## **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.

Department of the Treasury Internal Revenue Service

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

OMB No. 1545-0047 Open to Public

| A                              | For th                               | e 2024 calendar year, or tax year beginning                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                    | and                  | ending        |                                                      |                                             |
|--------------------------------|--------------------------------------|--------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|----------------------|---------------|------------------------------------------------------|---------------------------------------------|
| В                              | Check if applicab                    | C Name of organization                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                         |                      |               | D Employer identifi                                  | cation number                               |
| [-                             | Addre                                | west suburban humane society                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                   |                      |               |                                                      |                                             |
|                                | Name<br>chang                        |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                |                      |               | 23-73554                                             | 20                                          |
|                                | Initial<br>return<br>Final<br>return | Number and street (or P.O. box if mail is not delivered to street 1901 W OGDEN AVE                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                             | address)             | Room/suite    | E Telephone numbe                                    |                                             |
|                                | termir<br>ated                       |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                | postal code          |               | G Gross receipts \$                                  | 1,332,057.                                  |
|                                | Amen<br>return                       | DOWNERS GROVE, IL 60515                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                        |                      |               | H(a) Is this a group re                              |                                             |
|                                | Applion<br>tion<br>pendi             | F Name and address of principal officer: CAROLLIN INC                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                          | SSBERGER             |               | for subordinates <b>H(b)</b> Are all subordinates in |                                             |
| T                              | Tax-ex                               | empt status: X 501(c)(3) 501(c)( ) (insert no.)                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                | 4947(a)(1)           | or 527        | 1                                                    | list. See instructions                      |
|                                | Websi                                |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                |                      |               | H(c) Group exemptio                                  | n number                                    |
| K                              | Form of                              | organization: X Corporation Trust Association                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                  | Other                | L Year        | of formation: 1973 N                                 | <b>A</b> State of legal domicile; ${ m IL}$ |
| P                              | art I                                | Summary                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                        |                      |               |                                                      |                                             |
| e e                            | 1                                    | Briefly describe the organization's mission or most significant ac                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                             | tivities: PROV       | IDE SH        | ELTER AND M                                          | EDICAL                                      |
| Activities & Governance        |                                      | ATTENTION FOR DOGS AND CATS AND                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                |                      |               |                                                      |                                             |
| ern                            |                                      | Check this box if the organization discontinued its op-                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                        |                      |               |                                                      | ssets.                                      |
| 30                             |                                      | Number of voting members of the governing body (Part VI, line 1                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                |                      |               |                                                      | 11                                          |
| જ                              |                                      | Number of independent voting members of the governing body                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                     |                      |               |                                                      | 18                                          |
| ties                           |                                      | Total number of individuals employed in calendar year 2024 (Par                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                |                      |               |                                                      | 432                                         |
| ŧί                             |                                      | Total number of volunteers (estimate if necessary)                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                             |                      |               |                                                      | 0.                                          |
| Ac                             |                                      | Total unrelated business revenue from Part VIII, column (C), line                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                              |                      |               |                                                      | 0.                                          |
| -                              | b                                    | Net unrelated business taxable income from Form 990-T, Part I,                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                 | line 11              |               | Prior Year                                           | Current Year                                |
|                                |                                      | Contributions and grants (Dort VIII line 1b)                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                   |                      | 1             | 2,077,781.                                           | 998,047.                                    |
| ıπe                            |                                      | Contributions and grants (Part VIII, line 1h) Program service revenue (Part VIII, line 2g)                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                     |                      | 136,955.      | 153,554.                                             |                                             |
| Revenue                        |                                      | Program service revenue (Part VIII, line 2g) Investment income (Part VIII, column (A), lines 3, 4, and 7d)                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                     |                      |               | 67,488.                                              | 114,516.                                    |
| R                              |                                      | Other revenue (Part VIII, column (A), lines 5, 6d, 8c, 9c, 10c, and                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                            |                      |               | 0.                                                   | 0.                                          |
|                                |                                      | Total revenue - add lines 8 through 11 (must equal Part VIII, colu                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                             |                      |               | 2,282,224.                                           | 1,266,117.                                  |
| -                              |                                      | Grants and similar amounts paid (Part IX, column (A), lines 1-3)                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                               |                      |               | 0.                                                   | 0.                                          |
|                                |                                      |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                |                      |               | 0.                                                   | 0.                                          |
| Ś                              | I                                    | and the second of the second o |                      |               | 472,857.                                             | 488,893.                                    |
| Expenses                       | 16a                                  | Salaries, other compensation, employee benefits (Part IX, colum<br>Professional fundraising fees (Part IX, column (A), line 11e)                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                               | ,                    |               | 0.                                                   | 0.                                          |
| dy                             | b                                    | Total fundraising expenses (Part IX, column (D), line 25)                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                      | 156,1                | 23.           |                                                      |                                             |
| ш                              |                                      | Other expenses (Part IX, column (A), lines 11a-11d, 11f-24e)                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                   |                      |               | 831,562.                                             | 906,458.                                    |
|                                | 18                                   | Total expenses. Add lines 13-17 (must equal Part IX, column (A),                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                               | line 25)             |               | 1,304,419.                                           | 1,395,351.                                  |
|                                | 19                                   | Revenue less expenses. Subtract line 18 from line 12                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                           |                      |               | 977,805.                                             | -129,234.                                   |
| Net Assets or<br>Fund Balances | -                                    |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                |                      | Be            | ginning of Current Year                              | End of Year                                 |
| sets                           | 20                                   | Total assets (Part X, line 16)                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                 |                      |               | 6,127,086.                                           | 6,008,943.                                  |
| t As                           | 21                                   | Total liabilities (Part X, line 26)                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                            |                      |               | 68,330.                                              | 84,819.                                     |
| 컐                              | 22                                   | Net assets or fund balances. Subtract line 21 from line 20                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                     |                      |               | 6,058,756.                                           | 5,924,124.                                  |
|                                | art II                               | Signature Block                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                |                      |               |                                                      | 1 (1 - 1 - 1 - 1 - 1 - 1 - 1 - 1 - 1 - 1    |
|                                |                                      | Ities of perjury, I declare that I have examined this return, including according                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                              |                      |               |                                                      | y knowledge and beller, it is               |
| true                           | , correc                             | t, and complete. Declaration of preparer (other than officer) is based on a                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                    | II information of wi | nich preparer | nas any knowledge.                                   |                                             |
|                                |                                      | Signature of officer                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                           |                      |               | Date                                                 |                                             |
| Sig                            |                                      | aignature of offices                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                           |                      |               | 2010                                                 |                                             |
| Her                            | e                                    | Type or print name and title                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                   |                      |               |                                                      |                                             |
| _                              |                                      | Preparer's name Preparer's sign                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                | Phure                | / 10          | ate Check                                            | I PTIN                                      |
| Paid                           | d                                    | PAUL J. ROZEK                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                  | 200                  | /             | 0/21/2025                                            | P00542258                                   |
|                                | parer                                | Firm's name SELDEN FOX, LTD.                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                   | 179                  |               | 3611-6111111036                                      | 6-2985770                                   |
|                                | Only                                 |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                | E 710                |               | THIN SERV S                                          |                                             |
|                                | ,                                    | OAKBROOK TERRACE, IL 601                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                       |                      |               | Phone no. 63                                         | 0-954-1400                                  |
| Mai                            | v the IF                             | S discuss this return with the preparer shown above? See instru                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                |                      |               |                                                      | X Yes No                                    |
|                                |                                      | Paperwork Reduction Act Notice, see the separate instruction                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                   |                      | 2-10-24       |                                                      | Form <b>990</b> (2024)                      |

| Forr | n 990 (2024) WEST SUBURBAN HUMANE SOCIETY                                                                                                                                                                                                                                                                                              | 23-7355420              | Page 2    |
|------|----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-------------------------|-----------|
|      | rt III Statement of Program Service Accomplishments                                                                                                                                                                                                                                                                                    |                         |           |
|      | Check if Schedule O contains a response or note to any line in this Part III                                                                                                                                                                                                                                                           |                         |           |
| 1    | Briefly describe the organization's mission: PROVIDE SHELTER AND MEDICAL ATTENTION FOR DOGS AND CATS HOMES FOR ADOPTION OF PETS - ANIMAL WELFARE. TO EDUCATE THE PUBLIC TO HUMANELY CARE FOR DOGS AND CATS - HUMANE F                                                                                                                  | AND ENCOURA             |           |
| 2    | Did the organization undertake any significant program services during the year which were not listed on the prior Form 990 or 990-EZ?  If "Yes," describe these new services on Schedule O.                                                                                                                                           |                         | XNo       |
| 3    | Did the organization cease conducting, or make significant changes in how it conducts, any program services?                                                                                                                                                                                                                           | Yes                     | X No      |
| 4    | If "Yes," describe these changes on Schedule O.  Describe the organization's program service accomplishments for each of its three largest program services, as Section 501(c)(3) and 501(c)(4) organizations are required to report the amount of grants and allocations to other revenue, if any, for each program service reported. | rs, the total expenses, | and       |
| 4a   | (Code: ) (Expenses \$ 1,128,654 · including grants of \$ ) (Revenue ADOPTION, ANIMAL CARE & TRAINING                                                                                                                                                                                                                                   | e\$94,                  | 905.      |
|      |                                                                                                                                                                                                                                                                                                                                        |                         |           |
|      |                                                                                                                                                                                                                                                                                                                                        |                         |           |
| 4b   | (Code:) (Expenses \$                                                                                                                                                                                                                                                                                                                   | 58,                     | 049.      |
| 4c   | (Code: ) (Expenses \$ including grants of \$ ) (Revenue                                                                                                                                                                                                                                                                                | 9.\$                    |           |
|      |                                                                                                                                                                                                                                                                                                                                        |                         |           |
| 4d   | Other program services (Describe on Schedule O.)                                                                                                                                                                                                                                                                                       | V                       |           |
| 4e   | (Expenses \$ including grants of \$ ) (Revenue \$ Total program service expenses 1, 130, 388.                                                                                                                                                                                                                                          |                         |           |
|      | , , , , , , , , , , , , , , , , , , ,                                                                                                                                                                                                                                                                                                  | Form 9                  | 90 (2024) |

Part IV Checklist of Required Schedules Yes No Is the organization described in section 501(c)(3) or 4947(a)(1) (other than a private foundation)? X If "Yes," complete Schedule A 1 X Is the organization required to complete Schedule B, Schedule of Contributors? See instructions 2 Did the organization engage in direct or indirect political campaign activities on behalf of or in opposition to candidates for Χ 3 public office? If "Yes," complete Schedule C, Part I Section 501(c)(3) organizations. Did the organization engage in lobbying activities, or have a section 501(h) election in effect Х during the tax year? If "Yes," complete Schedule C, Part II 4 Is the organization a section 501(c)(4), 501(c)(5), or 501(c)(6) organization that receives membership dues, assessments, or Х similar amounts as defined in Rev. Proc. 98-19? If "Yes," complete Schedule C, Part III 5 Did the organization maintain any donor advised funds or any similar funds or accounts for which donors have the right to X provide advice on the distribution or investment of amounts in such funds or accounts? If "Yes," complete Schedule D, Part I 6 Did the organization receive or hold a conservation easement, including easements to preserve open space, Х 7 the environment, historic land areas, or historic structures? If "Yes," complete Schedule D, Part II Did the organization maintain collections of works of art, historical treasures, or other similar assets? If "Yes," complete Х 8 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? X If "Yes," complete Schedule D, Part IV 9 Did the organization, directly or through a related organization, hold assets in donor-restricted endowments Х or in quasi-endowments? If "Yes," complete Schedule D, Part V 10 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, X 11a Part VI b Did the organization report an amount for investments - other securities in Part X, line 12, that is 5% or more of its total Х assets reported in Part X, line 16? If "Yes," complete Schedule D, Part VII 11b c Did the organization report an amount for investments - program related in Part X, line 13, that is 5% or more of its total X assets reported in Part X, line 16? If "Yes," complete Schedule D, Part VIII 11c 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 Х 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 Did the organization's separate or consolidated financial statements for the tax year include a footnote that addresses Х the organization's liability for uncertain tax positions under FIN 48 (ASC 740)? If "Yes," complete Schedule D, Part X 11f 12a Did the organization obtain separate, independent audited financial statements for the tax year? If "Yes," complete X 12a Schedule D, Parts XI and XII b Was the organization included in consolidated, independent audited financial statements for the tax year? Χ 12b If "Yes," and if the organization answered "No" to line 12a, then completing Schedule D, Parts XI and XII is optional X Is the organization a school described in section 170(b)(1)(A)(ii)? If "Yes," complete Schedule E 13 X 14a 14a Did the organization maintain an office, employees, or agents outside of the United States? 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 Х or more? If "Yes," complete Schedule F, Parts I and IV 14b 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 Χ 15 Did the organization report on Part IX, column (A), line 3, more than \$5,000 of aggregate grants or other assistance to Х or for foreign individuals? If "Yes," complete Schedule F, Parts III and IV 16 Did the organization report a total of more than \$15,000 of expenses for professional fundraising services on Part IX, Χ column (A), lines 6 and 11e? If "Yes," complete Schedule G, Part I. See instructions 17 Did the organization report more than \$15,000 total of fundraising event gross income and contributions on Part VIII, lines Χ 18 1c and 8a? If "Yes," complete Schedule G, Part II Did the organization report more than \$15,000 of gross income from gaming activities on Part VIII, line 9a? If "Yes, 19 Х complete Schedule G, Part III 19 X 20a Did the organization operate one or more hospital facilities? If "Yes," complete Schedule H 20a 20b b If "Yes" to line 20a, did the organization attach a copy of its audited financial statements to this return? Did the organization report more than \$5,000 of grants or other assistance to any domestic organization or X domestic government on Part IX, column (A), line 1? If "Yes," complete Schedule I, Parts I and II

|        | rt IV Checklist of Required Schedules (continued)                                                                                                                                                                                                |           |       | -9-   |
|--------|--------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-----------|-------|-------|
| ı u    | Officerial of frequired ochedules (continued)                                                                                                                                                                                                    |           | Yes   | No    |
| 22     | Did the organization report more than \$5,000 of grants or other assistance to or for domestic individuals on                                                                                                                                    |           | 100   | 110   |
|        | 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     |
|        | Did the organization invest any proceeds of tax-exempt bonds beyond a temporary period exception?                                                                                                                                                | 24b       |       |       |
| С      | 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       |       |       |
|        | 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                                                                                                                                     | 25a       |       | x     |
|        | transaction with a disqualified person during the year? If "Yes," complete Schedule L, Part I                                                                                                                                                    | 25a       | -     |       |
| 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 |           |       |       |
|        | Cohordula I. Book 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                                                                                                                                  | LOD       |       |       |
| 20     | 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        |       | Х     |
| 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,                                                                                                                          | 9 111     |       |       |
|        | instructions for applicable filing thresholds, conditions, and exceptions):                                                                                                                                                                      |           |       |       |
| а      | A current or former officer, director, trustee, key employee, creator or founder, or substantial contributor? If                                                                                                                                 |           |       |       |
|        | "Yes," complete Schedule L, Part IV                                                                                                                                                                                                              | 28a       |       | X     |
|        | A family member of any individual described in line 28a? If "Yes," complete Schedule L, Part IV                                                                                                                                                  | 28b       |       | X     |
| С      | A 35% controlled entity of one or more individuals and/or organizations described in line 28a or 28b?//                                                                                                                                          | 00-       |       | X     |
|        | "Yes," complete Schedule L, Part IV                                                                                                                                                                                                              | 28c<br>29 | Х     |       |
| 29     | Did the organization receive more than \$25,000 in noncash contributions? If "Yes," complete Schedule M  Did the organization receive contributions of art, historical treasures, or other similar assets, or qualified conservation             | 29        | 21    | _     |
| 30     | contributions? If "Yes," complete Schedule M                                                                                                                                                                                                     | 30        |       | х     |
| 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     |
|        | 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?                                                                                                                       |           |       | Х     |
|        | If "Yes," complete Schedule R, Part V, line 2                                                                                                                                                                                                    | 36        | _     |       |
| 37     | Did the organization conduct more than 5% of its activities through an entity that is not a related organization                                                                                                                                 | 37        |       | х     |
| 20     | and that is treated as a partnership for federal income tax purposes? If "Yes," complete Schedule R, Part VI  Did the organization complete Schedule O and provide explanations on Schedule O for Part VI, lines 11b and 19?                     | 31        |       |       |
| 38     | Note: All Form 990 filers are required to complete Schedule O                                                                                                                                                                                    | 38        | х     |       |
| Par    |                                                                                                                                                                                                                                                  | 00        |       |       |
|        | 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                                                                                                                                                                     |           |       |       |
|        | Enter the number of Forms W-2G included on line 1a. Enter -0- if not applicable 1b 0                                                                                                                                                             |           |       |       |
|        | Did the organization comply with backup withholding rules for reportable payments to vendors and reportable gaming                                                                                                                               |           |       |       |
|        | (gambling) winnings to prize winners?                                                                                                                                                                                                            | 1c        | Х     |       |
| 432004 | 1 12-10-24                                                                                                                                                                                                                                       | Form      | 990 ( | 2024) |

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|    |                                                                                                                                                                                 |     | Yes | No  |
|----|---------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-----|-----|-----|
| 2a | Enter the number of employees reported on Form W-3, Transmittal of Wage and Tax Statements,                                                                                     |     | 163 | 140 |
|    | filed for the calendar year ending with or within the year covered by this return 2a 18                                                                                         |     |     |     |
| h  | If at least one is reported on line 2a, did the organization file all required federal employment tax returns?                                                                  | 2b  | Х   |     |
| 3a | Did the organization have unrelated business gross income of \$1,000 or more during the year?                                                                                   | За  |     | Х   |
|    | If "Yes," has it filed a Form 990-T for this year? If "No" to line 3b, provide an explanation on Schedule O                                                                     | 3b  |     |     |
|    | At any time during the calendar year, did the organization have an interest in, or a signature or other authority over, a                                                       |     |     |     |
| 74 | financial account in a foreign country (such as a bank account, securities account, or other financial account)?                                                                | 4a  |     | Х   |
| 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  |     | Х   |
|    | Did any taxable party notify the organization that it was or is a party to a prohibited tax shelter transaction?                                                                | 5b  |     | Х   |
|    | If "Yes" to line 5a or 5b, did the organization file Form 8886-T?                                                                                                               | 5с  |     |     |
|    | 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).                                                                                                   |     |     |     |
| а  | 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  | Х   |     |
|    | If "Yes," did the organization notify the donor of the value of the goods or services provided?                                                                                 | 7b  | Х   |     |
| С  | Did the organization sell, exchange, or otherwise dispose of tangible personal property for which it was required                                                               |     |     |     |
|    | to file Form 8282?                                                                                                                                                              | 7с  |     | X   |
| d  | if "Yes," indicate the number of Forms 8282 filed during the year                                                                                                               |     | 1   |     |
|    | Did the organization receive any funds, directly or indirectly, to pay premiums on a personal benefit contract?                                                                 | 7e  |     |     |
| f  | Did the organization, during the year, pay premiums, directly or indirectly, on a personal benefit contract?                                                                    | 7f  |     |     |
| 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.                                                                                                                       |     | - 1 |     |
| а  | 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:                                                                                                                                         |     |     |     |
|    | Initiation fees and capital contributions included on Part VIII, line 12                                                                                                        |     |     |     |
|    | Gross receipts, included on Form 990, Part VIII, line 12, for public use of club facilities                                                                                     |     |     |     |
| 11 | Section 501(c)(12) organizations. Enter:                                                                                                                                        |     |     |     |
|    | 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.)                                                                                                                                             |     |     |     |
|    | Section 4947(a)(1) non-exempt charitable trusts. Is the organization filing Form 990 in lieu of Form 1041?                                                                      | 12a |     | -   |
|    | If "Yes," enter the amount of tax-exempt interest received or accrued during the year                                                                                           |     |     |     |
|    | Section 501(c)(29) qualified nonprofit health insurance issuers.                                                                                                                | 10- |     |     |
| а  | Is the organization licensed to issue qualified health plans in more than one state?                                                                                            | 13a |     |     |
|    | Note: See the instructions for additional information the organization must report on Schedule O.                                                                               |     | n " |     |
| р  | 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                                                                                                                    |     |     |     |
|    | Enter the amount of reserves on hand                                                                                                                                            | 14a |     | X   |
|    |                                                                                                                                                                                 | 14b |     |     |
|    | If "Yes," has it filed a Form 720 to report these payments? If "No," provide an explanation on Schedule O                                                                       | 14D |     | _   |
|    | Is the organization subject to the section 4960 tax on payment(s) of more than \$1,000,000 in remuneration or                                                                   | 15  |     | Х   |
|    | excess parachute payment(s) during the year?                                                                                                                                    | ıJ  |     |     |
|    | If "Yes," see the instructions and file Form 4720, Schedule N.  Is the organization an educational institution subject to the section 4968 excise tax on net investment income? | 16  |     | Х   |
|    |                                                                                                                                                                                 | .0  |     |     |
|    | If "Yes," complete Form 4720, Schedule O.  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?                                                                                          | 17  |     |     |
|    | that would result in the imposition of an excise tax under section 4951, 4952 of 4953?                                                                                          | - 1 |     |     |

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                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                    |         |                    |        |       |        |      |
|-----|--------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|---------|--------------------|--------|-------|--------|------|
| Sec | tion A. Governing Body and Management                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                          |         |                    |        |       |        |      |
|     |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                | T.      | Î                  | 11     |       | Yes    | No   |
| 1a  | Enter the number of voting members of the governing body at the end of the tax year                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                            | 1a      |                    | 11     |       |        |      |
|     | 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      |                    | 11     |       |        |      |
| 2   | Did any officer, director, trustee, or key employee have a family relationship or a business relationsh                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                        | nip wit | n any other        | - 1    |       |        |      |
|     | officer, director, trustee, or key employee?                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                   |         |                    |        | 2     |        | X    |
| 3   | Did the organization delegate control over management duties customarily performed by or under the                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                             | he dir  | ect 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 v   | as filed?          | ]      | 4     |        | X    |
| 5   | Did the organization become aware during the year of a significant diversion of the organization's as                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                          | ssets?  |                    |        | 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 a                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                              |         |                    |        |       |        |      |
|     | more members of the governing body?                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                            |         |                    | [      | 7a    |        | Х    |
| b   | Are any governance decisions of the organization reserved to (or subject to approval by) members,                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                              |         |                    |        |       |        |      |
|     | persons other than the governing body?                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                         |         |                    |        | 7b    |        | Х    |
| 8   | Did the organization contemporaneously document the meetings held or written actions undertaken during the year                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                |         |                    |        |       |        |      |
|     | The governing body?                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                            |         |                    | [      | 8a    | X      |      |
|     | Each committee with authority to act on behalf of the governing body?                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                          |         |                    | 1      | 8b    | Х      |      |
| 9   | Is there any officer, director, trustee, or key employee listed in Part VII, Section A, who cannot be re                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                       |         |                    |        |       |        |      |
|     | organization's mailing address? If "Yes," provide the names and addresses on Schedule O                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                        |         |                    |        | 9     |        | Х    |
| Sec | tion B. Policies (This Section B requests information about policies not required by the Internal F                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                            |         |                    |        |       |        |      |
|     |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                |         |                    |        |       | Yes    | No   |
| 10a | Did the organization have local chapters, branches, or affiliates?                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                             |         |                    | [      | 10a   |        | X    |
|     | If "Yes," did the organization have written policies and procedures governing the activities of such of                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                        |         |                    |        |       |        |      |
|     | 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 boo                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                             |         |                    |        | 11a   | Х      |      |
|     | Describe on Schedule O the process, if any, used by the organization to review this Form 990.                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                  |         |                    | ſ      |       |        |      |
| 12a | The state of the s |         |                    |        | 12a   | X      |      |
| b   |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                |         |                    | [      | 12b   | Х      |      |
| С   | Did the organization regularly and consistently monitor and enforce compliance with the policy? If "Y                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                          |         |                    | - [    |       |        |      |
|     | 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?                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                 |         |                    | - 1    | 14    | X      |      |
| 15  | Did the process for determining compensation of the following persons include a review and approv                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                              |         |                    |        |       |        |      |
|     | persons, comparability data, and contemporaneous substantiation of the deliberation and decision?                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                              |         |                    |        |       |        |      |
| а   | The organization's CEO, Executive Director, or top management official                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                         |         |                    | [      | 15a   | X      |      |
|     | Other officers or key employees of the organization                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                            |         |                    | [      | 15b   | Х      |      |
|     | 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 arrange                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                     | ment    | with a             |        |       | 11     |      |
|     | taxable entity during the year?                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                |         |                    | [      | 16a   |        | X    |
| b   | If "Yes," did the organization follow a written policy or procedure requiring the organization to evaluate                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                     |         |                    |        | -     |        |      |
|     | in joint venture arrangements under applicable federal tax law, and take steps to safeguard the organic                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                        |         |                    |        |       |        |      |
|     | exempt status with respect to such arrangements?                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                               |         |                    |        | 16b   |        |      |
| Sec | tion C. Disclosure                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                             |         |                    |        |       |        |      |
| 17  | List the states with which a copy of this Form 990 is required to be filed $\_{	t IL}$                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                         |         |                    |        |       |        |      |
| 18  | Section 6104 requires an organization to make its Forms 1023 (1024 or 1024-A, if applicable), 990, a                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                           | and 99  | 0-T (section 501(  | c)(3)s | only  | availa | able |
|     | for public inspection. Indicate how you made these available. Check all that apply.                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                            |         |                    |        |       |        |      |
|     | X Own website X Another's website X Upon request Other (explain                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                | on S    | chedule O)         |        |       |        |      |
| 19  | Describe on Schedule O whether (and if so, how) the organization made its governing documents, c                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                               | onflict | of interest policy | , and  | finar | ncial  |      |
|     | 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 bo                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                | ooks a  | nd records         |        |       |        |      |
|     | KERRY KOPERA - 630-960-9600                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                    |         |                    |        |       |        |      |
|     | 1901 W. OGDEN AVENUE, DOWNERS GROVE, IL 60515                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                  |         |                    |        |       |        |      |
|     |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                |         |                    |        | _     |        |      |

Page 7

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 n (A) Name and title | (B)<br>Average<br>hours per<br>week                                  | (do                            | (C) Position (do not check more than one box, unless person is both an officer and a director/trustee) |         |              |                              |        | (D) Reportable compensation from                    | <b>(E)</b> Reportable compensation from related | (F) Estimated amount of other                                            |  |
|-----------------------------------------------------------------|----------------------------------------------------------------------|--------------------------------|--------------------------------------------------------------------------------------------------------|---------|--------------|------------------------------|--------|-----------------------------------------------------|-------------------------------------------------|--------------------------------------------------------------------------|--|
|                                                                 | (list any<br>hours for<br>related<br>organizations<br>below<br>line) | Individual trustee or director | Institutional trustee                                                                                  | Officer | Key employee | Highest compensated employee | Former | the<br>organization<br>(W-2/1099-MISC/<br>1099-NEC) | organizations<br>(W-2/1099·MISC/<br>1099·NEC)   | compensation<br>from the<br>organization<br>and related<br>organizations |  |
| (1) MOSSBERGER, CAROLYN                                         | 60.00                                                                |                                |                                                                                                        |         |              |                              |        |                                                     | _                                               |                                                                          |  |
| EXECUTIVE DIRECTOR                                              |                                                                      |                                |                                                                                                        | X       |              |                              |        | 95,927.                                             | 0.                                              | 7,846.                                                                   |  |
| (2) MARK MOTUELLE                                               | 3.00                                                                 |                                |                                                                                                        |         |              |                              |        |                                                     |                                                 |                                                                          |  |
| PRESIDENT                                                       |                                                                      | X                              |                                                                                                        | X       |              |                              |        | 0.                                                  | 0.                                              | 0.                                                                       |  |
| (3) DAVID WELCH                                                 | 2.00                                                                 |                                |                                                                                                        |         |              |                              |        |                                                     | 0                                               | 0                                                                        |  |
| VICE PRESIDENT                                                  |                                                                      | X                              |                                                                                                        | Х       |              |                              |        | 0.                                                  | 0.                                              | 0.                                                                       |  |
| (4) SARAH MARSHALL                                              | 2.00                                                                 |                                |                                                                                                        |         |              |                              |        |                                                     | 0                                               | 0                                                                        |  |
| SECRETARY                                                       | 4 00                                                                 | X                              | _                                                                                                      | Х       |              |                              |        | 0.                                                  | 0.                                              | 0.                                                                       |  |
| (5) KERRY KOPERA                                                | 4.00                                                                 |                                |                                                                                                        |         |              |                              |        | 0                                                   | 0                                               | 0                                                                        |  |
| TREASURER                                                       | 0.00                                                                 | X                              | _                                                                                                      | Х       |              |                              |        | 0.                                                  | 0.                                              | 0.                                                                       |  |
| (6) LYNN EDMONSON (UNTIL JUNE 2024)                             | 2.00                                                                 | 7.                             |                                                                                                        |         |              |                              |        | 0.                                                  | 0.                                              | 0.                                                                       |  |
| DIRECTOR                                                        | 2 00                                                                 | Х                              | -                                                                                                      |         |              | -                            |        | U.                                                  | 0.                                              | 0.                                                                       |  |
| (7) вов косн                                                    | 2.00                                                                 | ٦,                             |                                                                                                        |         |              |                              |        | 0.                                                  | 0.                                              | 0.                                                                       |  |
| DIRECTOR                                                        | 2.00                                                                 | X                              |                                                                                                        |         | -            |                              |        | U.                                                  | 0.                                              | 0.                                                                       |  |
| (8) MARCI LEVITES                                               | 2.00                                                                 | x                              |                                                                                                        |         |              |                              |        | 0.                                                  | 0.                                              | 0.                                                                       |  |
| DIRECTOR                                                        | 2.00                                                                 | Δ                              |                                                                                                        |         |              |                              |        | 0.                                                  | 0.                                              | 0.                                                                       |  |
| (9) SUSAN LIDDI<br>DIRECTOR                                     | 2.00                                                                 | X                              |                                                                                                        |         |              |                              |        | 0.                                                  | 0.                                              | 0.                                                                       |  |
| (10) SCOTT MCMILLIN                                             | 2.00                                                                 | A                              |                                                                                                        |         |              |                              |        | 0.                                                  | 0.                                              | 0.                                                                       |  |
| DIRECTOR                                                        | 2.00                                                                 | X                              |                                                                                                        |         |              |                              |        | 0.                                                  | 0.                                              | 0.                                                                       |  |
| (11) KIM SENNERIKUPPAM                                          | 2.00                                                                 | Λ                              |                                                                                                        |         |              |                              | -      | 0.                                                  | 0.                                              |                                                                          |  |
| DIRECTOR                                                        | 2:00                                                                 | X                              | 1 9                                                                                                    |         |              |                              |        | 0.                                                  | 0.                                              | 0.                                                                       |  |
| (12) BRIAN WASIELEWSKI                                          | 2.00                                                                 | 121                            |                                                                                                        |         |              |                              |        |                                                     |                                                 |                                                                          |  |
| DIRECTOR                                                        | 2.00                                                                 | x                              |                                                                                                        |         |              |                              |        | 0.                                                  | 0.                                              | 0.                                                                       |  |
| (13) MARIA WROBEL                                               | 2.00                                                                 | -                              |                                                                                                        |         |              |                              |        |                                                     |                                                 |                                                                          |  |
| DIRECTOR                                                        |                                                                      | x                              |                                                                                                        |         |              |                              |        | 0.                                                  | 0.                                              | 0.                                                                       |  |
| BINDETON                                                        |                                                                      |                                |                                                                                                        |         |              |                              |        |                                                     |                                                 |                                                                          |  |
|                                                                 |                                                                      |                                |                                                                                                        |         |              |                              |        |                                                     |                                                 |                                                                          |  |
|                                                                 |                                                                      |                                |                                                                                                        |         |              |                              |        |                                                     |                                                 |                                                                          |  |
|                                                                 |                                                                      |                                |                                                                                                        |         |              |                              |        |                                                     |                                                 |                                                                          |  |
|                                                                 |                                                                      | 1_                             |                                                                                                        |         |              |                              |        |                                                     |                                                 | 000                                                                      |  |

Form 990 (2024)

|        | (A)<br>Name and title                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                           | (B) Average hours per week (list any                    | offi                           | Position (do not check more than of the position of the positi |              |              | than<br>is bot               | h an                   | ( <b>D)</b> Reportable compensation from the | (E) Reportable compensation from related organizations |      | am                 | (F)<br>timate<br>ount o<br>other<br>oensa | of             |
|--------|---------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|---------------------------------------------------------|--------------------------------|--------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|--------------|--------------|------------------------------|------------------------|----------------------------------------------|--------------------------------------------------------|------|--------------------|-------------------------------------------|----------------|
|        |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                 | hours for<br>related<br>organizations<br>below<br>line) | Individual trustee or director | Institutional trustee                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                          | Officer      | Key employee | Highest compensated employee | Former                 | organization<br>(W-2/1099-MISC/<br>1099-NEC) | (W-2/1099-MISC<br>1099-NEC)                            | /    | fro<br>orga<br>and | om the<br>anizati<br>I relate<br>nizatio  | e<br>ion<br>ed |
|        |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                 |                                                         |                                |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                |              |              |                              |                        |                                              |                                                        |      |                    |                                           |                |
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|        |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                 |                                                         |                                |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                |              |              |                              |                        |                                              |                                                        |      |                    |                                           |                |
|        |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                 |                                                         |                                | Ē                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                              |              |              |                              |                        |                                              |                                                        |      |                    |                                           |                |
| Ì      |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                 |                                                         |                                |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                |              |              |                              |                        |                                              |                                                        |      |                    |                                           |                |
| С      | Subtotal Total from continuation sheets to Part Total (add lines 1b and 1c)                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                     | VII, Section A                                          |                                |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                |              |              |                              |                        | 95,927.<br>0.<br>95,927.                     | (                                                      | ).   |                    | 7,84                                      | 0              |
| 2      | Total number of individuals (including bu compensation from the organization                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                    | t not limited to th                                     | ose                            | liste                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                          | ed at        | oove         | e) wh                        | io re                  | ceived more than \$100                       | ,000 of reportable                                     | _    | 1                  | Yes                                       | No.            |
| 3      | Did the organization list any former offic<br>line 1a? If "Yes," complete Schedule J fo                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                         | r such individual                                       |                                |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                |              |              |                              |                        |                                              |                                                        |      | 3                  |                                           | х              |
| 4<br>5 | For any individual listed on line 1a, is the and related organizations greater than \$ Did any person listed on line 1a receive of the second sec                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                  | 150,000? <i>If</i> "Yes,<br>or accrue comper            | " <i>co</i><br>nsat            | <i>mple</i><br>ion f                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                           | ete S<br>rom | Sche<br>any  | dule<br>unr                  | . <i>J fc</i><br>elate | er such individualed organization or indivi  |                                                        |      | 4                  |                                           | X              |
| Sect   | rendered to the organization? If "Yes," continuous B. Independent Contractors  Complete this table for your five highest                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                        |                                                         |                                |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                |              |              |                              |                        |                                              | \$100 000 of comp                                      | ensa | 5 tion fr          | om                                        | X              |
| _      | the organization. Report compensation f (A)                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                     | •                                                       |                                |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                |              |              |                              |                        |                                              |                                                        |      | (C)                |                                           | _              |
|        | Name and busine                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                 | ss address                                              | NO                             | INC                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                            | 2            |              | -                            |                        | Description of so                            | ervices                                                | Co   | ompen              | satior                                    | 1              |
|        |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                 |                                                         |                                |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                |              |              |                              |                        |                                              |                                                        |      |                    |                                           |                |
|        |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                 |                                                         |                                | _                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                              | _            | _            | -                            | +                      |                                              |                                                        | -    |                    |                                           |                |
|        | <b>-</b>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                        | - C1 C - 1                                              |                                | '1                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                             | 4.1          | All-         |                              |                        |                                              | nun than                                               |      |                    |                                           |                |
| 2      | Total number of independent contractors \$100,000 of compensation from the organization f |                                                         | ot III                         | nite                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                           | 10           | thos<br>(    |                              | ieo :                  | above) who received m                        | ore than                                               |      | orm 9              |                                           |                |

|                                                           |      | Check if Schedule O contains a response                           | or note to any line | e in this Part VIII  |                                        |                  |                                                          |
|-----------------------------------------------------------|------|-------------------------------------------------------------------|---------------------|----------------------|----------------------------------------|------------------|----------------------------------------------------------|
|                                                           |      | ·                                                                 | •                   | (A)<br>Total revenue | (B) Related or exempt function revenue | (C)<br>Unrelated | Revenue excluded<br>from tax under<br>sections 512 - 514 |
| ıts<br>ıts                                                | 1 a  | Federated campaigns 1a                                            |                     |                      |                                        |                  |                                                          |
| or ar                                                     | b    | Membership dues 1b                                                |                     |                      |                                        |                  |                                                          |
| An C                                                      | С    | Fundraising events 1c                                             | 262,567.            |                      |                                        |                  |                                                          |
|                                                           |      | Related organizations 1d                                          |                     |                      |                                        |                  |                                                          |
| ž.E                                                       | е    | Government grants (contributions) 1e                              |                     |                      | 3                                      |                  |                                                          |
| S                                                         | f    | All other contributions, gifts, grants, and                       |                     |                      |                                        |                  |                                                          |
| 호                                                         |      | similar amounts not included above 1f                             | 735,480.            |                      |                                        |                  |                                                          |
| Contributions, Gifts, Grants<br>and Other Similar Amounts | g    | Noncash contributions included in lines 1a-1f 1g \$               | 88,619.             |                      |                                        | Maria 19         |                                                          |
| g E                                                       | h    | Total. Add lines 1a-1f                                            |                     | 998,047.             |                                        |                  |                                                          |
|                                                           |      |                                                                   | Business Code       |                      |                                        |                  |                                                          |
| e                                                         | 2 a  | ADOPTION FEES                                                     | 900099              | 94,905.              | 94,905.                                |                  |                                                          |
| Program Service<br>Revenue                                | b    | HUMANE EDUCATION                                                  | 900099              | 58,649.              | 58,649.                                |                  |                                                          |
| ğ 2                                                       | С    |                                                                   |                     |                      |                                        |                  |                                                          |
| l & a                                                     | d    |                                                                   |                     |                      |                                        |                  |                                                          |
| <u> </u>                                                  | е    |                                                                   |                     |                      |                                        |                  |                                                          |
| ι.                                                        | f    | All other program service revenue                                 |                     |                      |                                        |                  |                                                          |
|                                                           | g    | Total. Add lines 2a-2f                                            |                     | 153,554.             |                                        |                  |                                                          |
|                                                           | 3    | Investment income (including dividends, intere                    | est, and            | 00 555               |                                        |                  | 00 757                                                   |
|                                                           |      | other similar amounts)                                            |                     | 93,757.              |                                        |                  | 93,757                                                   |
| - 1                                                       | 4    | Income from investment of tax-exempt bond p                       |                     |                      |                                        |                  |                                                          |
|                                                           | 5    | Royalties                                                         |                     |                      |                                        |                  |                                                          |
|                                                           |      | (i) Real                                                          | (ii) Personal       |                      |                                        |                  |                                                          |
|                                                           |      | Gross rents 6a                                                    |                     |                      |                                        |                  |                                                          |
|                                                           | b    | Less: rental expenses 6b                                          |                     |                      |                                        |                  |                                                          |
|                                                           | С    |                                                                   |                     |                      |                                        |                  |                                                          |
|                                                           |      | Net rental income or (loss)                                       | (i) Other           |                      |                                        |                  |                                                          |
|                                                           | 7 a  | Gross amount from sales of assets other than inventory 7a 41,800. | (ii) Other          |                      |                                        |                  |                                                          |
|                                                           |      |                                                                   |                     |                      |                                        |                  |                                                          |
| o l                                                       | b    | Less: cost or other basis and sales expenses 7b 21,041.           |                     |                      |                                        |                  |                                                          |
|                                                           |      |                                                                   |                     |                      |                                        |                  |                                                          |
| ě                                                         |      | , , , , , , , , , , , , , , , , , , , ,                           |                     | 20,759.              |                                        |                  | 20,759                                                   |
| Other Revenue                                             |      | Net gain or (loss)  Gross income from fundraising events (not     |                     | 20,733.              |                                        |                  | 20,133.                                                  |
| Ĕ                                                         | ва   | including \$ 262,567. of                                          |                     |                      |                                        |                  |                                                          |
| ٦                                                         |      | contributions reported on line 1c). See                           |                     |                      |                                        |                  |                                                          |
|                                                           |      |                                                                   | 44,899.             |                      |                                        |                  |                                                          |
|                                                           | h    | Part IV, line 18 8a Less: direct expenses 8b                      | 44,899.             |                      |                                        |                  |                                                          |
|                                                           |      | Net income or (loss) from fundraising events                      |                     | 0.                   |                                        |                  |                                                          |
|                                                           |      | Gross income from gaming activities. See                          |                     |                      |                                        |                  |                                                          |
|                                                           | Ja   | Part IV, line 19 9a                                               |                     |                      |                                        |                  |                                                          |
|                                                           | h    | Less: direct expenses 9b                                          |                     |                      |                                        |                  |                                                          |
|                                                           |      |                                                                   |                     | in the second        |                                        |                  |                                                          |
|                                                           |      | Gross sales of inventory, less returns                            |                     |                      |                                        |                  |                                                          |
|                                                           | u    | and allowances 10a                                                |                     |                      |                                        | 3                |                                                          |
|                                                           | b    | Less: cost of goods sold 10b                                      |                     |                      |                                        |                  |                                                          |
|                                                           |      | Net income or (loss) from sales of inventory                      |                     |                      |                                        |                  |                                                          |
| ,                                                         |      | 1, 150, 150, 150, 150, 150, 150, 150, 15                          | Business Code       |                      |                                        |                  |                                                          |
| o o                                                       | 11 a |                                                                   |                     |                      |                                        |                  |                                                          |
|                                                           | b    |                                                                   |                     |                      |                                        |                  |                                                          |
| e e                                                       | c    |                                                                   |                     |                      |                                        |                  |                                                          |
| Miscellaneous<br>Revenue                                  |      | All other revenue                                                 |                     |                      |                                        |                  |                                                          |
| -                                                         |      | Total. Add lines 11a-11d                                          |                     |                      |                                        |                  |                                                          |
| -                                                         | 12   | Total revenue. See instructions                                   | 1                   | ,266,117.            | 153,554.                               | 0.               | 114,516.                                                 |

Form 990 (2024) WEST SUBURBAN HUMANE SOCIETY 23

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).

| Δ- | Check if Schedule O contains a respons                                                                                                                                                              | se or note to any line in | this Part IX             | (C)                             | (D)                   |
|----|-----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|---------------------------|--------------------------|---------------------------------|-----------------------|
|    | not include amounts reported on lines 6b,<br>8b, 9b, and 10b of Part VIII.                                                                                                                          | Total expenses            | Program service expenses | Management and general expenses | Fundraising expenses  |
| 1  | Grants and other assistance to domestic organizations and domestic governments. See Part IV, line 21                                                                                                |                           |                          |                                 |                       |
| 2  | Grants and other assistance to domestic individuals. See Part IV, line 22                                                                                                                           |                           |                          |                                 |                       |
| 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                                                                                                                            | 103,773.                  | 51,887.                  | 20,169.                         | 31,717                |
| 6  | Compensation not included above to disqualified                                                                                                                                                     |                           |                          |                                 |                       |
| Ŭ  | persons (as defined under section 4958(f)(1)) and                                                                                                                                                   |                           |                          |                                 |                       |
|    | persons described in section 4958(c)(3)(B)                                                                                                                                                          |                           |                          |                                 |                       |
| 7  | Other salaries and wages                                                                                                                                                                            | 339,500.                  | 263,326.                 |                                 | 76,174                |
| 8  | Pension plan accruals and contributions (include                                                                                                                                                    |                           |                          |                                 |                       |
| -  | section 401(k) and 403(b) employer contributions)                                                                                                                                                   |                           |                          |                                 |                       |
| 9  | Other employee benefits                                                                                                                                                                             | 10,456.                   | 10,456.                  |                                 |                       |
| 10 | Payroll taxes                                                                                                                                                                                       | 35,164.                   | 25,139.                  | 1,502.                          | 8,523.                |
| 11 | Fees for services (nonemployees):                                                                                                                                                                   |                           |                          |                                 |                       |
| а  |                                                                                                                                                                                                     |                           |                          |                                 |                       |
| b  |                                                                                                                                                                                                     |                           |                          |                                 |                       |
| С  | , [T                                                                                                                                                                                                | 35,421.                   |                          | 35,421.                         |                       |
| d  |                                                                                                                                                                                                     |                           |                          |                                 |                       |
| е  | Professional fundraising services. See Part IV, line 17                                                                                                                                             |                           |                          |                                 |                       |
| f  | Investment management fees                                                                                                                                                                          | 6,782.                    |                          | 6,782.                          |                       |
| g  | Other. (If line 11g amount exceeds 10% of line 25, column (A), amount, list line 11g expenses on Sch 0.)                                                                                            |                           |                          |                                 |                       |
| 12 | Advertising and promotion                                                                                                                                                                           |                           |                          |                                 |                       |
| 13 | Office expenses                                                                                                                                                                                     | 4,766.                    |                          | 4,766.                          |                       |
| 14 | Information technology                                                                                                                                                                              | ,                         |                          |                                 |                       |
| 15 | Royalties                                                                                                                                                                                           |                           |                          |                                 |                       |
| 16 | Occupancy                                                                                                                                                                                           | 74,073.                   | 58,835.                  | 8,265.                          | 6,973.                |
| 17 | Travel                                                                                                                                                                                              |                           |                          |                                 |                       |
| 18 | Payments of travel or entertainment expenses                                                                                                                                                        |                           |                          |                                 |                       |
|    | for any federal, state, or local public officials                                                                                                                                                   |                           |                          |                                 |                       |
| 19 | Conferences, conventions, and meetings                                                                                                                                                              |                           |                          |                                 |                       |
| 20 | Interest                                                                                                                                                                                            |                           |                          |                                 |                       |
| 21 | Payments to affiliates                                                                                                                                                                              |                           |                          |                                 |                       |
| 22 | Depreciation, depletion, and amortization                                                                                                                                                           | 130,786.                  | 130,786.                 |                                 |                       |
| 23 | Insurance                                                                                                                                                                                           | 22,285.                   |                          | 22,285.                         |                       |
| 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 0.) |                           | - 1                      |                                 |                       |
| а  | VETERINARY CARE                                                                                                                                                                                     | 222,131.                  | 222,131.                 |                                 |                       |
| b  | FOOD                                                                                                                                                                                                | 100,772.                  | 100,772.                 |                                 |                       |
| c  | SPAY AND NEUTER                                                                                                                                                                                     | 69,332.                   | 69,332.                  |                                 |                       |
| d  | MEDICAL SUPPLIES                                                                                                                                                                                    | 61,715.                   | 61,715.                  |                                 |                       |
| е  | All other expenses SEE SCH O                                                                                                                                                                        | 178,395.                  | 136,009.                 | 9,650.                          | 32,736.               |
| 25 | Total functional expenses. Add lines 1 through 24e                                                                                                                                                  | 1,395,351.                | 1,130,388.               | 108,840.                        | 156,123.              |
| 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)                                                                                                                                                      |                           |                          |                                 | Form <b>990</b> (2024 |

| art   | t X | Balance Sheet                                                                                              |                    |                     |                          |           |                       |
|-------|-----|------------------------------------------------------------------------------------------------------------|--------------------|---------------------|--------------------------|-----------|-----------------------|
|       |     | Check if Schedule O contains a response or no                                                              | te to any          | line in this Part X |                          |           |                       |
|       |     |                                                                                                            |                    |                     | (A)<br>Beginning of year |           | (B)<br>End of year    |
|       | 1   | Cash - non-interest-bearing                                                                                |                    |                     | 173,861.                 | 1         | 125,447               |
|       | 2   | Savings and temporary cash investments                                                                     |                    | 2                   |                          |           |                       |
|       | 3   | Pledges and grants receivable, net                                                                         |                    | 10,871.             | 3                        | 12,965    |                       |
|       | 4   |                                                                                                            |                    |                     | 4                        |           |                       |
|       | 5   | Loans and other receivables from any current o                                                             | officer, director, |                     |                          |           |                       |
|       |     | trustee, key employee, creator or founder, subs                                                            |                    |                     |                          |           |                       |
|       |     | controlled entity or family member of any of the                                                           | se perso           | ns                  |                          | 5         |                       |
|       | 6   | Loans and other receivables from other disqual                                                             | sons (as defined   |                     |                          |           |                       |
|       |     | under section 4958(f)(1)), and persons describe                                                            | d in sect          | ion 4958(c)(3)(B)   |                          | 6         |                       |
| 3     | 7   | Notes and loans receivable, net                                                                            |                    |                     | 7                        |           |                       |
| 555   | 8   | Inventories for sale or use                                                                                |                    |                     |                          | 8         |                       |
| 1     | 9   | Prepaid expenses and deferred charges                                                                      |                    |                     | 10,985.                  | 9         | 10,327                |
|       | 10a | Land, buildings, and equipment: cost or other                                                              |                    |                     |                          |           |                       |
|       |     | basis. Complete Part VI of Schedule D                                                                      |                    | 4,490,258.          |                          |           |                       |
|       | b   | Less: accumulated depreciation                                                                             | 10b                | 581,254.            | 4,039,790.               | 10c       | 3,909,004             |
| - 1   | 11  | Investments - publicly traded securities                                                                   |                    | 1,514,383.          | 11                       | 1,564,232 |                       |
|       | 12  | Investments - other securities. See Part IV, line                                                          |                    | 376,696.            | 12                       | 386,468   |                       |
|       | 13  | Investments - program-related. See Part IV, line                                                           | 11                 |                     |                          | 13        |                       |
|       | 14  | Intangible assets                                                                                          |                    |                     | 14                       | F.0.0     |                       |
|       | 15  | Other assets. See Part IV, line 11                                                                         |                    |                     | 500.                     | 15        | 500                   |
|       | 16  | Total assets. Add lines 1 through 15 (must equ                                                             | al line 33         | 3)                  | 6,127,086.               | 16        | 6,008,943             |
|       | 17  | Accounts payable and accrued expenses                                                                      |                    | 68,330.             | 17                       | 84,819    |                       |
|       | 18  | Grants payable                                                                                             |                    |                     |                          | 18        |                       |
|       | 19  | Deferred revenue                                                                                           |                    |                     |                          | 19        |                       |
| :     | 20  |                                                                                                            |                    |                     |                          | 20        |                       |
| -   : | 21  | Escrow or custodial account liability. Complete                                                            | Part IV o          | f Schedule D        |                          | 21        |                       |
| ;   : | 22  | Loans and other payables to any current or form                                                            | ner office         | er, director,       |                          |           |                       |
|       |     | trustee, key employee, creator or founder, subs                                                            | tantiał co         | ontributor, or 35%  |                          |           |                       |
|       |     | controlled entity or family member of any of the                                                           |                    |                     |                          | 22        |                       |
| '   : | 23  | Secured mortgages and notes payable to unrela                                                              |                    |                     |                          | 23        |                       |
| -   : | 24  | Unsecured notes and loans payable to unrelate                                                              |                    |                     |                          | 24        |                       |
| - [:  | 25  | Other liabilities (including federal income tax, pa                                                        | ,                  |                     |                          |           |                       |
|       |     | parties, and other liabilities not included on lines                                                       |                    |                     |                          |           |                       |
|       |     | of Schedule D                                                                                              |                    |                     | 68,330.                  | 25        | 84,819.               |
| +     | 26  | Total liabilities. Add lines 17 through 25                                                                 |                    |                     | 00,330.                  | 26        | 04,017.               |
|       |     | Organizations that follow FASB ASC 958, che                                                                | ck nere            |                     |                          |           |                       |
|       |     | and complete lines 27, 28, 32, and 33.                                                                     |                    |                     | 6,058,756.               | 27        | 5,924,124.            |
|       | 27  |                                                                                                            |                    |                     | 0,030,730.               | 28        | 5,521,121.            |
|       | 28  | Net assets with donor restrictions                                                                         |                    |                     |                          | 26        |                       |
|       |     | Organizations that do not follow FASB ASC 9                                                                | ck nere            | 10                  | 1111                     |           |                       |
|       |     | and complete lines 29 through 33.                                                                          |                    |                     |                          | 29        |                       |
|       | 29  | Capital stock or trust principal, or current funds<br>Paid-in or capital surplus, or land, building, or ed |                    |                     |                          | 30        |                       |
|       | 30  |                                                                                                            |                    |                     |                          | 31        |                       |
| :     | 31  | Retained earnings, endowment, accumulated in                                                               |                    |                     | 6,058,756.               | 32        | 5,924,124.            |
|       | 32  | Total net assets or fund balances  Total liabilities and net assets/fund balances                          |                    |                     | 6,127,086.               | 33        | 6,008,943.            |
| 1     | 33  | Total liabilities and het assets/fund balances                                                             |                    |                     | 5,22,,000                | 00        | Form <b>990</b> (2024 |

Form 990 (2024)