC COPY OF

THE FORM 990 AND REVIEWS THE RETURN. AFTER RESPONDING TO ALL INQUIRIES AND

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MAKING ANY NECESSARY CHANGES, THE FINAL FORM 990 IS PROVIDED TO ALL MEMBERS

OF THE BOARD PRIOR TO ITS FILING WITH THE IRS.

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

A CONFLICT OF INTEREST DISCLOSURE STATEMENT IS OBTAINED ANNUALLY FROM ALL

TRUSTEES, OFFICERS, MANAGER AND OTHER KEY EMPLOYEES WHO ARE CURRENTLY

SERVING CANDID. A REPORT SUMMARIZING THE DISCLOSURE STATEMENTS IS PROVIDED

TO THE BOARD OF TRUSTEES ANNUALLY. IT IS CANDID'S POLICY THAT IN THE EVENT

OF A CONFLICT THE FOLLOWING IS DONE: IF THERE IS A CONFLICT RELEVANT TO A

MATTER REQUIRING ACTION BY THE BOARD OF TRUSTEES, THE INTERESTED PERSON

SHALL CALL IT TO THE ATTENTION OF THE BOARD OF TRUSTEES, AND THE TRUSTEE

CONCERNED SHALL NOT VOTE ON THE MATTER. MOREOVER, THE PERSON HAVING A

CONFLICT MAY ANSWER QUESTIONS THAT SHALL ARISE FROM THE BOARD OF TRUSTEES,

BUT SHALL RETIRE FROM THE ROOM IN WHICH THE BOARD IS MEETING AND SHALL NOT

PARTICIPATE IN ANY DELIBERATION OR DECISION REGARDING THE MATTER UNDER

CONSIDERATION. WHEN THERE IS DOUBT AS TO WHETHER A CONFLICT OF INTEREST

EXISTS, THE MATTER SHALL BE RESOLVED BY VOTE OF THE BOARD OF TRUSTEES OR

ITS COMMITTEE, EXCLUDING FROM THE ROOM AND THE VOTE THE PERSON WHOSE

SITUATION WILL BE DISCUSSED. WHEN A CONFLICT OF INTEREST ARISES FOR ANY

STAFF MEMBER EXCEPT THE PRESIDENT, THAT STAFF MEMBER SHALL REPORT IT TO THE

PRESIDENT IN WRITING. A CONFLICT OF INTEREST RELATING TO THE PRESIDENT

SHALL BE REPORTED IN WRITING TO THE CHAIR OF THE BOARD. IN ADDITION, IF THE

CONFLICTED PARTY HAS A SUBSTANTIAL FINANCIAL INTEREST IN THE MATTER, THE

BOARD WOULD NEED TO CONSIDER ALTERNATIVES.

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

CANDID'S BOARD OF TRUSTEES, CONSISTING OF INDEPENDENT PERSONS, ESTABLISHES

COMPENSATION FOR THE PRESIDENT AND REVIEWS THE COMPENSATION FOR THE OTHER

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OFFICER(S) AND VICE PRESIDENTS ON AN ANNUAL BASIS. PRIOR TO MAKING
 COMPENSATION DECISIONS, THE BOARD OBTAINS INFORMATION ON THE COMPENSATION
 OF FUNCTIONALLY COMPARABLE POSITIONS FOR SIMILARLY QUALIFIED PERSONS AT
 SIMILARLY SITUATED ORGANIZATIONS AND/OR BENCHMARK SALARIES FOR SELECT
 POSITIONS OBTAINED FROM SALARY SURVEYS. DOCUMENTATION OF THE DELIBERATIONS
 AND DECISIONS WERE MADE VIA EMAIL. THE COMPENSATION REVIEW PROCESS WAS LAST
 UNDERTAKEN IN NOVEMBER 2019.

FORM 990, PART VI, LINE 17, LIST OF STATES RECEIVING COPY OF FORM 990:

AR, CA, CO, FL, GA, HI, IL, KS, ME, MD, MA, MI, MN, NH, NJ, NM, NY, NC, OH, OR, PA, RI, SC, TN, VA

WI

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

CANDID'S AUDITED FINANCIAL STATEMENTS AND ANNUAL REPORT FOR THE PAST FIVE
 YEARS ARE POSTED ON ITS WEBSITE AND ARE DOWNLOADABLE. IN ADDITION,
 GOVERNANCE AND STAFFING POLICIES ARE POSTED, INCLUDING THE CODE OF CONDUCT
 (WHICH INCLUDES THE CONFLICT OF INTEREST POLICY), DIVERSITY STATEMENT AND
 THE EXECUTIVE COMPENSATION POLICY.

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

POSTRETIREMENT CHANGES OTHER THAN NET PERIODIC BENEFIT COST -99,528.

FORM 990, PART XII, LINE 2C:

THE ORGANIZATION DID NOT CHANGE EITHER ITS OVERSIGHT PROCESS OR
 SELECTION PROCESS DURING THE TAX YEAR.

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?

- a Receipt of (i) interest, (ii) annuities, (iii) royalties, or (iv) rent from a controlled entity
- b Gift, grant, or capital contribution to related organization(s)
- c Gift, grant, or capital contribution from related organization(s)
- d Loans or loan guarantees to or for related organization(s)
- e Loans or loan guarantees by related organization(s)

- f Dividends from related organization(s)
- g Sale of assets to related organization(s)
- h Purchase of assets from related organization(s)
- i Exchange of assets with related organization(s)
- j Lease of facilities, equipment, or other assets to related organization(s)
- k Lease of facilities, equipment, or other assets from related organization(s)
- l Performance of services or membership or fundraising solicitations for related organization(s)
- m Performance of services or membership or fundraising solicitations by related organization(s)
- n Sharing of facilities, equipment, mailing lists, or other assets with related organization(s)
- o Sharing of paid employees with related organization(s)

- p Reimbursement paid to related organization(s) for expenses
- q Reimbursement paid by related organization(s) for expenses
- r Other transfer of cash or property to related organization(s)
- s Other transfer of cash or property from related organization(s)

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 | Yes | No |
|-----|-------------------------------------|-------------------------------|------------------------|--|-----|----|
| (1) | GUIDESTAR USA, INC. | S | 4,266,985. COST | | | X |
| (2) | | | | | | |
| (3) | | | | | | |
| (4) | | | | | | |
| (5) | | | | | | |
| (6) | | | | | | |

Part VII Supplemental Information

Provide additional information for responses to questions on Schedule R. See instructions.

PART II, IDENTIFICATION OF RELATED TAX-EXEMPT ORGANIZATIONS:

NAME OF RELATED ORGANIZATION:

GUIDESTAR USA, INC.

PRIMARY ACTIVITY PROVIDING INFORMATION ON NONPROFIT AND PHILANTHROPIC

ORGANIZATIONS