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Form 990 Return of Organization Exempt From Income Tax

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

2025

Open to Public Inspection

Department of the Treasury
Internal Revenue Service

A For the 2025 calendar year, or tax year beginning and ending

B Check if applicable:
- ☐ Address change
- ☐ Name change
- ☐ Initial return
- ☐ Final return/ terminated
- ☐ Amended return
- ☐ Application pending

C Name of organization
UNITED WAY OF GREENVILLE COUNTY, INC.

Doing business as

Number and street (or P.O. box if mail is not delivered to street address) Room/suite
105 EDINBURGH COURT

City or town, state or province, country, and ZIP or foreign postal code
GREENVILLE, SC 29607-2529

F Name and address of principal officer: MEGHAN BARP
SAME AS C ABOVE

D Employer identification number
57-0362066

E Telephone number
864-467-3333

G Gross receipts $ 10,587,806.

H(a) Is this a group return for subordinates? ☐ Yes ☒ No

H(b) Are all subordinates included? ☐ Yes ☐ No
If "No," attach a list. See instructions

H(c) Group exemption number

I Tax-exempt status: ☒ 501(c)(3) ☐ 501(c) ( ) (insert no.) ☐ 4947(a)(1) or ☐ 527

J Website: WWW.UNITEDWAYGC.ORG

K Form of organization: ☒ Corporation ☐ Trust ☐ Association ☐ Other

L Year of formation: 1955 **M** State of legal domicile: SC

Part I Summary

Activities & Governance

1 Briefly describe the organization's mission or most significant activities: WE MOBILIZE PEOPLE AND RESOURCES TO IMPROVE LIVES, STRENGTHEN THE COMMUNITY AND ADVANCE EQUITY FOR

2 Check this box ☐ 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	37
4	Number of independent voting members of the governing body (Part VI, line 1b)	4	37
5	Total number of individuals employed in calendar year 2025 (Part V, line 2a)	5	50
6	Total number of volunteers (estimate if necessary)	6	2982
7a	Total unrelated business revenue from Part VIII, column (C), line 12	7a	0.
b	Net unrelated business taxable income from Form 990-T, Part I, line 11	7b	0.

Revenue

		Prior Year	Current Year
8	Contributions and grants (Part VIII, line 1h)	11,722,477.	10,171,640.
9	Program service revenue (Part VIII, line 2g)	52,598.	101,832.
10	Investment income (Part VIII, column (A), lines 3, 4, and 7d)	401,394.	310,734.
11	Other revenue (Part VIII, column (A), lines 5, 6d, 8c, 9c, 10c, and 11e)	6,738.	3,600.
12	Total revenue - add lines 8 through 11 (must equal Part VIII, column (A), line 12)	12,183,207.	10,587,806.

Expenses

13	Grants and similar amounts paid (Part IX, column (A), lines 1-3)	4,644,344.	4,615,440.
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)	4,341,597.	3,611,303.
16a	Professional fundraising fees (Part IX, column (A), line 11e)	0.	0.
b	Total fundraising expenses (Part IX, column (D), line 25) 2,060,208.		
17	Other expenses (Part IX, column (A), lines 11a-11d, 11f-24e)	3,681,689.	4,400,828.
18	Total expenses. Add lines 13-17 (must equal Part IX, column (A), line 25)	12,667,630.	12,627,571.
19	Revenue less expenses. Subtract line 18 from line 12	-484,423.	-2,039,765.

Net Assets or Fund Balances

		Beginning of Current Year	End of Year
20	Total assets (Part X, line 16)	25,603,403.	24,278,395.
21	Total liabilities (Part X, line 26)	2,805,433.	2,543,836.
22	Net assets or fund balances. Subtract line 21 from line 20	22,797,970.	21,734,559.

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 Date

MEGHAN BARP, PRESIDENT AND CEO
Type or print name and title

Paid Preparer Use Only

Preparer's name MELANIE MCPEAK | Preparer's signature Melanie A. McPeak 2026.11.11 11:33:28 +05'30' | Date | Check if self-employed ☐ | PTIN P01346034

Firm's name CHERRY BEKAERT ADVISORY LLC | Firm's EIN 88-2730877

Firm's address 110 EAST COURT STREET, SUITE 500
GREENVILLE, SC 29601 | Phone no. 864-233-3981

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

SEE SCHEDULE O FOR ORGANIZATION MISSION STATEMENT CONTINUATION

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:
WE MOBILIZE PEOPLE AND RESOURCES TO IMPROVE LIVES, STRENGTHEN THE COMMUNITY AND ADVANCE EQUITY FOR THE BENEFIT OF ALL.

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

3 Did the organization cease conducting, or make significant changes in how it conducts, any program services? ..... X 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 $ 9,646,834. including grants of $ 4,615,440.) (Revenue $ 105,432.)
THE VISION OF UNITED WAY OF GREENVILLE COUNTY IS TO SEE GREENVILLE COUNTY BECOME A PLACE WHERE ALL PEOPLE HAVE ACCESS TO THE OPPORTUNITIES TO ACHIEVE THEIR FULL POTENTIAL. SEE SCHEDULE O FOR FURTHER INFORMATION REGARDING HOW THE UNITED WAY OF GREENVILLE COUNTY WORKED TOWARD THIS VISION IN 2025.

4b (Code:) (Expenses $ including grants of $) (Revenue $)

4c (Code:) (Expenses $ including grants of $) (Revenue $)

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

4e Total program service expenses 9,646,834.

SEE SCHEDULE O FOR CONTINUATION(S)

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)? *If "Yes," complete Schedule A*	1	X	
2	Is the organization required to complete *Schedule B, Schedule of Contributors*? See instructions	2	X	
3	Did the organization engage in direct or indirect political campaign activities on behalf of or in opposition to candidates for public office? *If "Yes," complete Schedule C, Part I*	3		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? *If "Yes," complete Schedule C, Part II*	4		X
5	Is the organization a section 501(c)(4), 501(c)(5), or 501(c)(6) organization that receives membership dues, assessments, or similar amounts as defined in Rev. Proc. 98-19? *If "Yes," complete Schedule C, Part III*	5		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? *If "Yes," complete Schedule D, Part I*	6		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? *If "Yes," complete Schedule D, Part II*	7		X
8	Did the organization maintain collections of works of art, historical treasures, or other similar assets? *If "Yes," complete Schedule D, Part III*	8		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? *If "Yes," complete Schedule D, Part IV*	9		X
10	Did the organization, directly or through a related organization, hold assets in donor-restricted endowments or in quasi-endowments? *If "Yes," complete Schedule D, Part V*	10	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? *If "Yes," complete Schedule D, Part VI*	11a	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? *If "Yes," complete Schedule D, Part VII*	11b	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? *If "Yes," complete Schedule D, Part VIII*	11c		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? *If "Yes," complete Schedule D, Part IX*	11d		X
e	Did the organization report an amount for other liabilities in Part X, line 25? *If "Yes," complete Schedule D, Part X*	11e	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)? *If "Yes," complete Schedule D, Part X*	11f	X	
12a	Did the organization obtain separate, independent audited financial statements for the tax year? *If "Yes," complete Schedule D, Parts XI and XII*	12a	X	
b	Was the organization included in consolidated, independent audited financial statements for the tax year? *If "Yes," and if the organization answered "No" to line 12a, then completing Schedule D, Parts XI and XII is optional*	12b		X
13	Is the organization a school described in section 170(b)(1)(A)(ii)? *If "Yes," complete Schedule E*	13		X
14a	Did the organization maintain an office, employees, or agents outside of the United States?	14a		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? *If "Yes," complete Schedule F, Parts I and IV*	14b		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? *If "Yes," complete Schedule F, Parts II and IV*	15		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? *If "Yes," complete Schedule F, Parts III and IV*	16		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? *If "Yes," complete Schedule G, Part I.* See instructions	17		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? *If "Yes," complete Schedule G, Part II*	18		X
19	Did the organization report more than $15,000 of gross income from gaming activities on Part VIII, line 9a? *If "Yes," complete Schedule G, Part III*	19		X
20a	Did the organization operate one or more hospital facilities? *If "Yes," complete Schedule H*	20a		X
b	If "Yes" to line 20a, did the organization attach a copy of its audited financial statements to this return?	20b		
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? *If "Yes," complete Schedule I, Parts I and II*	21	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? *If "Yes," complete Schedule I, Parts I and III*	22	X	
23	Did the organization answer "Yes" to Part VII, Section A, line 3, 4, or 5, about compensation of the organization's current and former officers, directors, trustees, key employees, and highest compensated employees? *If "Yes," complete Schedule J*	23	X	
24a	Did the organization have a tax-exempt bond issue with an outstanding principal amount of more than $100,000 as of the last day of the year, that was issued after December 31, 2002? *If "Yes," answer lines 24b through 24d and complete Schedule K. If "No," go to line 25a*	24a		X
b	Did the organization invest any proceeds of tax-exempt bonds beyond a temporary period exception?	24b		
c	Did the organization maintain an escrow account other than a refunding escrow at any time during the year to defease any tax-exempt bonds?	24c		
d	Did the organization act as an "on behalf of" issuer for bonds outstanding at any time during the year?	24d		
25a	**Section 501(c)(3), 501(c)(4), and 501(c)(29) organizations.** Did the organization engage in an excess benefit transaction with a disqualified person during the year? *If "Yes," complete Schedule L, Part I*	25a		X
b	Is the organization aware that it engaged in an excess benefit transaction with a disqualified person in a prior year, and that the transaction has not been reported on any of the organization's prior Forms 990 or 990-EZ? *If "Yes," complete Schedule L, Part I*	25b		X
26	Did the organization report any amount on Part X, line 5 or 22, for receivables from or payables to any current or former officer, director, trustee, key employee, creator or founder, substantial contributor, or 35% controlled entity or family member of any of these persons? *If "Yes," complete Schedule L, Part II*	26		X
27	Did the organization provide a grant or other assistance to any current or former officer, director, trustee, key employee, creator or founder, substantial contributor or employee thereof, a grant selection committee member, or to a 35% controlled entity (including an employee thereof) or family member of any of these persons? *If "Yes," complete Schedule L, Part III*	27		X
28	Was the organization a party to a business transaction with one of the following parties? (See the Schedule L, Part IV, instructions for applicable filing thresholds, conditions, and exceptions):			
a	A current or former officer, director, trustee, key employee, creator or founder, or substantial contributor? *If "Yes," complete Schedule L, Part IV*	28a		X
b	A family member of any individual described in line 28a? *If "Yes," complete Schedule L, Part IV*	28b		X
c	A 35% controlled entity of one or more individuals and/or organizations described in line 28a or 28b? *If "Yes," complete Schedule L, Part IV*	28c		X
29	Did the organization receive more than $25,000 in noncash contributions? *If "Yes," complete Schedule M*	29		X
30	Did the organization receive contributions of art, historical treasures, or other similar assets, or qualified conservation contributions? *If "Yes," complete Schedule M*	30		X
31	Did the organization liquidate, terminate, or dissolve and cease operations? *If "Yes," complete Schedule N, Part I*	31		X
32	Did the organization sell, exchange, dispose of, or transfer more than 25% of its net assets? *If "Yes," complete Schedule N, Part II*	32		X
33	Did the organization own 100% of an entity disregarded as separate from the organization under Regulations sections 301.7701-2 and 301.7701-3? *If "Yes," complete Schedule R, Part I*	33		X
34	Was the organization related to any tax-exempt or taxable entity? *If "Yes," complete Schedule R, Part II, III, or IV, and Part V, line 1*	34		X
35a	Did the organization have a controlled entity within the meaning of section 512(b)(13)?	35a		X
b	If "Yes" to line 35a, did the organization receive any payment from or engage in any transaction with a controlled entity within the meaning of section 512(b)(13)? *If "Yes," complete Schedule R, Part V, line 2*	35b		
36	**Section 501(c)(3) organizations.** Did the organization make any transfers to an exempt non-charitable related organization? *If "Yes," complete Schedule R, Part V, line 2*	36		X
37	Did the organization conduct more than 5% of its activities through an entity that is not a related organization and that is treated as a partnership for federal income tax purposes? *If "Yes," complete Schedule R, Part VI*	37		X
38	Did the organization complete Schedule O and provide explanations on Schedule O for Part VI, lines 11b and 19? **Note:** All Form 990 filers are required to complete Schedule O	38	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	1a	152		
b	Enter the number of Forms W-2G included on line 1a. Enter -0- if not applicable	1b	0		
c	Did the organization comply with backup withholding rules for reportable payments to vendors and reportable gaming (gambling) winnings to prize winners?	1c		X	

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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** 50			
b	If at least one is reported on line 2a, did the organization file all required federal employment tax returns?	2b	X	
3a	Did the organization have unrelated business gross income of $1,000 or more during the year?	3a		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*	3b		
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)?	4a		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?	5a		X
b	Did any taxable party notify the organization that it was or is a party to a prohibited tax shelter transaction?	5b		X
c	If "Yes" to line 5a or 5b, did the organization file Form 8886-T?	5c		
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?	6a		X
b	If "Yes," did the organization include with every solicitation an express statement that such contributions or gifts were not tax deductible?	6b		
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?	7a		X
b	If "Yes," did the organization notify the donor of the value of the goods or services provided?	7b		
c	Did the organization sell, exchange, or otherwise dispose of tangible personal property for which it was required to file Form 8282?	7c		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?	7e		X
f	Did the organization, during the year, pay premiums, directly or indirectly, on a personal benefit contract?	7f		X
g	If the organization received a contribution of qualified intellectual property, did the organization file Form 8899 as required?	7g		
h	If the organization received a contribution of cars, boats, airplanes, or other vehicles, did the organization file a Form 1098-C?	7h		
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?	8		
9	**Sponsoring organizations maintaining donor advised funds.**			
a	Did the sponsoring organization make any taxable distributions under section 4966?	9a		
b	Did the sponsoring organization make a distribution to a donor, donor advisor, or related person?	9b		
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?	12a		
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.	13a		
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?	14a		X
b	If "Yes," has it filed a Form 720 to report these payments? *If "No," provide an explanation on Schedule O*	14b		
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 the instructions and file Form 4720, Schedule N.	15		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.	16		X
17	**Section 501(c)(21) organizations.** Did the trust, or any disqualified or other person engage in any activities that would result in the imposition of an excise tax under section 4951, 4952 or 4953? If "Yes," complete Form 6069.	17		

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

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

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	1a	37		
	If there are material differences in voting rights among members of the governing body, or if the governing body delegated broad authority to an executive committee or similar committee, explain on Schedule O.				
b	Enter the number of voting members included on line 1a, above, who are independent	1b	37		
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?	2			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?	3			X
4	Did the organization make any significant changes to its governing documents since the prior Form 990 was filed?	4			X
5	Did the organization become aware during the year of a significant diversion of the organization's assets?	5			X
6	Did the organization have members or stockholders?	6			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?	7a			X
b	Are any governance decisions of the organization reserved to (or subject to approval by) members, stockholders, or persons other than the governing body?	7b			X
8	Did the organization contemporaneously document the meetings held or written actions undertaken during the year by the following:				
a	The governing body?	8a		X	
b	Each committee with authority to act on behalf of the governing body?	8b		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*	9			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?	10a		X
b	If "Yes," did the organization have written policies and procedures governing the activities of such chapters, affiliates, and branches to ensure their operations are consistent with the organization's exempt purposes?	10b		
11a	Has the organization provided a complete copy of this Form 990 to all members of its governing body before filing the form?	11a	X	
b	Describe on Schedule O the process, if any, used by the organization to review this Form 990.			
12a	Did the organization have a written conflict of interest policy? *If "No," go to line 13*	12a	X	
b	Were officers, directors, or trustees, and key employees required to disclose annually interests that could give rise to conflicts?	12b	X	
c	Did the organization regularly and consistently monitor and enforce compliance with the policy? *If "Yes," describe on Schedule O how this was done*	12c	X	
13	Did the organization have a written whistleblower policy?	13	X	
14	Did the organization have a written document retention and destruction policy?	14	X	
15	Did the process for determining compensation of the following persons include a review and approval by independent persons, comparability data, and contemporaneous substantiation of the deliberation and decision?			
a	The organization's CEO, Executive Director, or top management official	15a	X	
b	Other officers or key employees of the organization	15b	X	
	If "Yes" to line 15a or 15b, describe the process on Schedule O. See instructions.			
16a	Did the organization invest in, contribute assets to, or participate in a joint venture or similar arrangement with a taxable entity during the year?	16a		X
b	If "Yes," did the organization follow a written policy or procedure requiring the organization to evaluate its participation in joint venture arrangements under applicable federal tax law, and take steps to safeguard the organization's exempt status with respect to such arrangements?	16b		

Section C. Disclosure

17 List the states with which a copy of this Form 990 is required to be filed SC

18 Section 6104 requires an organization to make its Forms 1023 (1024 or 1024-A, if applicable), 990, and 990-T (section 501(c)(3)s only) available for public inspection. Indicate how you made these available. Check all that apply.

X Own website ☐ Another's website X Upon request ☐ Other *(explain on Schedule O)*

19 Describe on Schedule O whether (and if so, how) the organization made its governing documents, conflict of interest policy, and financial statements available to the public during the tax year.

20 State the name, address, and telephone number of the person who possesses the organization's books and records

SANDRA DYER - 864-467-3335

105 EDINBURGH COURT, GREENVILLE, SC 29607

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

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

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

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

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

See the instructions for the order in which to list the persons above.

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

(A) Name and title	(B) Average hours per week (list any hours for related organizations below line)	(C) Position (do not check more than one box, unless person is both an officer and a director/trustee)						(D) Reportable compensation from the organization (W-2/1099-MISC/ 1099-NEC)	(E) Reportable compensation from related organizations (W-2/1099-MISC/ 1099-NEC)	(F) Estimated amount of other compensation from the organization and related organizations
		Individual trustee or director	Institutional trustee	Officer	Key employee	Highest compensated employee	Former			
(1) MEGHAN BARP	37.50									
PRESIDENT/CEO	0.00			X				359,633.	0.	48,379.
(2) KIRSTEN NAOMI CHAPMAN	37.50									
VP OF SYSTEMS CHANGE & INNOVATION	0.00				X			174,051.	0.	26,395.
(3) CONNIE LENNICK	37.50									
VP OF HUMAN RESOURCES & TALENT	0.00				X			151,276.	0.	25,266.
(4) NALISHA HENRY	37.50									
VP OF PARTNER ENGAGEMENT	0.00					X		127,392.	0.	14,845.
(5) EDWARD ANDERSON	37.50									
ONTRACK GREENVILLE E/D TO 10/25	0.00					X		117,546.	0.	13,114.
(6) SANDRA DYER	37.50									
CONTROLLER	0.00					X		114,038.	0.	14,884.
(7) GREGORY VAN DE VOORDE	37.50									
CREATIVE DIRECTOR	0.00					X		108,310.	0.	14,589.
(8) KAREN BAYNES-DUNNING	1.00									
CHAIR	0.00	X		X				0.	0.	0.
(9) ADAM MURPHY	1.00									
VICE CHAIR	0.00	X		X				0.	0.	0.
(10) DAVID LOMINACK	1.00									
SECRETARY	0.00	X		X				0.	0.	0.
(11) JIM AKERHIELM	1.00									
TREASURER	0.00	X		X				0.	0.	0.
(12) SARIA SACCOCIO, M.D.	1.00									
IMMEDIATE PAST CHAIR	0.00	X		X				0.	0.	0.
(13) JULIO HERNANDEZ	1.00									
COMMUNITY IMPACT COMMITTEE CHAIR	0.00	X		X				0.	0.	0.
(14) BURKE ROYSTER, PH. D.	1.00									
MEMBER AT LARGE	0.00	X						0.	0.	0.
(15) GARY BERNARDEZ	1.00									
DIRECTOR	0.00	X						0.	0.	0.
(16) LACHERYL COLEMAN,	1.00									
DIRECTOR	0.00	X						0.	0.	0.
(17) BRYANT DAVIS	1.00									
DIRECTOR	0.00	X						0.	0.	0.

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

(A) Name and title	(B) Average hours per week (list any hours for related organizations below line)	(C) Position (do not check more than one box, unless person is both an officer and a director/trustee)						(D) Reportable compensation from the organization (W-2/1099-MISC/ 1099-NEC)	(E) Reportable compensation from related organizations (W-2/1099-MISC/ 1099-NEC)	(F) Estimated amount of other compensation from the organization and related organizations
		Individual trustee or director	Institutional trustee	Officer	Key employee	Highest compensated employee	Former			
(18) ELIZABETH DAVIS, PH. D.	1.00									
DIRECTOR	0.00	X						0.	0.	0.
(19) JESSICA DONAN	1.00									
DIRECTOR	0.00	X						0.	0.	0.
(20) STEPHEN EDGERTON	1.00									
DIRECTOR	0.00	X						0.	0.	0.
(21) KENNETH GIBSON	1.00									
DIRECTOR	0.00	X						0.	0.	0.
(22) YUKICHI HAGINS	1.00									
DIRECTOR	0.00	X						0.	0.	0.
(23) WHITNEY HANNA	1.00									
DIRECTOR	0.00	X						0.	0.	0.
(24) BLAINE HART	1.00									
DIRECTOR	0.00	X						0.	0.	0.
(25) HENRY HOROWITZ	1.00									
DIRECTOR	0.00	X						0.	0.	0.
(26) CAL HURST	1.00									
DIRECTOR	0.00	X						0.	0.	0.
1b Subtotal								1,152,246.	0.	157,472.
c Total from continuation sheets to Part VII, Section A								0.	0.	0.
d Total (add lines 1b and 1c)								1,152,246.	0.	157,472.

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 7

		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*	3		X
4 For any individual listed on line 1a, is the sum of reportable compensation and other compensation from the organization and related organizations greater than $150,000? *If "Yes," complete Schedule J for such individual*	4	X	
5 Did any person listed on line 1a receive or accrue compensation from any unrelated organization or individual for services rendered to the organization? *If "Yes," complete Schedule J for such person*	5		X

Section B. Independent Contractors

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

(A) Name and business address	(B) Description of services	(C) Compensation
BARBARA POPPE & ASSOCIATES 340 CLINTON HEIGHTS AVE, COLUMBUS, OH 43202	CONSULTING	232,940.
ETHAN RIVERS LLC 2 WEST WASHINGTON, GREENVILLE, SC 29615	ACCOUNTING SERVICES	198,000.
FIND GREAT PEOPLE 32 E BROAD STREET, GREENVILLE, SC 29601	TEMP SERVICES	154,816.
CAPSTONE PHILANTHROPY PARTNERS 37 ELMSLEY RD, GREENVILLE, SC 29607	PHILANTHROPY SERVICES	142,500.

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 4

SEE PART VII, SECTION A CONTINUATION SHEETS

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

(A) Name and title	(B) Average hours per week (list any hours for related organizations below line)	(C) Position (check all that apply)						(D) Reportable compensation from the organization (W-2/1099-MISC)	(E) Reportable compensation from related organizations (W-2/1099-MISC)	(F) Estimated amount of other compensation from the organization and related organizations
		Individual trustee or director	Institutional trustee	Officer	Key employee	Highest compensated employee	Former			
(27) MIKE KELLY	1.00									
DIRECTOR	0.00	X						0.	0.	0.
(28) RAY LATTIMORE	1.00									
DIRECTOR	0.00	X						0.	0.	0.
(29) ASHTON LAWRENCE	1.00									
DIRECTOR	0.00	X						0.	0.	0.
(30) AMY LINSIN	1.00									
DIRECTOR	0.00	X						0.	0.	0.
(31) DR. PHYLLIS MACGILVRAY	1.00									
DIRECTOR	0.00	X						0.	0.	0.
(32) JOANIE MARTIN	1.00									
DIRECTOR	0.00	X						0.	0.	0.
(33) JEFF MILLER	1.00									
DIRECTOR	0.00	X						0.	0.	0.
(34) JAMIE MOON	1.00									
DIRECTOR	0.00	X						0.	0.	0.
(35) CARLOS PHILLIPS	1.00									
DIRECTOR	0.00	X						0.	0.	0.
(36) RHIANNON POORE	1.00									
DIRECTOR	0.00	X						0.	0.	0.
(37) SUE PRIESTER	1.00									
DIRECTOR	0.00	X						0.	0.	0.
(38) KATIE SCHUBA	1.00									
DIRECTOR	0.00	X						0.	0.	0.
(39) CARL SOBOCINSKI	1.00									
DIRECTOR	0.00	X						0.	0.	0.
(40) ERIN THOMPSON	1.00									
DIRECTOR	0.00	X						0.	0.	0.
(41) WENDY WALDEN	1.00									
DIRECTOR	0.00	X						0.	0.	0.
(42) DONNICE WILKERSON	1.00									
DIRECTOR	0.00	X						0.	0.	0.
(43) BRYAN BROWN	1.00									
DIRECTOR	0.00	X						0.	0.	0.
(44) ANNMARIE HIGGINS	1.00									
DIRECTOR	0.00	X						0.	0.	0.
Total to Part VII, Section A, line 1c										

Part VIII Statement of Revenue

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

				(A) Total revenue	(B) Related or exempt function revenue	(C) Unrelated business revenue	(D) Revenue excluded from tax under sections 512 - 514
Contributions, Gifts, Grants and Other Similar Amounts	1a Federated campaigns	1a					
	b Membership dues	1b					
	c Fundraising events	1c					
	d Related organizations	1d					
	e Government grants (contributions)	1e	1,800,902.				
	f All other contributions, gifts, grants, and similar amounts not included above	1f	8,370,738.				
	g Noncash contributions included in lines 1a-1f	1g	$ 1,130.				
	h **Total.** Add lines 1a-1f			10,171,640.			
Program Service Revenue		**Business Code**					
	2a PROGRAM FEES	900099		101,832.	101,832.		
	b						
	c						
	d						
	e						
	f All other program service revenue						
	g **Total.** Add lines 2a-2f			101,832.			
Other Revenue	3 Investment income (including dividends, interest, and other similar amounts)			310,734.			310,734.
	4 Income from investment of tax-exempt bond proceeds						
	5 Royalties						
		(i) Real	(ii) Personal				
	6a Gross rents 6a	3,600.					
	b Less: rental expenses 6b	0.					
	c Rental income or (loss) 6c	3,600.					
	d Net rental income or (loss)			3,600.	3,600.		
		(i) Securities	(ii) Other				
	7a Gross amount from sales of assets other than inventory 7a						
	b Less: cost or other basis and sales expenses 7b						
	c Gain or (loss) 7c						
	d Net gain or (loss)						
	8a Gross income from fundraising events (not including $ _____ of contributions reported on line 1c). See Part IV, line 18 8a						
	b Less: direct expenses 8b						
	c Net income or (loss) from fundraising events						
	9a Gross income from gaming activities. See Part IV, line 19 9a						
	b Less: direct expenses 9b						
	c Net income or (loss) from gaming activities						
	10a Gross sales of inventory, less returns and allowances 10a						
	b Less: cost of goods sold 10b						
	c Net income or (loss) from sales of inventory						
Miscellaneous Revenue		**Business Code**					
	11a						
	b						
	c						
	d All other revenue						
	e **Total.** Add lines 11a-11d						
	12 **Total revenue.** See instructions			10,587,806.	105,432.	0.	310,734.

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	4,465,826.	4,465,826.		
2 Grants and other assistance to domestic individuals. See Part IV, line 22	149,614.	149,614.		
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	785,000.	392,500.	235,500.	157,000.
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	2,221,838.	1,258,714.	242,033.	721,091.
8 Pension plan accruals and contributions (include section 401(k) and 403(b) employer contributions)	117,072.	67,273.	10,025.	39,774.
9 Other employee benefits	290,803.	162,489.	38,160.	90,154.
10 Payroll taxes	196,590.	108,291.	30,266.	58,033.
11 Fees for services (nonemployees):				
a Management				
b Legal				
c Accounting	56,349.	26,205.	9,378.	20,766.
d Lobbying				
e Professional fundraising services. See Part IV, line 17				
f Investment management fees	60,432.		60,432.	
g Other. (If line 11g amount exceeds 10% of line 25, column (A), amount, list line 11g expenses on Sch O.)	564,573.	262,558.	93,958.	208,057.
12 Advertising and promotion	52,757.	12,836.	2,399.	37,522.
13 Office expenses	107,623.	69,201.	18,684.	19,738.
14 Information technology	310,938.	144,604.	51,747.	114,587.
15 Royalties				
16 Occupancy	118,117.	81,919.	20,110.	16,088.
17 Travel	8,066.	5,571.	71.	2,424.
18 Payments of travel or entertainment expenses for any federal, state, or local public officials				
19 Conferences, conventions, and meetings	408,678.	9,086.	1,514.	398,078.
20 Interest	18,711.	18,711.		
21 Payments to affiliates	194,135.	124,246.	38,827.	31,062.
22 Depreciation, depletion, and amortization	198,670.	127,149.	39,734.	31,787.
23 Insurance	48,755.	18,714.	5,848.	24,193.
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 OTHER DIRECT EXPENSES	2,114,122.	2,055,800.	2,573.	55,749.
b ORG/STAFF DEVELOPMENT	71,717.	49,090.	10,961.	11,666.
c RECRUITING AND MOVING	28,734.	14,390.	4,497.	9,847.
d MEMBERSHIP DUES	11,234.	4,805.	980.	5,449.
e All other expenses	27,217.	17,242.	2,832.	7,143.
25 **Total functional expenses.** Add lines 1 through 24e	12,627,571.	9,646,834.	920,529.	2,060,208.
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	1,028,676.	1	809,703.
	2	Savings and temporary cash investments	4,818,398.	2	4,509,545.
	3	Pledges and grants receivable, net	7,148,498.	3	5,771,913.
	4	Accounts receivable, net	24,630.	4	46,715.
	5	Loans and other receivables from any current or former officer, director, trustee, key employee, creator or founder, substantial contributor, or 35% controlled entity or family member of any of these persons		5	
	6	Loans and other receivables from other disqualified persons (as defined under section 4958(f)(1)), and persons described in section 4958(c)(3)(B)		6	
	7	Notes and loans receivable, net		7	
	8	Inventories for sale or use		8	
	9	Prepaid expenses and deferred charges	156,572.	9	262,154.
	10a	Land, buildings, and equipment: cost or other basis. Complete Part VI of Schedule D — 10a: 5,062,034.			
	b	Less: accumulated depreciation — 10b: 2,878,993.	2,359,111.	10c	2,183,041.
	11	Investments - publicly traded securities		11	
	12	Investments - other securities. See Part IV, line 11	8,831,120.	12	9,548,237.
	13	Investments - program-related. See Part IV, line 11		13	
	14	Intangible assets		14	9,305.
	15	Other assets. See Part IV, line 11	1,236,398.	15	1,137,782.
	16	**Total assets.** Add lines 1 through 15 (must equal line 33)	25,603,403.	16	24,278,395.
Liabilities	17	Accounts payable and accrued expenses	685,838.	17	592,490.
	18	Grants payable	1,152,301.	18	1,155,014.
	19	Deferred revenue	572,605.	19	418,000.
	20	Tax-exempt bond liabilities		20	
	21	Escrow or custodial account liability. Complete Part IV of Schedule D		21	
	22	Loans and other payables to any current or former officer, director, trustee, key employee, creator or founder, substantial contributor, or 35% controlled entity or family member of any of these persons		22	
	23	Secured mortgages and notes payable to unrelated third parties	379,278.	23	368,169.
	24	Unsecured notes and loans payable to unrelated third parties		24	
	25	Other liabilities (including federal income tax, payables to related third parties, and other liabilities not included on lines 17-24). Complete Part X of Schedule D	15,411.	25	10,163.
	26	**Total liabilities.** Add lines 17 through 25	2,805,433.	26	2,543,836.
Net Assets or Fund Balances		**Organizations that follow FASB ASC 958, check here** ☒ **and complete lines 27, 28, 32, and 33.**			
	27	Net assets without donor restrictions	4,927,572.	27	4,602,847.
	28	Net assets with donor restrictions	17,870,398.	28	17,131,712.
		Organizations that do not follow FASB ASC 958, check here ☐ **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	22,797,970.	32	21,734,559.
	33	Total liabilities and net assets/fund balances	25,603,403.	33	24,278,395.

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	10,587,806.
2	Total expenses (must equal Part IX, column (A), line 25)	2	12,627,571.
3	Revenue less expenses. Subtract line 2 from line 1	3	-2,039,765.
4	Net assets or fund balances at beginning of year (must equal Part X, line 32, column (A))	4	22,797,970.
5	Net unrealized gains (losses) on investments	5	976,354.
6	Donated services and use of facilities	6	
7	Investment expenses	7	
8	Prior period adjustments	8	
9	Other changes in net assets or fund balances (explain on Schedule O)	9	0.
10	Net assets or fund balances at end of year. Combine lines 3 through 9 (must equal Part X, line 32, column (B))	10	21,734,559.

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

SCHEDULE A
(Form 990)

Department of the Treasury
Internal Revenue Service

Public Charity Status and Public Support

Complete if the organization is a section 501(c)(3) organization or a section 4947(a)(1) nonexempt charitable trust.
Attach to Form 990 or Form 990-EZ.
Go to www.irs.gov/Form990 for instructions and the latest information.

OMB No. 1545-0047

2025

Open to Public Inspection

Name of the organization

UNITED WAY OF GREENVILLE COUNTY, INC.

Employer identification number

57-0362066

Part I Reason for Public Charity Status. (All organizations must complete this part.) See instructions.

The organization is not a private foundation because it is: (For lines 1 through 12, check only one box.)

1 ☐ A church, convention of churches, or association of churches described in **section 170(b)(1)(A)(i).**
2 ☐ A school described in **section 170(b)(1)(A)(ii).** (Attach Schedule E (Form 990).)
3 ☐ A hospital or a cooperative hospital service organization described in **section 170(b)(1)(A)(iii).**
4 ☐ A medical research organization operated in conjunction with a hospital described in **section 170(b)(1)(A)(iii).** Enter the hospital's name, city, and state: _____
5 ☐ An organization operated for the benefit of a college or university owned or operated by a governmental unit described in **section 170(b)(1)(A)(iv).** (Complete Part II.)
6 ☐ A federal, state, or local government or governmental unit described in **section 170(b)(1)(A)(v).**
7 ☒ An organization that normally receives a substantial part of its support from a governmental unit or from the general public described in **section 170(b)(1)(A)(vi).** (Complete Part II.)
8 ☐ A community trust described in **section 170(b)(1)(A)(vi).** (Complete Part II.)
9 ☐ An agricultural research organization described in **section 170(b)(1)(A)(ix)** operated in conjunction with a land-grant college or university or a non-land-grant college of agriculture (see instructions). Enter the name, city, and state of the college or university: _____
10 ☐ An organization that normally receives (1) more than 33 1/3% of its support from contributions, membership fees, and gross receipts from activities related to its exempt functions, subject to certain exceptions; and (2) no more than 33 1/3% of its support from gross investment income and unrelated business taxable income (less section 511 tax) from businesses acquired by the organization after June 30, 1975. See **section 509(a)(2).** (Complete Part III.)
11 ☐ An organization organized and operated exclusively to test for public safety. See **section 509(a)(4).**
12 ☐ An organization organized and operated exclusively for the benefit of, to perform the functions of, or to carry out the purposes of one or more publicly supported organizations described in **section 509(a)(1)** or **section 509(a)(2)**. See **section 509(a)(3).** Check the box on lines 12a through 12d that describes the type of supporting organization and complete lines 12e, 12f, and 12g.

a ☐ **Type I.** A supporting organization operated, supervised, or controlled by its supported organization(s), typically by giving the supported organization(s) the power to regularly appoint or elect a majority of the directors or trustees of the supporting organization. **You must complete Part IV, Sections A and B.**
b ☐ **Type II.** A supporting organization supervised or controlled in connection with its supported organization(s), by having control or management of the supporting organization vested in the same persons that control or manage the supported organization(s). **You must complete Part IV, Sections A and C.**
c ☐ **Type III functionally integrated.** A supporting organization operated in connection with, and functionally integrated with, its supported organization(s) (see instructions). **You must complete Part IV, Sections A, D, and E.**
d ☐ **Type III non-functionally integrated.** A supporting organization operated in connection with its supported organization(s) that is not functionally integrated. The organization generally must satisfy a distribution requirement and an attentiveness requirement (see instructions). **You must complete Part IV, Sections A and D, and Part V.**
e ☐ Check this box if the organization received a written determination from the IRS that it is a Type I, Type II, Type III functionally integrated, or Type III non-functionally integrated supporting organization.
f Enter the number of supported organizations .....
g Provide the following information about the supported organization(s).

(i) Name of supported organization	(ii) EIN	(iii) Type of organization (described on lines 1-10 above (see instructions))	(iv) Is the organization listed in your governing document? Yes	(iv) No	(v) Amount of monetary support (see instructions)	(vi) Amount of other support (see instructions)
Total						

01461111 794483 80174370 2025.05000 UNITED WAY OF GREENVILLE 80174371

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) 2021	(b) 2022	(c) 2023	(d) 2024	(e) 2025	(f) Total
1 Gifts, grants, contributions, and membership fees received. (Do not include any "unusual grants.")	12245080.	9945893.	12566157.	11722477.	10171640.	56651247.
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	12245080.	9945893.	12566157.	11722477.	10171640.	56651247.
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)						2348297.
6 **Public support.** Subtract line 5 from line 4.						54302950.

Section B. Total Support

Calendar year (or fiscal year beginning in)	(a) 2021	(b) 2022	(c) 2023	(d) 2024	(e) 2025	(f) Total
7 Amounts from line 4	12245080.	9945893.	12566157.	11722477.	10171640.	56651247.
8 Gross income from interest, dividends, payments received on securities loans, rents, royalties, and income from similar sources	271,479.	254,468.	405,069.	401,394.	314,334.	1646744.
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.)			4,177.	6,738.		10,915.
11 **Total support.** Add lines 7 through 10						58308906.

12 Gross receipts from related activities, etc. (see instructions) 12 404,077.

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

Section C. Computation of Public Support Percentage

14 Public support percentage for 2025 (line 6, column (f), divided by line 11, column (f)) 14 93.13 %

15 Public support percentage from 2024 Schedule A, Part II, line 14 15 94.61 %

16a **33 1/3% support test - 2025.** If the organization did not check the box on line 13, and line 14 is 33 1/3% or more, check this box and **stop here.** The organization qualifies as a publicly supported organization ☒

b **33 1/3% support test - 2024.** If the organization did not check a box on line 13 or 16a, and line 15 is 33 1/3% or more, check this box and **stop here.** The organization qualifies as a publicly supported organization ☐

17a **10% -facts-and-circumstances test - 2025.** If the organization did not check a box on line 13, 16a, or 16b, and line 14 is 10% or more, and if the organization meets the facts-and-circumstances test, check this box and **stop here.** Explain in Part VI how the organization meets the facts-and-circumstances test. The organization qualifies as a publicly supported organization ☐

b **10% -facts-and-circumstances test - 2024.** If the organization did not check a box on line 13, 16a, 16b, or 17a, and line 15 is 10% or more, and if the organization meets the facts-and-circumstances test, check this box and **stop here.** Explain in Part VI how the organization meets the facts-and-circumstances test. The organization qualifies as a publicly supported organization ☐

18 **Private foundation.** If the organization did not check a box on line 13, 16a, 16b, 17a, or 17b, check this box and see instructions ☐

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

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

Section A. Public Support

Calendar year (or fiscal year beginning in)	(a) 2021	(b) 2022	(c) 2023	(d) 2024	(e) 2025	(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) 2021	(b) 2022	(c) 2023	(d) 2024	(e) 2025	(f) Total
9 Amounts from line 6						
10a Gross income from interest, dividends, payments received on securities loans, rents, royalties, and income from similar sources						
b Unrelated business taxable income (less section 511 taxes) from businesses acquired after June 30, 1975						
c Add lines 10a and 10b						
11 Net income from unrelated business activities not included on line 10b, whether or not the business is regularly carried on						
12 Other income. Do not include gain or loss from the sale of capital assets (Explain in Part VI.)						
13 **Total support.** (Add lines 9, 10c, 11, and 12.)						

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

Section C. Computation of Public Support Percentage

15 Public support percentage for 2025 (line 8, column (f), divided by line 13, column (f))	15	%
16 Public support percentage from 2024 Schedule A, Part III, line 15	16	%

Section D. Computation of Investment Income Percentage

17 Investment income percentage for **2025** (line 10c, column (f), divided by line 13, column (f))	17	%
18 Investment income percentage from **2024** Schedule A, Part III, line 17	18	%

19a **33 1/3% support tests - 2025.** 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 - 2024.** If the organization did not check a box on line 14 or line 19a, and line 16 is more than 33 1/3%, and line 18 is not more than 33 1/3%, check this box and **stop here.** The organization qualifies as a publicly supported organization ☐

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

Part IV Supporting Organizations

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

Section A. All Supporting Organizations

			Yes	No
1	Are all of the organization's supported organizations listed by name in the organization's governing documents? *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.*	1		
2	Did the organization have any supported organization that does not have an IRS determination of status under section 509(a)(1) or (2)? *If "Yes," explain in* **Part VI** *how the organization determined that the supported organization was described in section 509(a)(1) or (2).*	2		
3a	Did the organization have a supported organization described in section 501(c)(4), (5), or (6)? *If "Yes," answer lines 3b and 3c below.*	3a		
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)? *If "Yes," describe in* **Part VI** *when and how the organization made the determination.*	3b		
c	Did the organization ensure that all support to such organizations was used exclusively for section 170(c)(2)(B) purposes? *If "Yes," explain in* **Part VI** *what controls the organization put in place to ensure such use.*	3c		
4a	Was any supported organization not organized in the United States ("foreign supported organization")? *If "Yes," and if you checked box 12a or 12b in Part I, answer lines 4b and 4c below.*	4a		
b	Did the organization have ultimate control and discretion in deciding whether to make grants to the foreign supported organization? *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.*	4b		
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)? *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.*	4c		
5a	Did the organization add, substitute, or remove any supported organizations during the tax year? *If "Yes," answer lines 5b and 5c below (if applicable). Also, provide detail in* **Part VI,** *including (i) the names and EIN numbers of the supported organizations added, substituted, or removed; (ii) the reasons for each such action; (iii) the authority under the organization's organizing document authorizing such action; and (iv) how the action was accomplished (such as by amendment to the organizing document).*	5a		
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?	5b		
c	**Substitutions only.** Was the substitution the result of an event beyond the organization's control?	5c		
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? *If "Yes," provide detail in* **Part VI.**	6		
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? *If "Yes," complete Part I of Schedule L (Form 990).*	7		
8	Did the organization make a loan to a disqualified person (as defined in section 4958) not described on line 7? *If "Yes," complete Part I of Schedule L (Form 990).*	8		
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))? *If "Yes," provide detail in* **Part VI.**	9a		
b	Did one or more disqualified persons (as defined on line 9a) hold a controlling interest in any entity in which the supporting organization had an interest? *If "Yes," provide detail in* **Part VI.**	9b		
c	Did a disqualified person (as defined on line 9a) have an ownership interest in, or derive any personal benefit from, assets in which the supporting organization also had an interest? *If "Yes," provide detail in* **Part VI.**	9c		
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)? *If "Yes," answer line 10b below.*	10a		
b	Did the organization have any excess business holdings in the tax year? *(Use Schedule C, Form 4720, to determine whether the organization had excess business holdings.)*	10b		

Part IV Supporting Organizations *(continued)*

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

Section B. Type I Supporting Organizations

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

Section C. Type II Supporting Organizations

		Yes	No
1	Were a majority of the organization's directors or trustees during the tax year also a majority of the directors or trustees of each of the organization's supported organization(s)? *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).*	**1**	

Section D. All Type III Supporting Organizations

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

Section E. Type III Functionally Integrated Supporting Organizations

1 *Check the box next to the method that the organization used to satisfy the Integral Part Test during the year* **(see instructions).**

- **a** ☐ The organization satisfied the Activities Test. *Complete* **line 2** *below.*
- **b** ☐ The organization is the parent of each of its supported organizations. *Complete* **line 3** *below.*
- **c** ☐ The organization supported a governmental supported organization. *Describe in* **Part VI** *how you supported a governmental supported organization (see instructions).*

		Yes	No
2	Activities Test. **Answer lines 2a and 2b below.**		
a	Did substantially all of the organization's activities during the tax year directly further the exempt purposes of its upported organization(s)? *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 each of its supported organizations, and how the organization determined that these activities constituted substantially all of its activities.*	**2a**	
b	Did the activities described on line 2a, above, constitute activities that, but for the organization's involvement, one or more of the organization's supported organization(s) would have been engaged in? *If "Yes," explain in* **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.*	**2b**	
3	Parent of Supported Organizations. **Answer lines 3a, 3b, and 3c below.**		
a	Are the organization and its supported organization(s) part of an integrated system (for example, a hospital system)? *If "Yes," provide details in* **Part VI.**	**3a**	
b	Did the organization direct the policies, programs, and activities of each of its supported organizations? *If "Yes," describe in Part VI the role played by the organization in this regard.*	**3b**	
c	Did the organization have the power to regularly appoint or elect (and remove) a majority of the officers, directors, or trustees of each of the supported organizations? *If "Yes" or "No," provide details in* **Part VI.**	**3c**	

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

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

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

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

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

7 ☐ Check here if the current year is the organization's first as a non-functionally integrated Type III supporting organization (see instructions).

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

Section D - Distributions		**Current Year**
1 Amounts paid to supported organizations to accomplish exempt purposes	**1**	
2 Amounts paid to perform activity that directly furthers exempt purposes of supported organizations, in excess of income from activity	**2**	
3 Administrative expenses paid to accomplish exempt purposes of supported organizations	**3**	
4 Amounts paid to acquire exempt-use assets	**4**	
5 Qualified set-aside amounts (prior IRS approval required - *provide details in* **Part VI**)	**5**	
6 **Total annual distributions.** Add lines 1 through 5.	**6**	
7 Distributions to attentive supported organizations to which the organization is responsive (*provide details in* **Part VI**). See instructions.	**7**	
8 Distributable amount for 2025 from Section C, line 6	**8**	
9 Line 7 amount divided by line 8 amount	**9**	

Section E - Distribution Allocations (see instructions)	**(i) Excess Distributions**	**(ii) Underdistributions Pre-2025**	**(iii) Distributable Amount for 2025**
1 Distributable amount for 2025 from Section C, line 6			
2 Underdistributions, if any, for years prior to 2025 (reasonable cause required - *explain in* **Part VI**). See instructions.			
3 Excess distributions carryover, if any, to 2025			
a From 2020			
b From 2021			
c From 2022			
d From 2023			
e From 2024			
f **Total** of lines 3a through 3e			
g Applied to under distributions of prior years			
h Applied to 2025 distributable amount			
i Carryover from 2020 not applied (see instructions)			
j Remainder. Subtract lines 3g, 3h, and 3i from line 3f.			
4 Distributions for 2025 from Section D, line 6: $			
a Applied to underdistributions of prior years			
b Applied to 2025 distributable amount			
c Remainder. Subtract lines 4a and 4b from line 4.			
5 Remaining underdistributions for years prior to 2025, 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 2025. Subtract lines 3h and 4b from line 1. For result greater than zero, *explain in* **Part VI**. See instructions.			
7 **Excess distributions carryover to 2026.** Add lines 3j and 4c.			
8 Breakdown of line 7:			
a Excess from 2021			
b Excess from 2022			
c Excess from 2023			
d Excess from 2024			
e Excess from 2025			

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, 3b, and 3c; Part V, line 1; Part V, Section B, line 1e; Part V, Section D, lines 5 and 7; and Part V, Section E, lines 2, 5, and 6. Also complete this part for any additional information. (See instructions.)

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** PUBLIC DISCLOSURE COPY **

Schedule B (Form 990)
(Rev. December 2024)
Department of the Treasury
Internal Revenue Service

Schedule of Contributors

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

OMB No. 1545-0047

Name of the organization

UNITED WAY OF GREENVILLE COUNTY, INC.

Employer identification number

57-0362066

Organization type (check one):

Filers of:	**Section:**
Form 990 or 990-EZ	[X] 501(c)(3) (enter number) organization
	[ ] 4947(a)(1) nonexempt charitable trust **not** treated as a private foundation
	[ ] 527 political organization
Form 990-PF	[ ] 501(c)(3) exempt private foundation
	[ ] 4947(a)(1) nonexempt charitable trust treated as a private foundation
	[ ] 501(c)(3) taxable private foundation

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

General Rule

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

Special Rules

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

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

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

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

Name of organization

UNITED WAY OF GREENVILLE COUNTY, INC.

Employer identification number

57-0362066

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

(a) No.	(b) Name, address, and ZIP + 4	(c) Total contributions	(d) Type of contribution
1		$ 717,314.	Person [X] Payroll [X] Noncash [ ] (Complete Part II for noncash contributions.)
2		$ 385,151.	Person [X] Payroll [ ] Noncash [ ] (Complete Part II for noncash contributions.)
3		$ 427,241.	Person [X] Payroll [X] Noncash [ ] (Complete Part II for noncash contributions.)
4		$ 344,925.	Person [X] Payroll [X] Noncash [ ] (Complete Part II for noncash contributions.)
5		$ 765,000.	Person [X] Payroll [ ] Noncash [ ] (Complete Part II for noncash contributions.)
6		$ 594,705.	Person [X] Payroll [X] Noncash [ ] (Complete Part II for noncash contributions.)

Name of organization

UNITED WAY OF GREENVILLE COUNTY, INC.

Employer identification number

57-0362066

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

(a) No.	(b) Name, address, and ZIP + 4	(c) Total contributions	(d) Type of contribution
7		$ 420,452.	Person [X] Payroll [X] Noncash [ ] (Complete Part II for noncash contributions.)
8		$ 293,142.	Person [X] Payroll [X] Noncash [ ] (Complete Part II for noncash contributions.)
9		$ 409,332.	Person [X] Payroll [ ] Noncash [ ] (Complete Part II for noncash contributions.)
		$	Person [ ] Payroll [ ] Noncash [ ] (Complete Part II for noncash contributions.)
		$	Person [ ] Payroll [ ] Noncash [ ] (Complete Part II for noncash contributions.)
		$	Person [ ] Payroll [ ] Noncash [ ] (Complete Part II for noncash contributions.)

Name of organization

UNITED WAY OF GREENVILLE COUNTY, INC.

Employer identification number

57-0362066

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

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

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Name of organization

UNITED WAY OF GREENVILLE COUNTY, INC.

Employer identification number

57-0362066

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

Use duplicate copies of Part III if additional space is needed.

(a) No. from Part I	(b) Purpose of gift	(c) Use of gift	(d) Description of how gift is held

(e) Transfer of gift

Transferee's name, address, and ZIP + 4	Relationship of transferor to transferee

(a) No. from Part I	(b) Purpose of gift	(c) Use of gift	(d) Description of how gift is held

(e) Transfer of gift

Transferee's name, address, and ZIP + 4	Relationship of transferor to transferee

(a) No. from Part I	(b) Purpose of gift	(c) Use of gift	(d) Description of how gift is held

(e) Transfer of gift

Transferee's name, address, and ZIP + 4	Relationship of transferor to transferee

(a) No. from Part I	(b) Purpose of gift	(c) Use of gift	(d) Description of how gift is held

(e) Transfer of gift

Transferee's name, address, and ZIP + 4	Relationship of transferor to transferee

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SCHEDULE D
(Form 990)
(Rev. December 2024)
Department of the Treasury
Internal Revenue Service

Supplemental Financial Statements

Complete if the organization answered "Yes" on Form 990, Part IV, line 6, 7, 8, 9, 10, 11a, 11b, 11c, 11d, 11e, 11f, 12a, or 12b.
Attach to Form 990.
Go to www.irs.gov/Form990 for instructions and the latest information.

OMB No. 1545-0047

Open to Public Inspection

Name of the organization
UNITED WAY OF GREENVILLE COUNTY, INC.

Employer identification number
57-0362066

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? ☐ Yes ☐ 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? ☐ Yes ☐ No

Part II Conservation Easements.

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

1 Purpose(s) of conservation easements held by the organization (check all that apply).
- ☐ Preservation of land for public use (for example, recreation or education)
- ☐ Preservation of a historically important land area
- ☐ Protection of natural habitat
- ☐ Preservation of a certified historic structure
- ☐ Preservation of open space

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

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

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

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

5 Does the organization have a written policy regarding the periodic monitoring, inspection, handling of violations, and enforcement of the conservation easements it holds? ☐ Yes ☐ No

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

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

8 Does each conservation easement reported on line 2d above satisfy the requirements of section 170(h)(4)(B)(i) and section 170(h)(4)(B)(ii)? ☐ Yes ☐ No

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

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

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

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

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

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

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

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

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

b Assets included in Form 990, Part X $ _____

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

3 Using the organization's acquisition, accession, and other records, check any of the following that make significant use of its collection items (check all that apply).

a ☐ Public exhibition
b ☐ Scholarly research
c ☐ Preservation for future generations
d ☐ Loan or exchange program
e ☐ Other _____

4 Provide a description of the organization's collections and explain how they further the organization's exempt purpose in Part XIII.

5 During the year, did the organization solicit or receive donations of art, historical treasures, or other similar assets to be sold to raise funds rather than to be maintained as part of the organization's collection? ☐ Yes ☐ No

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

1a Is the organization an agent, trustee, custodian, or other intermediary for contributions or other assets not included on Form 990, Part X? ☐ Yes ☐ No

b If "Yes," explain the arrangement in Part XIII and complete the following table:

		Amount
c Beginning balance	1c	
d Additions during the year	1d	
e Distributions during the year	1e	
f Ending balance	1f	

2a Did the organization include an amount on Form 990, Part X, line 21, for escrow or custodial account liability? ☐ Yes ☐ No

b If "Yes," explain the arrangement in Part XIII. Check here if the explanation has been provided in Part XIII ☐

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

	(a) Current year	(b) Prior year	(c) Two years back	(d) Three years back	(e) Four years back
1a Beginning of year balance	10,052,254.	9,351,609.	8,335,326.	9,713,923.	8,618,092.
b Contributions	250.			51,687.	110,619.
c Net investment earnings, gains, and losses	947,206.	1,010,033.	1,016,283.	-1,430,284.	985,212.
d Grants or scholarships					
e Other expenditures for facilities and programs	323,714.	309,388.			
f Administrative expenses					
g End of year balance	10,675,996.	10,052,254.	9,351,609.	8,335,326.	9,713,923.

2 Provide the estimated percentage of the current year end balance (line 1g, column (a)) held as:

a Board designated or quasi-endowment .0000 %
b Permanent endowment 100 %
c Term endowment .0000 %

The percentages on lines 2a, 2b, and 2c should equal 100%.

3a Are there endowment funds not in the possession of the organization that are held and administered for the organization by:

		Yes	No
(i) Unrelated organizations?	3a(i)	X	
(ii) Related organizations?	3a(ii)		X
b If "Yes" on line 3a(ii), are the related organizations listed as required on Schedule R?	3b		

4 Describe in Part XIII the intended uses of the organization's endowment funds.

Part VI Land, Buildings, and Equipment

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

Description of property	(a) Cost or other basis (investment)	(b) Cost or other basis (other)	(c) Accumulated depreciation	(d) Book value
1a Land		364,723.		364,723.
b Buildings		3,299,258.	1,537,230.	1,762,028.
c Leasehold improvements				
d Equipment		1,392,133.	1,341,763.	50,370.
e Other		5,920.		5,920.
Total. Add lines 1a through 1e. *(Column (d) must equal Form 990, Part X, line 10c, column (B))*				2,183,041.

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) POOLED INVESTMENTS HELD		
(B) BY THE COMMUNITY		
(C) FOUNDATION	9,548,237.	END-OF-YEAR MARKET VALUE
(D)		
(E)		
(F)		
(G)		
(H)		
Total. (Col. (b) must equal Form 990, Part X, line 12, col. (B))	9,548,237.	

Part VIII Investments - Program Related.

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

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

Part IX Other Assets

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

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

Part X Other Liabilities

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

1. (a) Description of liability	(b) Book value
(1) Federal income taxes	
(2) LEASE OBLIGATIONS	10,163.
(3)	
(4)	
(5)	
(6)	
(7)	
(8)	
(9)	
Total. *(Column (b) must equal Form 990, Part X, line 25, col. (B))*	10,163.

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 ... X

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	11,634,148.
2	Amounts included on line 1 but not on Form 990, Part VIII, line 12:				
a	Net unrealized gains (losses) on investments	2a	976,354.		
b	Donated services and use of facilities	2b	130,420.		
c	Recoveries of prior year grants	2c			
d	Other (Describe in Part XIII.)	2d			
e	Add lines 2a through 2d			2e	1,106,774.
3	Subtract line 2e from line 1			3	10,527,374.
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	60,432.		
b	Other (Describe in Part XIII.)	4b			
c	Add lines 4a and 4b			4c	60,432.
5	Total revenue. Add lines **3** and **4c.** *(This must equal Form 990, Part I, line 12.)*			5	10,587,806.

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	12,697,559.
2	Amounts included on line 1 but not on Form 990, Part IX, line 25:				
a	Donated services and use of facilities	2a	130,420.		
b	Prior year adjustments	2b			
c	Other losses	2c			
d	Other (Describe in Part XIII.)	2d			
e	Add lines 2a through 2d			2e	130,420.
3	Subtract line 2e from line 1			3	12,567,139.
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	60,432.		
b	Other (Describe in Part XIII.)	4b			
c	Add lines 4a and 4b			4c	60,432.
5	Total expenses. Add lines **3** and **4c.** *(This must equal Form 990, Part I, line 18.)*			5	12,627,571.

Part XIII Supplemental Information

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

PART V, LINE 4:
THE COMMUNITY FOUNDATION MANAGES ENDOWMENT FUNDS OF $9,548,237 AT DECEMBER 31, 2025, FROM WHICH THE INCOME IS DESIGNATED FOR UNITED WAY OF GREENVILLE COUNTY. UNDER THE TERMS OF THIS AGREEMENT, THE COMMUNITY FOUNDATION WILL ADMINISTER THE ENDOWMENT AS PART OF ITS ASSETS. UNITED WAY CAN UTILIZE FUND INCOME FOR BOARD DESIGNATED AND ENDOWMENT PURPOSES WITH THE APPROVAL OF ITS BOARD. THE ENDOWMENT ALSO INCLUDES $1,127,759 IN LIFE INSURANCE POLICIES.

PART X, LINE 2:
UNITED WAY OF GREENVILLE COUNTY IS EXEMPT FROM FEDERAL INCOME TAXES UNDER SECTION 501(C)(3) OF THE INTERNAL REVENUE CODE; ACCORDINGLY, THE ACCOMPANYING FINANCIAL STATEMENTS DO NOT REFLECT A PROVISION OR LIABILITY FOR FEDERAL AND STATE INCOME TAXES. UNITED WAY OF GREENVILLE COUNTY HAS DETERMINED THAT IT DOES NOT HAVE ANY MATERIAL UNRECOGNIZED TAX BENEFITS OR OBLIGATIONS AS OF DECEMBER 31, 2025.

Part XIII Supplemental Information *(continued)*

SCHEDULE I
(Form 990)
(Rev. December 2024)
Department of the Treasury
Internal Revenue Service

Grants and Other Assistance to Organizations, Governments, and Individuals in the United States

Complete if the organization answered "Yes" on Form 990, Part IV, line 21 or 22.

Attach to Form 990.

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

OMB No. 1545-0047

Open to Public Inspection

Name of the organization
UNITED WAY OF GREENVILLE COUNTY, INC.

Employer identification number
57-0362066

Part I General Information on Grants and Assistance

1 Does the organization maintain records to substantiate the amount of the grants or assistance, the grantees' eligibility for the grants or assistance, and the selection criteria used to award the grants or assistance? ..... [X] Yes [ ] No

2 Describe in Part IV the organization's procedures for monitoring the use of grant funds in the United States.

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

1 (a) Name and address of organization or government	(b) EIN	(c) IRC section (if applicable)	(d) Amount of cash grant	(e) Amount of noncash assistance	(f) Method of valuation (book, FMV, appraisal, other)	(g) Description of noncash assistance	(h) Purpose of grant or assistance
A CHILD'S HAVEN,INC 20 MARTIN DRIVE GREENVILLE, SC 29617	57-0893712	501(C)(3)	98,329.	0.			PROGRAM ALLOCATION, PROGRAM GRANTS
ABLE SOUTH CAROLINA 720 GRACERN ROAD COLUMBIA, SC 29210	58-2336332	501(C)(3)	40,000.	0.			PROGRAM ALLOCATION
ALSTON WILKES SOCIETY 3519 MEDICAL DRIVE COLUMBIA, SC 29203	57-0477907	501(C)(3)	35,000.	0.			PROGRAM ALLOCATION
ALZHEIMER'S ASSOCIATION SC CHAPTER - GREENVILLE COUNTY - UPSTATE S.C. BRANCH - 301 UNIVERSITY RIDGE - GREENVILLE, SC 29601-3686	13-3039601	501(C)(3)	14,074.	0.			DONOR DESIGNATION
ANDERSON INTERFAITH MINISTRIES 1202 SOUTH MURRAY AVENUE ANDERSON, SC 29624	57-0896524	501(C)(3)	13,369.	0.			PROGRAM GRANTS
ANDERSON UNIVERSITY 316 BOULEVARD ANDERSON, SC 29621	57-0324906	501(C)(3)	5,019.	0.			DONOR DESIGNATION, PROGRAM GRANT

2 Enter total number of section 501(c)(3) and government organizations listed in the line 1 table ..... 94.

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

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

(a) Name and address of organization or government	(b) EIN	(c) IRC section if applicable	(d) Amount of cash grant	(e) Amount of noncash assistance	(f) Method of valuation (book, FMV, appraisal, other)	(g) Description of non-cash assistance	(h) Purpose of grant or assistance
BETHANY CHRISTIAN SERVICES PO BOX 294 GRAND RAPIDS, MI 49501-0294	38-1405282	501(C)(3)	5,451.	0.			DONOR DESIGNATION
BOY SCOUTS OF AMERICA BLUE RIDGE COUNCIL, 1 PARK PLAZA GREENVILLE, SC 29607-5851	57-0314427	501(C)(3)	6,303.	0.			DONOR DESIGNATION
CAROLINA PREGNANCY CENTER POST OFFICE BOX 5364 SPARTANBURG, SC 29304-0000	57-0791115	501(C)(3)	5,679.	0.			DONOR DESIGNATION
CENTER FOR COMMUNITY SERVICES 1102 HOWARD DRIVE SIMPSONVILLE, SC 29681	57-1059164	501(C)(3)	30,000.	0.			PROGRAM ALLOCATION
CENTER FOR DEVELOPMENTAL SERVICES, INC - 29 N ACADEMY ST - GREENVILLE, SC 29601	57-0988275	501(C)(3)	5,309.	0.			DONOR DESIGNATION
CHANGING YOUR MIND MINISTRIES 9 BETH DR GREENVILLE, SC 29609	58-2674069	501(C)(3)	6,000.	0.			PROGRAM GRANTS
CHILD EVANGELISM FELLOWSHIP - GREENVILLE PIEDMONT DISTRICT - 918 S PLEASANTBURG DR - GREENVILLE, SC 29607	57-0567186	501(C)(3)	20,499.	0.			DONOR DESIGNATION
CLEMSON UNIVERSITY 391 COLLEGE AVE, STE 302 CLEMSON, SC 29634	57-6000254	501(C)(3)	10,000.	0.			PROGRAM GRANTS
COMMUNITY FOUNDATION OF GREENVILLE, INC - SUITE A - GREENVILLE, SC 29601	57-6019318	501(C)(3)	89,397.	0.			DONOR DESIGNATION, PROGRAM ALLOCATION

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

(a) Name and address of organization or government	(b) EIN	(c) IRC section if applicable	(d) Amount of cash grant	(e) Amount of noncash assistance	(f) Method of valuation (book, FMV, appraisal, other)	(g) Description of non-cash assistance	(h) Purpose of grant or assistance
COMMUNITYWORKS INC. PO BOX 17826 GREENVILLE, SC 29607	26-0421563	501(C)(3)	90,000.	0.			PROGRAM ALLOCATION
DAILY BREAD MINISTRIES POST OFFICE BOX 2344 GREER, SC 29652	57-0947109	501(C)(3)	11,317.	0.			DONOR DESIGNATION
FAVOR GREENVILLE 355 WOODRUFF RD GREENVILLE, SC 29607	20-1724061	501(C)(3)	5,914.	0.			DONOR DESIGNATION
FIRST IMPRESSION OF SOUTH CAROLINA 15 GRAND AVE GREENVILLE, SC 29607	82-3774191	501(C)(3)	25,000.	0.			PROGRAM GRANTS
FOOTHILLS FAMILY RESOURCES P.O. BOX 246 SLATER, SC 29683	57-0823752	501(C)(3)	65,000.	0.			PROGRAM ALLOCATION
FOSTERING GREAT IDEAS 321 PIMLICO ROAD GREENVILLE, SC 29607	27-4622960	501(C)(3)	5,074.	0.			DONOR DESIGNATION
FURMAN UNIVERSITY 3300 POINSETT HWY GREENVILLE, SC 29613	57-0314395	501(C)(3)	25,000.	0.			PROGRAM ALLOCATION
GOODWILL INDUSTRIES OF UPSTATE/MIDLANDS SC INC - ATTN: ACCOUNTS PAYABLE - GREENVILLE, SC 29607	57-0564001	501(C)(3)	60,000.	0.			PROGRAM ALLOCATION
GREENVILLE CHAMBER FOUNDATION 550 S MAIN ST GREENVILLE, SC 29601	23-7155502	501(C)(3)	25,000.	0.			PROGRAM ALLOCATION

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

(a) Name and address of organization or government	(b) EIN	(c) IRC section if applicable	(d) Amount of cash grant	(e) Amount of noncash assistance	(f) Method of valuation (book, FMV, appraisal, other)	(g) Description of non-cash assistance	(h) Purpose of grant or assistance
GREENVILLE CONNECTS 701 EASLEY BRIDGE RD GREENVILLE, SC 29611	93-4338686	501(C)(3)	166,668.	0.			PROGRAM ALLOCATION
GREENVILLE COUNTY HUMAN RELATIONS 301 UNIVERSITY RIDGE GREENVILLE, SC 29601	57-6000356	GOVT	70,000.	0.			PROGRAM ALLOCATION
GREENVILLE COUNTY RECREATION DISTRICT - 4806 OLD SPARTANBURG ROAD - TAYLORS, SC 29687	57-6000356	GOVT	18,000.	0.			PROGRAM GRANTS
GREENVILLE COUNTY SCHOOL DISTRICT 301 E CAMPERDOWN WAY GREENVILLE, SC 29602	57-6000234	GOVT	140,000.	0.			PROGRAM ALLOCATION
GREENVILLE HOUSING FUND, LLC 1615 WADE HAMPTON BLVD, STE A GREENVILLE, SC 29609	84-2931315	501(C)(3)	100,000.	0.			PROGRAM ALLOCATION
GREENVILLE HUMANE SOCIETY 305 AIRPORT ROAD GREENVILLE, SC 29607	57-6000563	501(C)(3)	6,234.	0.			DONOR DESIGNATION
GREENVILLE LITERACY ASSOCIATION 225 SOUTH PLEASANTBURG DRIVE GREENVILLE, SC 29607	57-0521414	501(C)(3)	80,000.	0.			PROGRAM ALLOCATION
GREENVILLE TECH FOUNDATION, INC 225 S. PLEASANTBURG DR. GREENVILLE, SC 29607	57-0565961	501(C)(3)	80,000.	0.			PROGRAM ALLOCATION
GREER RELIEF & RESOURCES AGENCY, INC - PO BOX 1303 - GREER, SC 29652	57-0370331	501(C)(3)	75,000.	0.			PROGRAM ALLOCATION

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

(a) Name and address of organization or government	(b) EIN	(c) IRC section if applicable	(d) Amount of cash grant	(e) Amount of noncash assistance	(f) Method of valuation (book, FMV, appraisal, other)	(g) Description of non-cash assistance	(h) Purpose of grant or assistance
HABITAT FOR HUMANITY - GREENVILLE PO BOX 1206 GREENVILLE, SC 29602	57-0827063	501(C)(3)	95,000.	0.			PROGRAM ALLOCATION, PROGRAM GRANTS
HARVEST HOPE FOOD BANK 2220 SHOP RD COLUMBIA, SC 29201	57-0725560	501(C)(3)	45,733.	0.			PROGRAM GRANTS
HARVEST HOPE FOOD BANK - UPSTATE 2818 WHITE HORSE RD GREENVILLE, SC 29611	57-0725560	501(C)(3)	14,151.	0.			DONOR DESIGNATION
HISPANIC ALLIANCE/ALIANZA HISPANA P.O. BOX 17934 GREENVILLE, SC 29606	27-1041624	501(C)(3)	50,000.	0.			PROGRAM ALLOCATION
HOMES OF HOPE, INC 3 DUNEAN STREET GREENVILLE, SC 29611	57-1069688	501(C)(3)	217,064.	0.			PROGRAM ALLOCATION, PROGRAM GRANTS
INFINITE POSSIBILITIES INC 205 PARKSTON AVE GREENVILLE, SC 29605	83-4580528	501(C)(3)	45,000.	0.			DONOR DESIGNATION, PROGRAM ALLOCATION
INSTITUTE FOR CHILD SUCCESS 613 E MCBEE AVE GREENVILLE, SC 29601	27-1904900	501(C)(3)	75,000.	0.			PROGRAM ALLOCATION
JASMINE ROAD PO BOX 25452 GREENVILLE, SC 29616	81-4552155	501(C)(3)	51,529.	0.			DONOR DESIGNATION, PROGRAM ALLOCATION
JULIE VALENTINE CENTER 2905 WHITE HORSE ROAD GREENVILLE, SC 29611-6120	57-0655611	501(C)(3)	6,916.	0.			DONOR DESIGNATION

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

(a) Name and address of organization or government	(b) EIN	(c) IRC section if applicable	(d) Amount of cash grant	(e) Amount of noncash assistance	(f) Method of valuation (book, FMV, appraisal, other)	(g) Description of non-cash assistance	(h) Purpose of grant or assistance
LEGACY EARLY COLLEGE PO BOX 1832 GREENVILLE, SC 29602	20-5257052	501(C)(3)	50,000.	0.			PROGRAM ALLOCATION
LOAVES & FISHES GREEN GATE OFFICE PARK GREENVILLE, SC 29607	57-0931804	501(C)(3)	6,257.	0.			DONOR DESIGNATION
MEALS ON WHEELS - GREENVILLE 15 OREGON STREET GREENVILLE, SC 29605	57-0531378	501(C)(3)	23,963.	0.			DONOR DESIGNATION
MENTAL HEALTH AMERICA - GREENVILLE COUNTY - 130 INDUSTRIAL DR, STE B - GREENVILLE, SC 29607	57-0955844	501(C)(3)	7,461.	0.			DONOR DESIGNATION
MEYER CENTER FOR SPECIAL CHILDREN 1132 RUTHERFORD RD GREENVILLE, SC 29609	57-0361503	501(C)(3)	82,500.	0.			PROGRAM ALLOCATION, PROGRAM GRANTS
MILL VILLAGE MINISTRIES 1186 PENDLETON ST GREENVILLE, SC 29611	90-0854058	501(C)(3)	75,000.	0.			PROGRAM ALLOCATION, PROGRAM GRANTS
MIRACLE HILL MINISTRIES, INC 490 S. PLEASANTBURG DRIVE GREENVILLE, SC 29607	57-0425826	501(C)(3)	15,769.	0.			DONOR DESIGNATION
MOSAIC EDUCATIONAL AND ARTS PROGRAM - 7 SHANNON DRIVE - GREENVILLE, SC 29615	82-2396174	501(C)(3)	25,000.	0.			PROGRAM ALLOCATION
NEIGHBORHOOD CANCER CONNECTION 113 MILLS AVE GREENVILLE, SC 29605	57-0471686	501(C)(3)	22,254.	0.			DONOR DESIGNATION

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

(a) Name and address of organization or government	(b) EIN	(c) IRC section if applicable	(d) Amount of cash grant	(e) Amount of noncash assistance	(f) Method of valuation (book, FMV, appraisal, other)	(g) Description of non-cash assistance	(h) Purpose of grant or assistance
NEIGHBORHOOD FOCUS P.O. BOX 9127 GREENVILLE, SC 29604	20-4280877	501(C)(3)	6,642.	0.			DONOR DESIGNATION, PROGRAM GRANTS
NEW MIND HEALTH AND CARE INC P.O. BOX 205 MAULDIN, SC 29662	45-3802288	501(C)(3)	95,000.	0.			PROGRAM ALLOCATION
NICHOLTOWN CHILD & FAMILY COLLABORATIVE - PO BOX 16741 - GREENVILLE, SC 29606	81-2851313	501(C)(3)	50,000.	0.			PROGRAM ALLOCATION
PENDLETON PLACE, INC 1133 PENDLETON ST. GREENVILLE, SC 29601	57-0624421	501(C)(3)	40,000.	0.			PROGRAM ALLOCATION
PHILLIS WHEATLEY COMMUNITY CENTER P.O. BOX 17126 GREENVILLE, SC 29606	57-0327895	501(C)(3)	75,000.	0.			PROGRAM ALLOCATION
PIEDMONT WOMEN'S CENTER 1143 GROVE ROAD GREENVILLE, SC 29605	57-0932285	501(C)(3)	24,793.	0.			DONOR DESIGNATION
PLEASANT VALLEY CONNECTION 510 OLD AUGUSTA RD GREENVILLE, SC 29605	57-1127237	501(C)(3)	56,000.	0.			PROGRAM ALLOCATION, PROGRAM GRANTS
PRISMA HEALTH - UPSTATE FOUNDATION 300 E MCBEE AVE, STE 400 GREENVILLE, SC 29601	93-2009608	501(C)(3)	9,420.	0.			DONOR DESIGNATION
PROJECT HOPE FOUNDATION, INC 2131 WOODRUFF RD. STE 2100 GREENVILLE, SC 29607	58-2324540	501(C)(3)	6,119.	0.			DONOR DESIGNATION

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

(a) Name and address of organization or government	(b) EIN	(c) IRC section if applicable	(d) Amount of cash grant	(e) Amount of noncash assistance	(f) Method of valuation (book, FMV, appraisal, other)	(g) Description of non-cash assistance	(h) Purpose of grant or assistance
PROJECT HOST POST OFFICE BOX 345 GREENVILLE, SC 29602	57-0728041	501(C)(3)	40,000.	0.			PROGRAM ALLOCATION
PUBLIC EDUCATION PARTNERS 225 S. PLEASANTBURG DR. SUITE E6 GREENVILLE, SC 29607	57-0769637	501(C)(3)	6,835.	0.			DONOR DESIGNATION
ROOT & REBOUND 1610 HARRISON ST E-EAST OAKLAND, CA 94612	46-3876220	501(C)(3)	51,664.	0.			PROGRAM ALLOCATION
SAFE HARBOR POST OFFICE BOX 174 GREENVILLE, SC 29602	57-1014137	501(C)(3)	50,000.	0.			PROGRAM ALLOCATION, PROGRAM GRANTS
SENIOR ACTION 3715 E NORTH ST, STE K GREENVILLE, SC 29615	57-0507961	501(C)(3)	60,000.	0.			PROGRAM ALLOCATION
SHARE - SUNBELT HUMAN ADVANCEMENT RESOURCES, INC - P.O. BOX 10204 - GREENVILLE, SC 29603	57-6028253	501(C)(3)	120,000.	0.			PROGRAM ALLOCATION
SOTERIA COMMUNITY DEVELOPMENT CORPORATION - 210 SHAW STREET - GREENVILLE, SC 29609	58-2475280	501(C)(3)	75,000.	0.			PROGRAM ALLOCATION
SUSTAINING WAY 5 STONEHEDGE DRIVE GREENVILLE, SC 29615	45-4887679	501(C)(3)	10,405.	0.			DONOR DESIGNATION, PROGRAM GRANTS
THE SALVATION ARMY OF GREENVILLE COUNTY - PO BOX 1237 - GREENVILLE, SC 29602	58-0660607	501(C)(3)	70,000.	0.			PROGRAM ALLOCATION

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

(a) Name and address of organization or government	(b) EIN	(c) IRC section if applicable	(d) Amount of cash grant	(e) Amount of noncash assistance	(f) Method of valuation (book, FMV, appraisal, other)	(g) Description of non-cash assistance	(h) Purpose of grant or assistance
THE URBAN LEAGUE OF THE UPSTATE, INC - 225 S PLEASANTBURG DR - GREENVILLE, SC 29607	57-0541039	501(C)(3)	50,000.	0.			PROGRAM ALLOCATION
THRIVE UPSTATE POST OFFICE BOX 17467 GREENVILLE, SC 29606-8467	57-0537749	501(C)(3)	25,000.	0.			PROGRAM ALLOCATION
TREESUPSTATE PO BOX 9232 GREENVILLE, SC 29607	16-1718587	501(C)(3)	35,000.	0.			PROGRAM GRANTS
UNITED HOUSING CONNECTIONS 135 EDINBURGH CT, STE 201 GREENVILLE , SC 29607-2529	57-1032202	501(C)(3)	80,000.	0.			PROGRAM ALLOCATION
UNITED MINISTRIES 606 PENDLETON ST GREENVILLE, SC 29601	57-0511977	501(C)(3)	170,000.	0.			PROGRAM ALLOCATION, PROGRAM GRANTS
UNITED WAY - ANDERSON COUNTY SC 604 NORTH MURRAY AVENUE ANDERSON, SC 29625-4311	57-0510602	501(C)(3)	109,275.	0.			DONOR DESIGNATION, PROGRAM GRANTS
UNITED WAY - BERGEN COUNTY 6 FOREST AVE, STE 220 PARAMUS, NJ 07652	22-6028959	501(C)(3)	6,602.	0.			DONOR DESIGNATION
UNITED WAY - GREATER CHARLOTTE 601 EAST 5TH ST 350 CHARLOTTE, NC 28202	56-0529948	501(C)(3)	6,905.	0.			DONOR DESIGNATION
UNITED WAY - HORRY COUNTY PO BOX 50016 MYRTLE BEACH, SC 29579	57-0558692	501(C)(3)	16,256.	0.			DONOR DESIGNATION, PROGRAM GRANTS

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

(a) Name and address of organization or government	(b) EIN	(c) IRC section if applicable	(d) Amount of cash grant	(e) Amount of noncash assistance	(f) Method of valuation (book, FMV, appraisal, other)	(g) Description of non-cash assistance	(h) Purpose of grant or assistance
UNITED WAY - LAURENS COUNTY POST OFFICE BOX 544 CLINTON, SC 29325-0544	23-7011064	501(C)(3)	5,961.	0.			DONOR DESIGNATION
UNITED WAY - OCONEE COUNTY PO BOX 1693 SENECA, SC 29679	57-0479292	501(C)(3)	10,774.	0.			DONOR DESIGNATION, PROGRAM GRANTS
UNITED WAY - SUMTER CLARENDON & LEE COUNTIES, 215 NORTH WASHINGTON STREET - SUMTER, SC 29150-42	57-0339446	501(C)(3)	7,395.	0.			DONOR DESIGNATION
UNITED WAY - TRIDENT PO BOX 63305 NORTH CHARLESTON, SC 29419	57-0314378	501(C)(3)	10,008.	0.			DONOR DESIGNATION
UNITED WAY OF LANCASTER COUNTY, INC - PO BOX 56 - LANCASTER, SC 29721	57-0564440	501(C)(3)	23,886.	0.			PROGRAM GRANTS
UNITED WAY OF PICKENS COUNTY PO BOX 96 EASLEY, SC 29641-0096	57-0476249	501(C)(3)	132,268.	0.			DONOR DESIGNATION, PROGRAM GRANTS
UNITED WAY OF THE MIDLANDS 1818 BLANDING STREET COLUMBIA, SC 29201	57-0314396	501(C)(3)	75,663.	0.			DONOR DESIGNATION
UNITED WAY OF THE PIEDMONT PO BOX 5624 SPARTANBURG, SC 29304-5624	57-0314377	501(C)(3)	191,717.	0.			DONOR DESIGNATION, PROGRAM GRANTS
UNITY HEALTH ON MAIN 505C NORTH MAIN ST GREENVILLE, SC 29601	81-1080067	501(C)(3)	10,000.	0.			PROGRAM GRANTS

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

(a) Name and address of organization or government	(b) EIN	(c) IRC section if applicable	(d) Amount of cash grant	(e) Amount of noncash assistance	(f) Method of valuation (book, FMV, appraisal, other)	(g) Description of non-cash assistance	(h) Purpose of grant or assistance
UNIVERSITY OF SOUTH CAROLINA - BURSAR'S OFFICE - ATTN: BURSAR'S OFFICE - COLUMBIA, SC 29208	57-6001153	GOVT	10,000.	0.			PROGRAM GRANTS
UPSTATE CIRCLE OF FRIENDS 29 RIDGEWAY DR GREENVILLE, SC 29605	20-4593516	501(C)(3)	25,000.	0.			PROGRAM GRANTS
UPSTATE FATHERHOOD COALITION ATTN: TOMMY RICE GREENVILLE, SC 29607	30-0200022	501(C)(3)	35,000.	0.			PROGRAM ALLOCATION
UPSTATE INTERNATIONAL 9 S MEMMINGER ST GREENVILLE, SC 29601	57-1064857	501(C)(3)	13,755.	0.			PROGRAM GRANTS
UPSTATE WARRIOR SOLUTION 770 PELHAM RD, STE 102 GREENVILLE, SC 29615	46-1699670	501(C)(3)	50,000.	0.			PROGRAM ALLOCATION
YMCA - GREATER GREENVILLE 723 CLEVELAND ST GREENVILLE, SC 29601	23-7305147	501(C)(3)	79,750.	0.			PROGRAM ALLOCATION, PROGRAM GRANTS
YOUTHBASE, INC ATTN: LINDA TASSIE GREENVILLE, SC 29601	41-2216434	501(C)(3)	82,500.	0.			PROGRAM ALLOCATION, PROGRAM GRANTS

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

(a) Type of grant or assistance	(b) Number of recipients	(c) Amount of cash grant	(d) Amount of non-cash assistance	(e) Method of valuation (book, FMV, appraisal, other)	(f) Description of noncash assistance
NEED BASED ASSISTANCE	506	149,614.	0.		

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

PART I, LINE 2:
UNITED WAY OF GREENVILLE COUNTY CONDUCTS A MULTI-STEP PROCESS IN ORDER TO MONITOR THE FIDELITY OF FUNDED PROGRAMS. UNITED WAY OF GREENVILLE COUNTY PROVIDES FUNDING IN THE AREAS OF EDUCATION, HOUSING, TRANSPORTATION, AND CHILDCARE. IN 2025, AGENCIES WERE REQUIRED TO REPORT PROGRAMMATICALLY AND FINANCIALLY ONCE PER YEAR. REPORTS ARE FIRST REVIEWED BY UNITED WAY STAFF IN ORDER TO DETERMINE ACCURACY, SUBMISSIONS, AND PRELIMINARY DATA AND THEN SHARED, AS NEEDED, WITH THE COMMUNITY IMPACT COMMITTEE OF THE BOARD OF DIRECTORS. ALL INFORMATION IS MAINTAINED IN A CRM SOFTWARE.

FOR INDIVIDUALS OR HOUSEHOLDS RECEIVING FINANCIAL ASSISTANCE THROUGH THE OPPORTUNITY CENTER, UNITED WAY OF GREENVILLE COUNTY VERIFIES IDENTITY, EMPLOYMENT STATUS, REASON, AND AREAS OF NEED. BASED ON THE INFORMATION PROVIDED, UNITED WAY OF GREENVILLE COUNTY VERIFIES NEED DIRECTLY WITH VENDORS (UTILITIES AND RENT) AND FUNDS ARE PAID DIRECTLY TO THOSE VENDORS.

INFORMATION WAS TRACKED AND SECURED THROUGH THE ORGANIZATION'S DATA MANAGEMENT SYSTEM.

SCHEDULE J (Form 990)

(Rev. December 2024)

Department of the Treasury
Internal Revenue Service

Compensation Information

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

OMB No. 1545-0047

Open to Public Inspection

Name of the organization

UNITED WAY OF GREENVILLE COUNTY, INC.

Employer identification number

57-0362066

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.			
	☐ First-class or charter travel	☐ Housing allowance or residence for personal use		
	☐ Travel for companions	☐ Payments for business use of personal residence		
	☐ Tax indemnification and gross-up payments	☒ Health or social club dues or initiation fees		
	☐ Discretionary spending account	☐ Personal services (such as maid, chauffeur, chef)		
b	If any of the boxes on line 1a are checked, did the organization follow a written policy regarding payment or reimbursement or provision of all of the expenses described above? If "No," complete Part III to explain	**1b**	X	
2	Did the organization require substantiation prior to reimbursing or allowing expenses incurred by all directors, trustees, and officers, including the CEO/Executive Director, regarding the items checked on line 1a?	**2**	X	
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.			
	☒ Compensation committee	☐ Written employment contract		
	☐ Independent compensation consultant	☒ Compensation survey or study		
	☒ Form 990 of other organizations	☒ Approval by the board or compensation committee		
4	During the year, did any person listed on Form 990, Part VII, Section A, line 1a, with respect to the filing organization or a related organization:			
a	Receive a severance payment or change-of-control payment?	**4a**		X
b	Participate in or receive payment from a supplemental nonqualified retirement plan?	**4b**		X
c	Participate in or receive payment from an equity-based compensation arrangement?	**4c**		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?	**5a**		X
b	Any related organization?	**5b**		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?	**6a**		X
b	Any related organization?	**6b**		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	**7**	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	**8**		X
9	If "Yes" on line 8, did the organization also follow the rebuttable presumption procedure described in Regulations section 53.4958-6(c)?	**9**		

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

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

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

(A) Name and Title		(B) Breakdown of W-2 and/or 1099-MISC and/or 1099-NEC compensation			(C) Retirement and other deferred compensation	(D) Nontaxable benefits	(E) Total of columns (B)(i)-(D)	(F) Compensation in column (B) reported as deferred on prior Form 990
		(i) Base compensation	(ii) Bonus & incentive compensation	(iii) Other reportable compensation				
(1) MEGHAN BARP	(i)	299,724.	58,805.	1,104.	38,636.	9,743.	408,012.	0.
PRESIDENT/CEO	(ii)	0.	0.	0.	0.	0.	0.	0.
(2) KIRSTEN NAOMI CHAPMAN	(i)	173,146.	0.	905.	8,659.	17,736.	200,446.	0.
VP OF SYSTEMS CHANGE & INNOVATION	(ii)	0.	0.	0.	0.	0.	0.	0.
(3) CONNIE LENNICK	(i)	149,617.	0.	1,659.	7,477.	17,789.	176,542.	0.
VP OF HUMAN RESOURCES & TALENT	(ii)	0.	0.	0.	0.	0.	0.	0.
	(i)							
	(ii)							
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	(i)							
	(ii)							

Part III **Supplemental Information**

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

PART I, LINE 1A:
UNITED WAY OF GREENVILLE COUNTY COVERS INITIATION FEES/DUES FOR THE PRESIDENT/CEO IN CONNECTION WITH FULFILLING PROFESSIONAL RESPONSIBILITIES FOR THE ORGANIZATION. FOR THIS REASON, THESE AMOUNTS ARE TREATED AS NONTAXABLE.

PART I, LINE 7:
IN 2025, THE PRESIDENT/CEO RECEIVED A PERFORMANCE BASED INCENTIVE BONUS THAT WAS APPROVED BY THE EXECUTIVE COMMITTEE OF THE BOARD OF DIRECTORS.

SCHEDULE O (Form 990)
(Rev. December 2024)
Department of the Treasury
Internal Revenue Service

Supplemental Information to Form 990 or 990-EZ

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

OMB No. 1545-0047

Open to Public Inspection

Name of the organization
UNITED WAY OF GREENVILLE COUNTY, INC.

Employer identification number
57-0362066

FORM 990, PART I, LINE 1, DESCRIPTION OF ORGANIZATION MISSION:
THE BENEFIT OF ALL.

FORM 990, PART I, LINE 19
PART OF THE INCREASED DEFICIT IN 2025 WAS AN INTENTIONAL SPEND DOWN OF DOLLARS AND REVENUE RECORDED IN PRIOR YEARS. THESE FUNDS WERE RESTRICTED FOR FUTURE USE, AND UNITED WAY OF GREENVILLE COUNTY WAS ABLE TO SATISFY THE RESTRICTED PURPOSES IN 2025. A LARGE PORTION OF THE RELEASE OF RESTRICTION WAS RELATED TO COMMUNITY RELIEF FUNDING SUCH AS FOR HURRICANE HELENE.

FORM 990, PART III, LINE 3, CHANGES IN PROGRAM SERVICES:
RACIAL EQUITY AND ECONOMIC MOBILITY (REEM) GREENVILLE DEVELOPS STRATEGIES AND PARTNERSHIPS THAT ERADICATE RACE-BASED DISPARITIES AND INEQUITIES IN EDUCATION, CRIMINAL JUSTICE, HEALTH AND WELLNESS, AND INCOME AND WEALTH WITHIN BLACK COMMUNITIES IN GREENVILLE COUNTY. THE INITIATIVE ENDED ITS OPERATIONS JUNE 2025.

FORM 990, PART III, LINE 4A, PROGRAM SERVICE ACCOMPLISHMENTS:
UNITED WAY OF GREENVILLE COUNTY MOBILIZES PEOPLE AND RESOURCES TO IMPROVE LIVES, STRENGTHEN THE COMMUNITY AND ADVANCE EQUITY FOR THE BENEFIT OF ALL. AS A FUNDER, PARTNER, AND CONVENER, WE WORK WITH THE ENTIRE COMMUNITY TO BRING TOGETHER RESOURCES, FOCUS INVESTMENTS, AND FOSTER PARTNERSHIPS THAT CREATE LASTING SOLUTIONS TO OUR COMMUNITY'S MOST PRESSING PROBLEMS.

AMERICORPS:
IN APRIL 2025, 85% OF AMERICORPS PROGRAMS IN SOUTH CAROLINA WERE TERMINATED DUE TO CHANGES IN FEDERAL BUDGET PRIORITIES AND ALLOCATIONS. FROM JANUARY - APRIL 2025, SIX MEMBERS COMPLETED 3,416.75 HOURS OF SERVICE BEFORE THE TERMINATION OF THE PROGRAM.

ONTRACK GREENVILLE:
UNITED WAY OF GREENVILLE COUNTY'S INNOVATIVE GRADUATION INITIATIVE AND PARTNERSHIP WITH GREENVILLE COUNTY SCHOOLS, ONTRACK GREENVILLE REACHES MORE THAN 5,000 STUDENTS AT FIVE MIDDLE AND HIGH SCHOOLS IN GREENVILLE COUNTY. THE EARLY WARNING AND RESPONSE SYSTEM COMPONENT, WHICH IDENTIFIES STUDENTS WHO ARE FLAGGED FOR ATTENDANCE ISSUES, BEHAVIOR ISSUES AND POOR COURSE PERFORMANCE, HAS BEEN SCALED DISTRICTWIDE TO 77,000 STUDENTS IN GREENVILLE COUNTY. ONTRACK GREENVILLE CONNECTS STUDENTS TO RESOURCES AND OPPORTUNITIES KEEPING THEM ON TRACK TO ON-TIME GRADUATION AND POST-SECONDARY SUCCESS.

GREENVILLE TOGETHER
GREENVILLE TOGETHER: A HOME FOR ALL IS A COLLABORATIVE INITIATIVE HOSTED BY UNITED WAY OF GREENVILLE COUNTY TO COORDINATE AND STRENGTHEN THE COMMUNITY'S RESPONSE TO HOMELESSNESS. THE INITIATIVE CONVENES KEY PARTNERS INCLUDING GOVERNMENT AGENCIES, NONPROFITS, HEALTHCARE PROVIDERS, HOUSING PROVIDERS, AND INDIVIDUALS WITH LIVED EXPERIENCE TO CREATE A UNIFIED STRATEGY THAT PRIORITIZES HOUSING STABILITY, SERVICE COORDINATION, AND LONG-TERM SOLUTIONS. THROUGH DATA-INFORMED PLANNING,

Name of the organization: UNITED WAY OF GREENVILLE COUNTY, INC.
Employer identification number: 57-0362066

SHARED ACCOUNTABILITY, AND CROSS-SECTOR ENGAGEMENT, GREENVILLE TOGETHER AIMS TO FUNCTIONALLY END HOMELESSNESS BY IMPLEMENTING A COMPREHENSIVE COMMUNITY RESPONSE THAT ENSURES HOMELESSNESS IS RARE, BRIEF, AND NON-RECURRING.

SCHOLARSHIPS:
UNITED WAY WOMEN'S LEADERSHIP JOBS TO CAREERS SCHOLARSHIP PROGRAM CONTINUES TO HELP GREENVILLE COUNTY WOMEN IMPROVE THEIR FINANCIAL STABILITY BY TRANSITIONING FROM PAYCHECK-TO-PAYCHECK JOBS TO MORE STABLE, LONGTERM CAREERS. THE PROGRAM HAS GRADUATED 45 WOMEN IN THE LAST TEN YEARS. UNITED WAY OF GREENVILLE COUNTY'S AFRICAN AMERICAN LEADERSHIP (AAL) AWARDED EIGHT (8) $5,000 SCHOLARSHIPS TO AFRICAN AMERICAN HIGH SCHOOL GRADUATES. RECIPIENTS WILL ALSO HAVE THE OPTION TO BE PAIRED WITH A MENTOR FROM AAL TO HELP SUPPORT THEIR POST-SECONDARY ASPIRATIONS.

GREENVILLE DREAMS:
LED BY UNITED WAY OF GREENVILLE COUNTY, INC., GREENVILLE DREAMS SERVES TO EDUCATE AND DEPLOY NEIGHBORHOOD LEADERS FROM SPECIAL EMPHASIS NEIGHBORHOODS IN GREENVILLE COUNTY. THE INITIATIVE SERVES TO CONNECT NEIGHBORHOOD LEADERSHIP IN SPECIAL EMPHASIS NEIGHBORHOODS TO RESOURCES THAT SUPPORT THE ENHANCEMENT OF THEIR FINANCIAL, SOCIAL, AND HUMAN CAPITAL.

2-1-1:
2-1-1 IS AN IMPORTANT COMMUNITY RESOURCE LINE THAT IMPROVES ACCESS TO UNITED WAY OF GREENVILLE COUNTY, INC. RESOURCES FOR THOUSANDS OF PEOPLE IN GREENVILLE COUNTY. 2-1-1 IS A CONVENIENT, EASY-TO-REMEMBER NUMBER THAT LINKS PEOPLE WITH IMPORTANT COMMUNITY SERVICES IN ENGLISH AND SPANISH THROUGH TEXT MESSAGING, IN ADDITION TO CALLING 2-1-1 OR VISITING THE WEBSITE AT SC211.ORG. IN 2025, THIS UNIQUE HOTLINE MADE MORE THAN 27,916 REFERRALS FOR CALLERS IN SEARCH OF ASSISTANCE WITH FOOD, UTILITIES, HOUSING, TRANSPORTATION, AND MORE.

VOLUNTEER ENGAGEMENT:
EACH YEAR, UNITED WAY VOLUNTEERS ROLL UP THEIR SLEEVES AND DONATE THEIR TIME TO MAKE A DIFFERENCE FOR OTHERS. WHETHER IT'S THE UPSTATE'S LARGEST SINGLE DAY OF SERVICE OR ANY OF THE THOUSANDS OF VOLUNTEERS NEEDS WE HELP MEET ALL YEAR LONG AT HTTPS://VOLUNTEER.UNITEDWAYGC.ORG, UNITED WAY VOLUNTEERS ARE CHANGING LIVES AND CREATING A STRONGER COMMUNITY FOR ALL OF US. WE ALSO DEVELOP AND LEAD SPECIAL VOLUNTEER PROJECTS FOR OUR CORPORATE PARTNERS.

VOLUNTEER INCOME TAX ASSISTANCE
FOR MORE THAN A DECADE, THE VOLUNTEER INCOME TAX ASSISTANCE, OR VITA, HAS BEEN ONE OF UNITED WAY OF GREENVILLE COUNTY'S MOST SUCCESSFUL FINANCIAL STABILITY INITIATIVES. IN 2025, 10,404 RETURNS WERE FILED IN PERSON AND ONLINE, SAVING $2 MILLION IN TAX PREP FEES FOR UNITED WAY OF GREENVILLE COUNTY, INC. UPSTATE TAXPAYERS. IN ADDITION, UPSTATE TAXPAYERS RECEIVED $11.7 MILLION IN FEDERAL AND STATE TAX REFUNDS.

OPPORTUNITY CENTER
THE OPPORTUNITY CENTER IS UNITED WAY OF GREENVILLE COUNTY'S RESOURCE HUB, CONNECTING OUR NEIGHBORS WITH LOCAL PARTNERS WHO CAN PROVIDE FINANCIAL COUNSELING, ACCESS TO COMMUNITY RESOURCES, MATCHED SAVINGS PROGRAMS FOR ASSET BUILDING AND INCOME SUPPORT. IT IS ALSO THE HOME OF

Name of the organization: UNITED WAY OF GREENVILLE COUNTY, INC.
Employer identification number: 57-0362066

UNITED WAY'S VOLUNTEER INCOME TAX ASSISTANCE (VITA) PROGRAM, WHICH OFFERS FREE INCOME TAX FILING FOR THOSE WITH A HOUSEHOLD INCOME OF $65,000 OR LESS.

RACIAL EQUITY AND ECONOMIC MOBILITY (REEM):
RACIAL EQUITY AND ECONOMIC MOBILITY (REEM) GREENVILLE DEVELOPS STRATEGIES AND PARTNERSHIPS THAT ERADICATE RACE-BASED DISPARITIES AND INEQUITIES IN EDUCATION, CRIMINAL JUSTICE, HEALTH AND WELLNESS, AND INCOME AND WEALTH WITHIN BLACK COMMUNITIES IN GREENVILLE COUNTY. THE INITIATIVE ENDED ITS OPERATIONS JUNE 2025.

SYSTEMS CHANGE AND INNOVATION:
THE SYSTEMS CHANGE AND INNOVATION DEPARTMENT DRIVES EFFORTS IN NARRATIVE CHANGE TO RESHAPE PUBLIC PERCEPTION AND DISCOURSE ON POVERTY. IT LEADS POLICY AND ADVOCACY INITIATIVES, WORKING TO INFLUENCE LEGISLATION AND FOSTER SYSTEMIC TRANSFORMATIONS THAT ADVANCE OUR MISSION. THE DEPARTMENT'S OPERATIONS WERE INTEGRATED INTO THE COMMUNITY IMPACT DEPARTMENT NOVEMBER 2025.

FORM 990, PART VI, SECTION A, LINE 1A:
THE EXECUTIVE COMMITTEE CONSISTS OF THE CHAIR, VICE CHAIR, TREASURER, SECRETARY, IMMEDIATE PAST BOARD CHAIR, COMMUNITY IMPACT COMMITTEE CHAIR, GOVERNANCE COMMITTEE CHAIR, AND OTHER MEMBERS OF THE BOARD THAT MAY BE DEEMED NECESSARY FROM TIME TO TIME. THE PURPOSE OF THE EXECUTIVE COMMITTEE IS TO (1) ACT ON BEHALF OF THE BOARD IN A SITUATION WHERE THE TIMING OF THE DECISION IS OF THE UTMOST IMPORTANCE, (2) PROVIDE A SMALLER FORUM FOR COMMITTEE LEADERS AND THE PRESIDENT & CEO TO DISCUSS CHALLENGES AND OPPORTUNITIES THAN MAY BE POSSIBLE AT THE BOARD LEVEL, (3) GUIDE THE WORK OF THE BOARD TO ENSURE THE BOARD MAINTAINS A FOCUS ON PRIORITIES, AND TO TAKE CARE OF MORE ROUTINE MATTERS RELATING TO THE BOARD'S WORK, AND (4) PROVIDE FOR AN ANNUAL PERFORMANCE AND COMPENSATION EVALUATION FOR THE PRESIDENT AND CEO.

FORM 990, PART VI, SECTION B, LINE 11B:
THE IRS FORM 990 IS PRESENTED FOR REVIEW TO THE FINANCE AND AUDIT COMMITTEE AND THEN TO THE BOARD OF DIRECTORS PRIOR TO FILING. A PUBLIC DISCLOSURE COPY WAS PROVIDED TO THE BOARD THIS YEAR TO PROTECT DONOR PRIVACY.

FORM 990, PART VI, SECTION B, LINE 12C:
UNITED WAY OF GREENVILLE COUNTY'S BOARD AND STAFF FILL OUT CONFLICT OF INTEREST DISCLOSURES (BOTH ANNUALLY AND AS THEY ARISE) AND REPORT RESULTS TO THE BOARD AT LEAST ANNUALLY.

FORM 990, PART VI, SECTION B, LINE 15:
THE PRESIDENT/CEO IS REVIEWED ANNUALLY BY THE BOARD CHAIR, WITH INPUT FROM THE FULL BOARD OF DIRECTORS. PRESIDENT/CEO COMPENSATION IS DETERMINED AND APPROVED BY THE EXECUTIVE COMMITTEE USING MARKET DATA PROVIDED BY A THIRD PARTY VENDOR. STAFF COMPENSATION IS SET BY HR USING MARKET DATA IN CONJUNCTION WITH THE PRESIDENT/CEO. ALL SALARIES ARE APPROVED AS PART OF THE ANNUAL BUDGET PROCESS BY THE BOARD ALTHOUGH THE INFORMATION IS PROVIDED TO THE BOARD IN SUMMARY FORM.

FORM 990, PART VI, SECTION C, LINE 19:
THE ORGANIZATION MAKES ITS GOVERNING DOCUMENTS, CONFLICT OF INTEREST POLICY, AND FINANCIAL STATEMENTS AVAILABLE TO THE PUBLIC UPON REQUEST.