** PUBLIC DISCLOSURE COPY **

# Form 990 Return of Organization Exempt From Income Tax

Under section 501(c), 527, or 4947(a)(1) of the Internal Revenue Code (except private foundations)
Do not enter social security numbers on this form as it may be made public.
Go to www.irs.gov/Form990 for instructions and the latest information.

OMB No. 1545-0047
**2025**
Open to Public Inspection

Department of the Treasury
Internal Revenue Service

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

B Check if applicable: ☐ Address change ☐ Name change ☐ Initial return ☐ Final return/ termin-ated ☐ Amended return ☐ Applica-tion pending

C Name of organization
CENTER FOR ADOPTION SUPPORT AND EDUCATION, INC.

Doing business as

Number and street (or P.O. box if mail is not delivered to street address) Room/suite
3919 NATIONAL DRIVE 200

City or town, state or province, country, and ZIP or foreign postal code
BURTONSVILLE, MD 20866

F Name and address of principal officer: DEBBIE RILEY
SAME AS C ABOVE

D Employer identification number
52-2100734

E Telephone number
(301) 476-8525

G Gross receipts $ 14,173,223.

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

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

H(c) Group exemption number

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

J Website: WWW.ADOPTIONSUPPORT.ORG

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

L Year of formation: 1998

M State of legal domicile: MD

## Part I Summary

1 Briefly describe the organization's mission or most significant activities: CENTER FOR ADOPTION SUPPORT AND EDUCATION, INC. (C.A.S.E.) IS A NATIONAL LEADER IN MENTAL HEALTH,

2 Check this box ☐ if the organization discontinued its operations or disposed of more than 25% of its net assets.

| | | | |
|---|---|---|---|
| Activities & Governance | 3 Number of voting members of the governing body (Part VI, line 1a) | 3 | 16 |
| | 4 Number of independent voting members of the governing body (Part VI, line 1b) | 4 | 16 |
| | 5 Total number of individuals employed in calendar year 2025 (Part V, line 2a) | 5 | 96 |
| | 6 Total number of volunteers (estimate if necessary) | 6 | 79 |
| | 7a Total unrelated business revenue from Part VIII, column (C), line 12 | 7a | 0. |
| | b Net unrelated business taxable income from Form 990-T, Part I, line 11 | 7b | 0. |

| | | Prior Year | Current Year |
|---|---|---|---|
| Revenue | 8 Contributions and grants (Part VIII, line 1h) | 10,729,683. | 12,624,787. |
| | 9 Program service revenue (Part VIII, line 2g) | 827,011. | 954,887. |
| | 10 Investment income (Part VIII, column (A), lines 3, 4, and 7d) | 73,896. | 134,647. |
| | 11 Other revenue (Part VIII, column (A), lines 5, 6d, 8c, 9c, 10c, and 11e) | 143,081. | 168,812. |
| | 12 Total revenue - add lines 8 through 11 (must equal Part VIII, column (A), line 12) | 11,773,671. | 13,883,133. |
| Expenses | 13 Grants and similar amounts paid (Part IX, column (A), lines 1-3) | 0. | 0. |
| | 14 Benefits paid to or for members (Part IX, column (A), line 4) | 0. | 0. |
| | 15 Salaries, other compensation, employee benefits (Part IX, column (A), lines 5-10) | 6,813,782. | 7,609,722. |
| | 16a Professional fundraising fees (Part IX, column (A), line 11e) | 0. | 0. |
| | b Total fundraising expenses (Part IX, column (D), line 25) 525,947. | | |
| | 17 Other expenses (Part IX, column (A), lines 11a-11d, 11f-24e) | 4,970,073. | 6,256,013. |
| | 18 Total expenses. Add lines 13-17 (must equal Part IX, column (A), line 25) | 11,783,855. | 13,865,735. |
| | 19 Revenue less expenses. Subtract line 18 from line 12 | -10,184. | 17,398. |

| | | Beginning of Current Year | End of Year |
|---|---|---|---|
| Net Assets or Fund Balances | 20 Total assets (Part X, line 16) | 6,132,722. | 6,036,610. |
| | 21 Total liabilities (Part X, line 26) | 2,760,273. | 2,406,160. |
| | 22 Net assets or fund balances. Subtract line 21 from line 20 | 3,372,449. | 3,630,450. |

## Part II Signature Block

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

Sign Here
Signature of officer — Date 8/26/26
DEBBIE RILEY, CEO
Type or print name and title

Paid Preparer Use Only

| Preparer's name | Preparer's signature | Date | Check if self-employed | PTIN |
|---|---|---|---|---|
| JOSEPH J. BARRECA | JOSEPH J. BARRECA | 08/26/26 | ☐ | P00310073 |

Firm's name COUNCILOR, BUCHANAN & MITCHELL, P.C. Firm's EIN 52-1711839

Firm's address 7910 WOODMONT AVE. STE. 500 BETHESDA, MD 20814 Phone no. (301) 986-0600

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



SEE SCHEDULE O FOR ORGANIZATION MISSION STATEMENT CONTINUATION

**Part III Statement of Program Service Accomplishments**

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

1 Briefly describe the organization's mission:
CENTER FOR ADOPTION SUPPORT AND EDUCATION, INC. (C.A.S.E.) IS A NATIONAL LEADER IN MENTAL HEALTH, ENSURING THE WELL-BEING AND PERMANENCE OF CHILDREN, FAMILIES, AND INDIVIDUALS CONNECTED TO ADOPTION, FOSTER, AND KINSHIP CARE. C.A.S.E. WORKS ACROSS EVERY LEVEL

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

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

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

4a (Code: ) (Expenses $ 7,211,011. including grants of $ 0. ) (Revenue $ 0. )
NATIONAL INITIATIVES - THE NATIONAL ADOPTION COMPETENCY MENTAL HEALTH TRAINING INITIATIVE (NTI) (#90CO1144) AIMS TO ENHANCE THE CAPACITY OF CHILD WELFARE PROFESSIONALS AND MENTAL HEALTH PRACTITIONERS TO BETTER UNDERSTAND AND ADDRESS THE MENTAL HEALTH AND DEVELOPMENTAL NEEDS OF CHILDREN MOVING TO OR HAVING ACHIEVED PERMANENCY THROUGH ADOPTION, KINSHIP, OR GUARDIANSHIP. THROUGH THIS INITIATIVE, CHILD WELFARE PROFESSIONALS AND MENTAL HEALTH PRACTITIONERS IN ALL STATES, TRIBES, AND TERRITORIES WILL HAVE ACCESS TO TWO STATE OF THE ART, EVIDENCE-INFORMED, STANDARDIZED WEB-BASED TRAININGS TO PROVIDE THE CASEWORK AND CLINICAL PRACTICES TO PROMOTE CHILD WELL-BEING AND FAMILY STABILITY. NTI WAS ESTABLISHED IN OCTOBER 2014 THROUGH A FIVE YEAR, $9 MILLION COOPERATIVE AGREEMENT WITH THE CHILDREN'S BUREAU,

4b (Code: ) (Expenses $ 3,380,077. including grants of $ 0. ) (Revenue $ 342,959. )
COUNSELING - AS A PRIVATE, NONPROFIT MENTAL HEALTH SUPPORT CENTER FOR ADOPTIVE, KINSHIP, AND FOSTER YOUTH AND THEIR FAMILIES, EACH YEAR C.A.S.E. PROVIDES ADOPTION COMPETENT MENTAL HEALTH SERVICES TO OVER 1,300 FOSTER, KINSHIP, AND ADOPTIVE FAMILIES AND ADOPTIVE YOUTH/TEENS, ADULT ADOPTEE'S AND THEIR FAMILIES, IN MARYLAND, NORTHERN VIRGINIA, AND WASHINGTON, D.C. C.A.S.E. ADDRESSES COMMON DEVELOPMENTAL ISSUES AND SOCIAL-EMOTIONAL CHALLENGES FREQUENTLY SHARED BY FOSTER/KINSHIP YOUTH, ADOPTEE'S, AND THEIR FAMILIES. POST-ADOPTION CARE INVOLVES EARLY INTERVENTION MEASURES TO ENSURE THAT CHILDREN AND FAMILIES CAN THRIVE. C.A.S.E. STAFF ARE A MULTI-DISCIPLINARY TEAM TRAINED IN C.A.S.E.'S ACCREDITED EVIDENCE-BASED TRAINING FOR ADOPTION COMPETENCY (TAC) TRAINING BRINGING TOGETHER EXPERTISE IN THE FIELD OF SOCIAL WORK,

4c (Code: ) (Expenses $ 696,002. including grants of $ 0. ) (Revenue $ 429,718. )
TRAINING FOR ADOPTION COMPETENCY (TAC) - TAC IS A NATIONAL EVIDENCE-INFORMED, ACCREDITED, RIGOROUSLY EVALUATED, MANUALIZED TRAINING PROGRAM, DEVELOPED AND OWNED BY C.A.S.E. TO PROVIDE LICENSED MENTAL HEALTH PROFESSIONALS WITH THE CLINICAL SKILLS THEY NEED TO PROVIDE QUALITY CLINICAL SERVICES TO ADOPTED PERSONS, BIRTH FAMILIES, PROSPECTIVE ADOPTIVE PARENTS, AND ADOPTIVE FAMILIES AND KINSHIP FAMILIES. TAC CURRICULUM IS BASED ON 18 CLINICAL COMPETENCIES VETTED NATIONALLY WITH A NATIONAL ADVISORY BOARD OF EXPERTS WITH LIVED AND PROFESSIONAL EXPERTISE. THESE COMPETENCIES ALSO PROVIDE THE FOUNDATION FOR THE DEFINITION OF AN ADOPTION COMPETENT MENTAL HEALTH PROFESSIONAL. IN 2025, TAC RECEIVED RE-ACCREDITATION BY THE INSTITUTE FOR CREDENTIALING EXCELLENCE. TAC REMAINS THE ONLY ASSESSMENT-BASED

4d Other program services (Describe on Schedule O.)
(Expenses $ 696,436. including grants of $ 0. ) (Revenue $ 346,195. )

4e Total program service expenses 11,983,526.



SEE SCHEDULE O FOR CONTINUATION(S)

**Part IV Checklist of Required Schedules**

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

**Part IV Checklist of Required Schedules** *(continued)*

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

**Part V Statements Regarding Other IRS Filings and Tax Compliance**

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

| | | | | Yes | No |
|---|---|---|---|---|---|
| 1a | Enter the number reported in box 3 of Form 1096. Enter -0- if not applicable | 1a | 71 | | |
| b | Enter the number of Forms W-2G included on line 1a. Enter -0- if not applicable | 1b | 0 | | |
| c | Did the organization comply with backup withholding rules for reportable payments to vendors and reportable gaming (gambling) winnings to prize winners? | 1c | | X | |

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

| | | | Yes | No |
|---|---|---|---|---|
| 2a | Enter the number of employees reported on Form W-3, Transmittal of Wage and Tax Statements, filed for the calendar year ending with or within the year covered by this return 2a 96 | | | |
| b | If at least one is reported on line 2a, did the organization file all required federal employment tax returns? | 2b | X | |
| 3a | Did the organization have unrelated business gross income of $1,000 or more during the year? | 3a | | X |
| b | If "Yes," has it filed a Form 990-T for this year? *If "No" to line 3b, provide an explanation on Schedule O* | 3b | | |
| 4a | At any time during the calendar year, did the organization have an interest in, or a signature or other authority over, a financial account in a foreign country (such as a bank account, securities account, or other financial account)? | 4a | | X |
| b | If "Yes," enter the name of the foreign country _____ See instructions for filing requirements for FinCEN Form 114, Report of Foreign Bank and Financial Accounts (FBAR). | | | |
| 5a | Was the organization a party to a prohibited tax shelter transaction at any time during the tax year? | 5a | | X |
| b | Did any taxable party notify the organization that it was or is a party to a prohibited tax shelter transaction? | 5b | | X |
| c | If "Yes" to line 5a or 5b, did the organization file Form 8886-T? | 5c | | |
| 6a | Does the organization have annual gross receipts that are normally greater than $100,000, and did the organization solicit any contributions that were not tax deductible as charitable contributions? | 6a | | X |
| b | If "Yes," did the organization include with every solicitation an express statement that such contributions or gifts were not tax deductible? | 6b | | |
| 7 | **Organizations that may receive deductible contributions under section 170(c).** | | | |
| a | Did the organization receive a payment in excess of $75 made partly as a contribution and partly for goods and services provided to the payor? | 7a | X | |
| b | If "Yes," did the organization notify the donor of the value of the goods or services provided? | 7b | X | |
| c | Did the organization sell, exchange, or otherwise dispose of tangible personal property for which it was required to file Form 8282? | 7c | | X |
| d | If "Yes," indicate the number of Forms 8282 filed during the year 7d | | | |
| e | Did the organization receive any funds, directly or indirectly, to pay premiums on a personal benefit contract? | 7e | | X |
| f | Did the organization, during the year, pay premiums, directly or indirectly, on a personal benefit contract? | 7f | | X |
| g | If the organization received a contribution of qualified intellectual property, did the organization file Form 8899 as required? | 7g | | |
| h | If the organization received a contribution of cars, boats, airplanes, or other vehicles, did the organization file a Form 1098-C? | 7h | | |
| 8 | **Sponsoring organizations maintaining donor advised funds.** Did a donor advised fund maintained by the sponsoring organization have excess business holdings at any time during the year? | 8 | | |
| 9 | **Sponsoring organizations maintaining donor advised funds.** | | | |
| a | Did the sponsoring organization make any taxable distributions under section 4966? | 9a | | |
| b | Did the sponsoring organization make a distribution to a donor, donor advisor, or related person? | 9b | | |
| 10 | **Section 501(c)(7) organizations.** Enter: | | | |
| a | Initiation fees and capital contributions included on Part VIII, line 12 10a | | | |
| b | Gross receipts, included on Form 990, Part VIII, line 12, for public use of club facilities 10b | | | |
| 11 | **Section 501(c)(12) organizations.** Enter: | | | |
| a | Gross income from members or shareholders 11a | | | |
| b | Gross income from other sources. (Do not net amounts due or paid to other sources against amounts due or received from them.) 11b | | | |
| 12a | **Section 4947(a)(1) non-exempt charitable trusts.** Is the organization filing Form 990 in lieu of Form 1041? | 12a | | |
| b | If "Yes," enter the amount of tax-exempt interest received or accrued during the year 12b | | | |
| 13 | **Section 501(c)(29) qualified nonprofit health insurance issuers.** | | | |
| a | Is the organization licensed to issue qualified health plans in more than one state? **Note:** See the instructions for additional information the organization must report on Schedule O. | 13a | | |
| b | Enter the amount of reserves the organization is required to maintain by the states in which the organization is licensed to issue qualified health plans 13b | | | |
| c | Enter the amount of reserves on hand 13c | | | |
| 14a | Did the organization receive any payments for indoor tanning services during the tax year? | 14a | | X |
| b | If "Yes," has it filed a Form 720 to report these payments? *If "No," provide an explanation on Schedule O* | 14b | | |
| 15 | Is the organization subject to the section 4960 tax on payment(s) of more than $1,000,000 in remuneration or excess parachute payment(s) during the year? If "Yes," see the instructions and file Form 4720, Schedule N. | 15 | | X |
| 16 | Is the organization an educational institution subject to the section 4968 excise tax on net investment income? If "Yes," complete Form 4720, Schedule O. | 16 | | X |
| 17 | **Section 501(c)(21) organizations.** Did the trust, or any disqualified or other person engage in any activities that would result in the imposition of an excise tax under section 4951, 4952 or 4953? If "Yes," complete Form 6069. | 17 | | |

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

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

## Section A. Governing Body and Management

| | | | | Yes | No |
|---|---|---|---|---|---|
| 1a | Enter the number of voting members of the governing body at the end of the tax year ..... | 1a | 16 | | |
| | 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 | 16 | | |
| 2 | Did any officer, director, trustee, or key employee have a family relationship or a business relationship with any other officer, director, trustee, or key employee? ..... | 2 | | X | |
| 3 | Did the organization delegate control over management duties customarily performed by or under the direct supervision of officers, directors, trustees, or key employees to a management company or other person? ..... | 3 | | | X |
| 4 | Did the organization make any significant changes to its governing documents since the prior Form 990 was filed? ..... | 4 | | | X |
| 5 | Did the organization become aware during the year of a significant diversion of the organization's assets? ..... | 5 | | | X |
| 6 | Did the organization have members or stockholders? ..... | 6 | | | X |
| 7a | Did the organization have members, stockholders, or other persons who had the power to elect or appoint one or more members of the governing body? ..... | 7a | | | X |
| b | Are any governance decisions of the organization reserved to (or subject to approval by) members, stockholders, or persons other than the governing body? ..... | 7b | | | X |
| 8 | Did the organization contemporaneously document the meetings held or written actions undertaken during the year by the following: | | | | |
| a | The governing body? ..... | 8a | | X | |
| b | Each committee with authority to act on behalf of the governing body? ..... | 8b | | X | |
| 9 | Is there any officer, director, trustee, or key employee listed in Part VII, Section A, who cannot be reached at the organization's mailing address? *If "Yes," provide the names and addresses on Schedule O* ..... | 9 | | | X |

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

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

## Section C. Disclosure

17 List the states with which a copy of this Form 990 is required to be filed AL,AK,AR,CA,CO,CT,DC,FL,GA,HI,IL,IN

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

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

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

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

LESLIE SAVARY, CPA - (301) 476-8525

3919 NATIONAL DRIVE, SUITE 200, BURTONSVILLE, MD 20866

SEE SCHEDULE O FOR FULL LIST OF STATES

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

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

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

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

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

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

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

| (A) Name and title | (B) Average hours per week (list any hours for related organizations below line) | (C) Position (do not check more than one box, unless person is both an officer and a director/trustee) | | | | | | (D) Reportable compensation from the organization (W-2/1099-MISC/ 1099-NEC) | (E) Reportable compensation from related organizations (W-2/1099-MISC/ 1099-NEC) | (F) Estimated amount of other compensation from the organization and related organizations |
|---|---|---|---|---|---|---|---|---|---|---|
| | | Individual trustee or director | Institutional trustee | Officer | Key employee | Highest compensated employee | Former | | | |
| (1) DEBBIE RILEY<br>CEO | 40.00 | | | | X | | | 267,823. | 0. | 43,578. |
| (2) LESLIE SAVARY<br>CFO | 40.00 | | | | X | | | 210,244. | 0. | 21,240. |
| (3) AVI BURSTEIN<br>COO | 40.00 | | | | X | | | 218,331. | 0. | 11,312. |
| (4) MARY WICHANSKY<br>PROGRAM MANAGER NATIONAL INITIATIVE | 40.00 | | | | | X | | 180,978. | 0. | 36,545. |
| (5) DAWN WILSON<br>PROGRAM MANAGER NATIONAL INITIATIVE | 40.00 | | | | | X | | 173,045. | 0. | 37,336. |
| (6) CHRISTINA ALEXANDER<br>CHIEF DEVELOPMENT OFFICER | 40.00 | | | | | X | | 172,782. | 0. | 4,669. |
| (7) HILARY TONE FORSLUND<br>CHIEF MARKETING OFFICER | 40.00 | | | | | X | | 165,579. | 0. | 8,163. |
| (8) YASMIN LEWIS-WHITE<br>DIRECTOR OF HUMAN RESOURCES | 40.00 | | | | | X | | 156,781. | 0. | 4,018. |
| (9) RICK POWELL<br>PRESIDENT/CHAIR | 0.50 | X | | X | | | | 0. | 0. | 0. |
| (10) UMA AHLUWALIA<br>VICE CHAIR | 0.50 | X | | X | | | | 0. | 0. | 0. |
| (11) AARON SCHUHAM<br>SECRETARY | 0.50 | X | | X | | | | 0. | 0. | 0. |
| (12) BARBARA GERTZOG<br>TREASURER | 0.50 | X | | X | | | | 0. | 0. | 0. |
| (13) SARA VAN GEERTRUYDEN<br>DIRECTOR | 0.50 | X | | | | | | 0. | 0. | 0. |
| (14) ANDREW LEWIS<br>DIRECTOR | 0.50 | X | | | | | | 0. | 0. | 0. |
| (15) BEVERLY WOODARD<br>DIRECTOR | 0.50 | X | | | | | | 0. | 0. | 0. |
| (16) COLLEEN CORDOVA<br>DIRECTOR | 0.50 | X | | | | | | 0. | 0. | 0. |
| (17) DARA BUSMAN<br>DIRECTOR | 0.50 | X | | | | | | 0. | 0. | 0. |

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

| (A) Name and title | (B) Average hours per week (list any hours for related organizations below line) | (C) Position (do not check more than one box, unless person is both an officer and a director/trustee) | | | | | | (D) Reportable compensation from the organization (W-2/1099-MISC/ 1099-NEC) | (E) Reportable compensation from related organizations (W-2/1099-MISC/ 1099-NEC) | (F) Estimated amount of other compensation from the organization and related organizations |
|---|---|---|---|---|---|---|---|---|---|---|
| | | Individual trustee or director | Institutional trustee | Officer | Key employee | Highest compensated employee | Former | | | |
| (18) DOUGLAS CHEESEMAN<br>DIRECTOR | 0.50 | X | | | | | | 0. | 0. | 0. |
| (19) HEATHER HOSTETTER<br>DIRECTOR | 0.50 | X | | | | | | 0. | 0. | 0. |
| (20) KATHLEEN DUGAN<br>DIRECTOR | 0.50 | X | | | | | | 0. | 0. | 0. |
| (21) MICHAEL DUGAN<br>DIRECTOR | 0.50 | X | | | | | | 0. | 0. | 0. |
| (22) MICHAELA BATTLE<br>DIRECTOR | 0.50 | X | | | | | | 0. | 0. | 0. |
| (23) PAM KROOTH<br>DIRECTOR | 0.50 | X | | | | | | 0. | 0. | 0. |
| (24) RICHARD DEVANEY<br>DIRECTOR | 0.50 | X | | | | | | 0. | 0. | 0. |
| | | | | | | | | | | |
| | | | | | | | | | | |
| 1b Subtotal | | | | | | | | 1,545,563. | 0. | 166,861. |
| c Total from continuation sheets to Part VII, Section A | | | | | | | | 0. | 0. | 0. |
| d Total (add lines 1b and 1c) | | | | | | | | 1,545,563. | 0. | 166,861. |

2 Total number of individuals (including but not limited to those listed above) who received more than $100,000 of reportable compensation from the organization 16

| | | Yes | No |
|---|---|---|---|
| 3 Did the organization list any former officer, director, trustee, key employee, or highest compensated employee on line 1a? *If "Yes," complete Schedule J for such individual* | 3 | | X |
| 4 For any individual listed on line 1a, is the sum of reportable compensation and other compensation from the organization and related organizations greater than $150,000? *If "Yes," complete Schedule J for such individual* | 4 | X | |
| 5 Did any person listed on line 1a receive or accrue compensation from any unrelated organization or individual for services rendered to the organization? *If "Yes," complete Schedule J for such person* | 5 | | X |

**Section B. Independent Contractors**

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

| (A) Name and business address | (B) Description of services | (C) Compensation |
|---|---|---|
| UNIVERSITY OF NEBRASKA - LINCOLN<br>2200 VINE ST, LINCOLN, NE 68583 | EVALUATION SERVICES | 968,714. |
| JUDGE BAKER CHILDREN'S CENTER<br>53 PARKER HILL AVE, BOSTON, MA 02120 | TECHNICAL ASSISTANCE | 564,189. |
| UNIVERSITY OF CONNECTICUT, 438 WHITNEY RD EXT UNIT 1133, STORRS, CT 06269 | TRAINING | 553,454. |
| POLICY WORKS, 780 PRESERVATION PL, MOUNT PLEASANT, SC 29464 | EVALUATION/ADVISORY SERVICES | 246,030. |
| BIT TRANSFORMATION<br>9226 HIDDEN CREEK DR, GREAT FALLS, VA 22066 | IT SERVICES | 166,484. |

2 Total number of independent contractors (including but not limited to those listed above) who received more than $100,000 of compensation from the organization 5

**Part VIII Statement of Revenue**

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

| | | | | (A) Total revenue | (B) Related or exempt function revenue | (C) Unrelated business revenue | (D) Revenue excluded from tax under sections 512 - 514 |
|---|---|---|---|---|---|---|---|
| Contributions, Gifts, Grants and Other Similar Amounts | 1a | Federated campaigns | 1a 568. | | | | |
| | b | Membership dues | 1b | | | | |
| | c | Fundraising events | 1c 202,220. | | | | |
| | d | Related organizations | 1d | | | | |
| | e | Government grants (contributions) | 1e 9,675,724. | | | | |
| | f | All other contributions, gifts, grants, and similar amounts not included above | 1f 2,746,275. | | | | |
| | g | Noncash contributions included in lines 1a-1f | 1g $ 1,518,807. | | | | |
| | h | **Total.** Add lines 1a-1f | | 12,624,787. | | | |
| Program Service Revenue | | | Business Code | | | | |
| | 2a | TRAINING ADOPTION COMPETENCY | 900099 | 429,718. | 429,718. | | |
| | b | COUNSELING | 900099 | 342,959. | 342,959. | | |
| | c | TRAININGS & PUBLICATIONS | 900099 | 182,210. | 182,210. | | |
| | d | | | | | | |
| | e | | | | | | |
| | f | All other program service revenue | | | | | |
| | g | **Total.** Add lines 2a-2f | | 954,887. | | | |
| Other Revenue | 3 | Investment income (including dividends, interest, and other similar amounts) | | 134,647. | | | 134,647. |
| | 4 | Income from investment of tax-exempt bond proceeds | | | | | |
| | 5 | Royalties | | | | | |
| | | | (i) Real / (ii) Personal | | | | |
| | 6a | Gross rents | 6a | | | | |
| | b | Less: rental expenses | 6b | | | | |
| | c | Rental income or (loss) | 6c | | | | |
| | d | Net rental income or (loss) | | | | | |
| | | | (i) Securities / (ii) Other | | | | |
| | 7a | Gross amount from sales of assets other than inventory | 7a | | | | |
| | b | Less: cost or other basis and sales expenses | 7b | | | | |
| | c | Gain or (loss) | 7c | | | | |
| | d | Net gain or (loss) | | | | | |
| | 8a | Gross income from fundraising events (not including $ 202,220. of contributions reported on line 1c). See Part IV, line 18 | 8a 188,570. | | | | |
| | b | Less: direct expenses | 8b 183,743. | | | | |
| | c | Net income or (loss) from fundraising events | | 4,827. | | | 4,827. |
| | 9a | Gross income from gaming activities. See Part IV, line 19 | 9a | | | | |
| | b | Less: direct expenses | 9b | | | | |
| | c | Net income or (loss) from gaming activities | | | | | |
| | 10a | Gross sales of inventory, less returns and allowances | 10a 200,426. | | | | |
| | b | Less: cost of goods sold | 10b 106,347. | | | | |
| | c | Net income or (loss) from sales of inventory | | 94,079. | 94,079. | | |
| Miscellaneous Revenue | | | Business Code | | | | |
| | 11a | OTHER REVENUE | 900099 | 69,906. | 69,906. | | |
| | b | | | | | | |
| | c | | | | | | |
| | d | All other revenue | | | | | |
| | e | **Total.** Add lines 11a-11d | | 69,906. | | | |
| | 12 | Total revenue. See instructions | | 13,883,133. | 1,118,872. | 0. | 139,474. |

## Part IX Statement of Functional Expenses

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

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

| *Do not include amounts reported on lines 6b, 7b, 8b, 9b, and 10b of Part VIII.* | (A) Total expenses | (B) Program service expenses | (C) Management and general expenses | (D) Fundraising expenses |
|---|---|---|---|---|
| 1 Grants and other assistance to domestic organizations and domestic governments. See Part IV, line 21 | | | | |
| 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 | 772,528. | 583,696. | 145,856. | 42,976. |
| 6 Compensation not included above to disqualified persons (as defined under section 4958(f)(1)) and persons described in section 4958(c)(3)(B) | | | | |
| 7 Other salaries and wages | 5,735,619. | 4,333,643. | 1,082,901. | 319,075. |
| 8 Pension plan accruals and contributions (include section 401(k) and 403(b) employer contributions) | 104,620. | 79,048. | 19,752. | 5,820. |
| 9 Other employee benefits | 522,695. | 394,931. | 98,686. | 29,078. |
| 10 Payroll taxes | 474,260. | 358,335. | 89,542. | 26,383. |
| 11 Fees for services (nonemployees): | | | | |
| a Management | | | | |
| b Legal | 21,809. | 11,531. | 10,278. | |
| c Accounting | 79,715. | 15,983. | 63,732. | |
| d Lobbying | | | | |
| e Professional fundraising services. See Part IV, line 17 | | | | |
| f Investment management fees | 18,763. | | 18,763. | |
| g Other. (If line 11g amount exceeds 10% of line 25, column (A), amount, list line 11g expenses on Sch O.) | 3,801,839. | 3,638,926. | 119,338. | 43,575. |
| 12 Advertising and promotion | 117,617. | 78,308. | 39,309. | |
| 13 Office expenses | 399,055. | 362,136. | 32,908. | 4,011. |
| 14 Information technology | 151,914. | 44,421. | 106,213. | 1,280. |
| 15 Royalties | | | | |
| 16 Occupancy | 317,756. | 219,479. | 80,754. | 17,523. |
| 17 Travel | 436,898. | 385,218. | 43,905. | 7,775. |
| 18 Payments of travel or entertainment expenses for any federal, state, or local public officials | | | | |
| 19 Conferences, conventions, and meetings | | | | |
| 20 Interest | 34,044. | | 34,044. | |
| 21 Payments to affiliates | | | | |
| 22 Depreciation, depletion, and amortization | 73,889. | | 73,889. | |
| 23 Insurance | 18,813. | | 18,813. | |
| 24 Other expenses. Itemize expenses not covered above. (List miscellaneous expenses on line 24e. If line 24e amount exceeds 10% of line 25, column (A), amount, list line 24e expenses on Schedule O.) | | | | |
| a EQUIPMENT R&M | 272,959. | 122,577. | 149,927. | 455. |
| b MISCELLANEOUS | 213,201. | 142,281. | 49,385. | 21,535. |
| c TRAINING & EVALUATION | 173,072. | 162,295. | 10,702. | 75. |
| d DUES & SUBSCRIPTIONS | 124,669. | 38,508. | 79,775. | 6,386. |
| e All other expenses | | 1,012,210. | -1,012,210. | |
| 25 **Total functional expenses.** Add lines 1 through 24e | 13,865,735. | 11,983,526. | 1,356,262. | 525,947. |
| 26 **Joint costs.** Complete this line only if the organization reported in column (B) joint costs from a combined educational campaign and fundraising solicitation. Check here ☐ if following SOP 98-2 (ASC 958-720) | | | | |

**Part X Balance Sheet**

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

| | | | | (A) Beginning of year | | (B) End of year |
|---|---|---|---|---|---|---|
| Assets | 1 | Cash - non-interest-bearing | | 24,249. | 1 | 64,338. |
| | 2 | Savings and temporary cash investments | | 369,740. | 2 | 33,695. |
| | 3 | Pledges and grants receivable, net | | | 3 | |
| | 4 | Accounts receivable, net | | 1,797,246. | 4 | 1,962,154. |
| | 5 | Loans and other receivables from any current or former officer, director, trustee, key employee, creator or founder, substantial contributor, or 35% controlled entity or family member of any of these persons | | | 5 | |
| | 6 | Loans and other receivables from other disqualified persons (as defined under section 4958(f)(1)), and persons described in section 4958(c)(3)(B) | | | 6 | |
| | 7 | Notes and loans receivable, net | | | 7 | |
| | 8 | Inventories for sale or use | | 17,575. | 8 | 10,370. |
| | 9 | Prepaid expenses and deferred charges | | 43,436. | 9 | 42,881. |
| | 10a | Land, buildings, and equipment: cost or other basis. Complete Part VI of Schedule D | 10a 427,770. | | | |
| | b | Less: accumulated depreciation | 10b 222,203. | 216,717. | 10c | 205,567. |
| | 11 | Investments - publicly traded securities | | 2,808,695. | 11 | 3,072,893. |
| | 12 | Investments - other securities. See Part IV, line 11 | | 29,516. | 12 | 29,516. |
| | 13 | Investments - program-related. See Part IV, line 11 | | | 13 | |
| | 14 | Intangible assets | | | 14 | |
| | 15 | Other assets. See Part IV, line 11 | | 825,548. | 15 | 615,196. |
| | 16 | **Total assets.** Add lines 1 through 15 (must equal line 33) | | 6,132,722. | 16 | 6,036,610. |
| Liabilities | 17 | Accounts payable and accrued expenses | | 1,399,966. | 17 | 1,421,940. |
| | 18 | Grants payable | | | 18 | |
| | 19 | Deferred revenue | | 162,307. | 19 | 212,869. |
| | 20 | Tax-exempt bond liabilities | | | 20 | |
| | 21 | Escrow or custodial account liability. Complete Part IV of Schedule D | | | 21 | |
| | 22 | Loans and other payables to any current or former officer, director, trustee, key employee, creator or founder, substantial contributor, or 35% controlled entity or family member of any of these persons | | | 22 | |
| | 23 | Secured mortgages and notes payable to unrelated third parties | | | 23 | |
| | 24 | Unsecured notes and loans payable to unrelated third parties | | 321,937. | 24 | 125,000. |
| | 25 | Other liabilities (including federal income tax, payables to related third parties, and other liabilities not included on lines 17-24). Complete Part X of Schedule D | | 876,063. | 25 | 646,351. |
| | 26 | **Total liabilities.** Add lines 17 through 25 | | 2,760,273. | 26 | 2,406,160. |
| Net Assets or Fund Balances | | **Organizations that follow FASB ASC 958, check here** ☒ **and complete lines 27, 28, 32, and 33.** | | | | |
| | 27 | Net assets without donor restrictions | | 961,985. | 27 | 610,169. |
| | 28 | Net assets with donor restrictions | | 2,410,464. | 28 | 3,020,281. |
| | | **Organizations that do not follow FASB ASC 958, check here** ☐ **and complete lines 29 through 33.** | | | | |
| | 29 | Capital stock or trust principal, or current funds | | | 29 | |
| | 30 | Paid-in or capital surplus, or land, building, or equipment fund | | | 30 | |
| | 31 | Retained earnings, endowment, accumulated income, or other funds | | | 31 | |
| | 32 | Total net assets or fund balances | | 3,372,449. | 32 | 3,630,450. |
| | 33 | Total liabilities and net assets/fund balances | | 6,132,722. | 33 | 6,036,610. |

## Part XI Reconciliation of Net Assets

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

| | | | |
|---|---|---|---|
| 1 | Total revenue (must equal Part VIII, column (A), line 12) | 1 | 13,883,133. |
| 2 | Total expenses (must equal Part IX, column (A), line 25) | 2 | 13,865,735. |
| 3 | Revenue less expenses. Subtract line 2 from line 1 | 3 | 17,398. |
| 4 | Net assets or fund balances at beginning of year (must equal Part X, line 32, column (A)) | 4 | 3,372,449. |
| 5 | Net unrealized gains (losses) on investments | 5 | 240,603. |
| 6 | Donated services and use of facilities | 6 | |
| 7 | Investment expenses | 7 | |
| 8 | Prior period adjustments | 8 | |
| 9 | Other changes in net assets or fund balances (explain on Schedule O) | 9 | 0. |
| 10 | Net assets or fund balances at end of year. Combine lines 3 through 9 (must equal Part X, line 32, column (B)) | 10 | 3,630,450. |

## Part XII Financial Statements and Reporting

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

| | | | Yes | No |
|---|---|---|---|---|
| 1 | Accounting method used to prepare the Form 990: ☐ Cash ☒ Accrual ☐ Other _____ If the organization changed its method of accounting from a prior year or checked "Other," explain on Schedule O. | | | |
| 2a | Were the organization's financial statements compiled or reviewed by an independent accountant? If "Yes," check a box below to indicate whether the financial statements for the year were compiled or reviewed on a separate basis, consolidated basis, or both: ☐ Separate basis ☐ Consolidated basis ☐ Both consolidated and separate basis | 2a | | X |
| b | Were the organization's financial statements audited by an independent accountant? If "Yes," check a box below to indicate whether the financial statements for the year were audited on a separate basis, consolidated basis, or both: ☒ Separate basis ☐ Consolidated basis ☐ Both consolidated and separate basis | 2b | X | |
| c | If "Yes" to line 2a or 2b, does the organization have a committee that assumes responsibility for oversight of the audit, review, or compilation of its financial statements and selection of an independent accountant? If the organization changed either its oversight process or selection process during the tax year, explain on Schedule O. | 2c | X | |
| 3a | As a result of a federal award, was the organization required to undergo an audit or audits as set forth in the Uniform Guidance, 2 C.F.R. Part 200, Subpart F? | 3a | X | |
| b | If "Yes," did the organization undergo the required audit or audits? If the organization did not undergo the required audit or audits, explain why on Schedule O and describe any steps taken to undergo such audits | 3b | X | |

**SCHEDULE A** (Form 990)

Department of the Treasury
Internal Revenue Service

# Public Charity Status and Public Support

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

OMB No. 1545-0047

**2025**

**Open to Public Inspection**

| Name of the organization | Employer identification number |
|---|---|
| CENTER FOR ADOPTION SUPPORT AND EDUCATION, INC. | 52-2100734 |

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

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

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

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

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

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

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

## Section A. Public Support

| Calendar year (or fiscal year beginning in) | (a) 2021 | (b) 2022 | (c) 2023 | (d) 2024 | (e) 2025 | (f) Total |
|---|---|---|---|---|---|---|
| 1 Gifts, grants, contributions, and membership fees received. (Do not include any "unusual grants.") | 5452842. | 4639702. | 7707154. | 10729683. | 12624787. | 41154168. |
| 2 Tax revenues levied for the organization's benefit and either paid to or expended on its behalf | | | | | | |
| 3 The value of services or facilities furnished by a governmental unit to the organization without charge | | | | | | |
| 4 **Total.** Add lines 1 through 3 | 5452842. | 4639702. | 7707154. | 10729683. | 12624787. | 41154168. |
| 5 The portion of total contributions by each person (other than a governmental unit or publicly supported organization) included on line 1 that exceeds 2% of the amount shown on line 11, column (f) | | | | | | 4980652. |
| 6 **Public support.** Subtract line 5 from line 4. | | | | | | 36173516. |

## Section B. Total Support

| Calendar year (or fiscal year beginning in) | (a) 2021 | (b) 2022 | (c) 2023 | (d) 2024 | (e) 2025 | (f) Total |
|---|---|---|---|---|---|---|
| 7 Amounts from line 4 | 5452842. | 4639702. | 7707154. | 10729683. | 12624787. | 41154168. |
| 8 Gross income from interest, dividends, payments received on securities loans, rents, royalties, and income from similar sources | 21,679. | 40,280. | 65,353. | 73,896. | 134,647. | 335,855. |
| 9 Net income from unrelated business activities, whether or not the business is regularly carried on | | | | | | |
| 10 Other income. Do not include gain or loss from the sale of capital assets (Explain in Part VI.) | 3,795. | 54,540. | 75,698. | 68,064. | 69,906. | 272,003. |
| 11 **Total support.** Add lines 7 through 10 | | | | | | 41762026. |

12 Gross receipts from related activities, etc. (see instructions) 12 6,640,159.

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

## Section C. Computation of Public Support Percentage

14 Public support percentage for 2025 (line 6, column (f), divided by line 11, column (f)) 14 86.62 %

15 Public support percentage from 2024 Schedule A, Part II, line 14 15 95.05 %

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

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

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

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

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

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

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

### Section A. Public Support

| Calendar year (or fiscal year beginning in) | (a) 2021 | (b) 2022 | (c) 2023 | (d) 2024 | (e) 2025 | (f) Total |
|---|---|---|---|---|---|---|
| 1 Gifts, grants, contributions, and membership fees received. (Do not include any "unusual grants.") | | | | | | |
| 2 Gross receipts from admissions, merchandise sold or services performed, or facilities furnished in any activity that is related to the organization's tax-exempt purpose | | | | | | |
| 3 Gross receipts from activities that are not an unrelated trade or business under section 513 | | | | | | |
| 4 Tax revenues levied for the organization's benefit and either paid to or expended on its behalf | | | | | | |
| 5 The value of services or facilities furnished by a governmental unit to the organization without charge | | | | | | |
| 6 **Total.** Add lines 1 through 5 | | | | | | |
| 7a Amounts included on lines 1, 2, and 3 received from disqualified persons | | | | | | |
| b Amounts included on lines 2 and 3 received from other than disqualified persons that exceed the greater of $5,000 or 1% of the amount on line 13 for the year | | | | | | |
| c Add lines 7a and 7b | | | | | | |
| 8 **Public support.** (Subtract line 7c from line 6.) | | | | | | |

### Section B. Total Support

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

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

### Section C. Computation of Public Support Percentage

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

### Section D. Computation of Investment Income Percentage

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

19a **33 1/3% support tests - 2025.** If the organization did not check the box on line 14, and line 15 is more than 33 1/3%, and line 17 is not more than 33 1/3%, check this box and **stop here.** The organization qualifies as a publicly supported organization ☐

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

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

## Part IV Supporting Organizations

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

### Section A. All Supporting Organizations

| | | | Yes | No |
|---|---|---|---|---|
| 1 | Are all of the organization's supported organizations listed by name in the organization's governing documents? *If "No," describe in* **Part VI** *how the supported organizations are designated. If designated by class or purpose, describe the designation. If historic and continuing relationship, explain.* | 1 | | |
| 2 | Did the organization have any supported organization that does not have an IRS determination of status under section 509(a)(1) or (2)? *If "Yes," explain in* **Part VI** *how the organization determined that the supported organization was described in section 509(a)(1) or (2).* | 2 | | |
| 3a | Did the organization have a supported organization described in section 501(c)(4), (5), or (6)? *If "Yes," answer lines 3b and 3c below.* | 3a | | |
| b | Did the organization confirm that each supported organization qualified under section 501(c)(4), (5), or (6) and satisfied the public support tests under section 509(a)(2)? *If "Yes," describe in* **Part VI** *when and how the organization made the determination.* | 3b | | |
| c | Did the organization ensure that all support to such organizations was used exclusively for section 170(c)(2)(B) purposes? *If "Yes," explain in* **Part VI** *what controls the organization put in place to ensure such use.* | 3c | | |
| 4a | Was any supported organization not organized in the United States ("foreign supported organization")? *If "Yes," and if you checked box 12a or 12b in Part I, answer lines 4b and 4c below.* | 4a | | |
| b | Did the organization have ultimate control and discretion in deciding whether to make grants to the foreign supported organization? *If "Yes," describe in* **Part VI** *how the organization had such control and discretion despite being controlled or supervised by or in connection with its supported organizations.* | 4b | | |
| c | Did the organization support any foreign supported organization that does not have an IRS determination under sections 501(c)(3) and 509(a)(1) or (2)? *If "Yes," explain in* **Part VI** *what controls the organization used to ensure that all support to the foreign supported organization was used exclusively for section 170(c)(2)(B) purposes.* | 4c | | |
| 5a | Did the organization add, substitute, or remove any supported organizations during the tax year? *If "Yes," answer lines 5b and 5c below (if applicable). Also, provide detail in* **Part VI,** *including (i) the names and EIN numbers of the supported organizations added, substituted, or removed; (ii) the reasons for each such action; (iii) the authority under the organization's organizing document authorizing such action; and (iv) how the action was accomplished (such as by amendment to the organizing document).* | 5a | | |
| b | **Type I or Type II only.** Was any added or substituted supported organization part of a class already designated in the organization's organizing document? | 5b | | |
| c | **Substitutions only.** Was the substitution the result of an event beyond the organization's control? | 5c | | |
| 6 | Did the organization provide support (whether in the form of grants or the provision of services or facilities) to anyone other than (i) its supported organizations, (ii) individuals that are part of the charitable class benefited by one or more of its supported organizations, or (iii) other supporting organizations that also support or benefit one or more of the filing organization's supported organizations? *If "Yes," provide detail in* **Part VI.** | 6 | | |
| 7 | Did the organization provide a grant, loan, compensation, or other similar payment to a substantial contributor (as defined in section 4958(c)(3)(C)), a family member of a substantial contributor, or a 35% controlled entity with regard to a substantial contributor? *If "Yes," complete Part I of Schedule L (Form 990).* | 7 | | |
| 8 | Did the organization make a loan to a disqualified person (as defined in section 4958) not described on line 7? *If "Yes," complete Part I of Schedule L (Form 990).* | 8 | | |
| 9a | Was the organization controlled directly or indirectly at any time during the tax year by one or more disqualified persons, as defined in section 4946 (other than foundation managers and organizations described in section 509(a)(1) or (2))? *If "Yes," provide detail in* **Part VI.** | 9a | | |
| b | Did one or more disqualified persons (as defined on line 9a) hold a controlling interest in any entity in which the supporting organization had an interest? *If "Yes," provide detail in* **Part VI.** | 9b | | |
| c | Did a disqualified person (as defined on line 9a) have an ownership interest in, or derive any personal benefit from, assets in which the supporting organization also had an interest? *If "Yes," provide detail in* **Part VI.** | 9c | | |
| 10a | Was the organization subject to the excess business holdings rules of section 4943 because of section 4943(f) (regarding certain Type II supporting organizations, and all Type III non-functionally integrated supporting organizations)? *If "Yes," answer line 10b below.* | 10a | | |
| b | Did the organization have any excess business holdings in the tax year? *(Use Schedule C, Form 4720, to determine whether the organization had excess business holdings.)* | 10b | | |

**Part IV Supporting Organizations** *(continued)*

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

## Section B. Type I Supporting Organizations

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

## Section C. Type II Supporting Organizations

| | | Yes | No |
|---|---|---|---|
| 1 | Were a majority of the organization's directors or trustees during the tax year also a majority of the directors or trustees of each of the organization's supported organization(s)? *If "No," describe in* **Part VI** *how control or management of the supporting organization was vested in the same persons that controlled or managed the supported organization(s).* | 1 | |

## Section D. All Type III Supporting Organizations

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

## Section E. Type III Functionally Integrated Supporting Organizations

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

a ☐ The organization satisfied the Activities Test. *Complete* **line 2** *below.*

b ☐ The organization is the parent of each of its supported organizations. *Complete* **line 3** *below.*

c ☐ The organization supported a governmental supported organization. *Describe in* **Part VI** *how you supported a governmental supported organization (see instructions).*

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

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

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

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

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

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

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

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

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

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

**Part VI** **Supplemental Information.** Provide the explanations required by Part II, line 10; Part II, line 17a or 17b; Part III, line 12; Part IV, Section A, lines 1, 2, 3b, 3c, 4b, 4c, 5a, 6, 9a, 9b, 9c, 11a, 11b, and 11c; Part IV, Section B, lines 1 and 2; Part IV, Section C, line 1; Part IV, Section D, lines 2 and 3; Part IV, Section E, lines 1c, 2a, 2b, 3a, 3b, and 3c; Part V, line 1; Part V, Section B, line 1e; Part V, Section D, lines 5 and 7; and Part V, Section E, lines 2, 5, and 6. Also complete this part for any additional information. (See instructions.)

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

OTHER REVENUE

2021 AMOUNT: $ 3,795.

2022 AMOUNT: $ 54,540.

2023 AMOUNT: $ 75,698.

2024 AMOUNT: $ 68,064.

2025 AMOUNT: $ 69,906.

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

# Schedule of Contributors

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

OMB No. 1545-0047

Name of the organization
CENTER FOR ADOPTION SUPPORT AND EDUCATION, INC.

**Employer identification number**
52-2100734

**Organization type** (check one):

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

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

**General Rule**

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

**Special Rules**

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

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

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

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

Name of organization
CENTER FOR ADOPTION SUPPORT AND EDUCATION, INC.

Employer identification number
52-2100734

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

| (a) No. | (b) Name, address, and ZIP + 4 | (c) Total contributions | (d) Type of contribution |
|---|---|---|---|
| 1 | | $ 6,741,088. | Person [X] Payroll [ ] Noncash [ ] (Complete Part II for noncash contributions.) |
| 2 | | $ 1,575,775. | Person [X] Payroll [ ] Noncash [X] (Complete Part II for noncash contributions.) |
| 3 | | $ 976,889. | Person [X] Payroll [ ] Noncash [ ] (Complete Part II for noncash contributions.) |
| 4 | | $ 949,932. | Person [X] Payroll [ ] Noncash [ ] (Complete Part II for noncash contributions.) |
| 5 | | $ 672,390. | Person [X] Payroll [ ] Noncash [ ] (Complete Part II for noncash contributions.) |
| 6 | | $ 519,259. | Person [X] Payroll [ ] Noncash [ ] (Complete Part II for noncash contributions.) |

Name of organization
CENTER FOR ADOPTION SUPPORT AND EDUCATION, INC.

Employer identification number
52-2100734

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

| (a) No. | (b) Name, address, and ZIP + 4 | (c) Total contributions | (d) Type of contribution |
|---|---|---|---|
| 7 | | $ 269,200. | Person [X] Payroll [ ] Noncash [ ] (Complete Part II for noncash contributions.) |
| (a) No. | (b) Name, address, and ZIP + 4 | (c) Total contributions | (d) Type of contribution |
| 8 | | $ 258,801. | Person [X] Payroll [ ] Noncash [ ] (Complete Part II for noncash contributions.) |
| (a) No. | (b) Name, address, and ZIP + 4 | (c) Total contributions | (d) Type of contribution |
| | | $ | Person [ ] Payroll [ ] Noncash [ ] (Complete Part II for noncash contributions.) |
| (a) No. | (b) Name, address, and ZIP + 4 | (c) Total contributions | (d) Type of contribution |
| | | $ | Person [ ] Payroll [ ] Noncash [ ] (Complete Part II for noncash contributions.) |
| (a) No. | (b) Name, address, and ZIP + 4 | (c) Total contributions | (d) Type of contribution |
| | | $ | Person [ ] Payroll [ ] Noncash [ ] (Complete Part II for noncash contributions.) |
| (a) No. | (b) Name, address, and ZIP + 4 | (c) Total contributions | (d) Type of contribution |
| | | $ | Person [ ] Payroll [ ] Noncash [ ] (Complete Part II for noncash contributions.) |

Name of organization
CENTER FOR ADOPTION SUPPORT AND EDUCATION, INC.

Employer identification number
52-2100734

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

| (a) No. from Part I | (b) Description of noncash property given | (c) FMV (or estimate) (See instructions.) | (d) Date received |
|---|---|---|---|
| 2 | PUBLICLY TRADED SECURITIES | $ 1,518,807. | 12/31/25 |
| | | $ | |
| | | $ | |
| | | $ | |
| | | $ | |
| | | $ | |

Name of organization
CENTER FOR ADOPTION SUPPORT AND EDUCATION, INC.

Employer identification number
52-2100734

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

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

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

(e) Transfer of gift

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

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

(e) Transfer of gift

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

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

(e) Transfer of gift

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

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

(e) Transfer of gift

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

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

# Supplemental Financial Statements

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

OMB No. 1545-0047

**Open to Public Inspection**

**Name of the organization** CENTER FOR ADOPTION SUPPORT AND EDUCATION, INC.

**Employer identification number** 52-2100734

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

| | (a) Donor advised funds | (b) Funds and other accounts |
|---|---|---|
| 1 Total number at end of year | | |
| 2 Aggregate value of contributions to (during year) | | |
| 3 Aggregate value of grants from (during year) | | |
| 4 Aggregate value at end of year | | |

5 Did the organization inform all donors and donor advisors in writing that the assets held in donor advised funds are the organization's property, subject to the organization's exclusive legal control? ☐ Yes ☐ No

6 Did the organization inform all grantees, donors, and donor advisors in writing that grant funds can be used only for charitable purposes and not for the benefit of the donor or donor advisor, or for any other purpose conferring impermissible private benefit? ☐ Yes ☐ No

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

b Assets included in Form 990, Part X $ _____

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

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

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

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

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

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

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

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

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

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

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

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

| | (a) Current year | (b) Prior year | (c) Two years back | (d) Three years back | (e) Four years back |
|---|---|---|---|---|---|
| 1a Beginning of year balance | 2,294,344. | 2,101,114. | 1,873,897. | 2,079,531. | 2,111,237. |
| b Contributions | 500,000. | | | | |
| c Net investment earnings, gains, and losses | 256,849. | 193,230. | 227,217. | -205,634. | 68,494. |
| d Grants or scholarships | | | | | |
| e Other expenditures for facilities and programs | 100,000. | | | | 100,000. |
| f Administrative expenses | | | | | |
| g End of year balance | 2,951,193. | 2,294,344. | 2,101,114. | 1,873,897. | 2,079,731. |

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

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

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

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

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

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

**Part VI Land, Buildings, and Equipment**

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

| Description of property | (a) Cost or other basis (investment) | (b) Cost or other basis (other) | (c) Accumulated depreciation | (d) Book value |
|---|---|---|---|---|
| 1a Land | | | | |
| b Buildings | | | | |
| c Leasehold improvements | | 22,174. | 19,657. | 2,517. |
| d Equipment | | 150,184. | 78,148. | 72,036. |
| e Other | | 255,412. | 124,398. | 131,014. |
| **Total.** Add lines 1a through 1e. *(Column (d) must equal Form 990, Part X, line 10c, column (B))* | | | | 205,567. |

## Part VII Investments - Other Securities

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

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

## Part VIII Investments - Program Related.

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

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

## Part IX Other Assets

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

| (a) Description | (b) Book value |
|---|---|
| (1) DEFERRED COMPENSATION ASSET | 145,836. |
| (2) OPERATING RIGHT-OF-USE ASSET | 447,013. |
| (3) DEPOSITS | 22,347. |
| (4) | |
| (5) | |
| (6) | |
| (7) | |
| (8) | |
| (9) | |
| Total. *(Column (b) must equal Form 990, Part X, line 15, col. (B))* | 615,196. |

## Part X Other Liabilities

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

| 1. (a) Description of liability | (b) Book value |
|---|---|
| (1) Federal income taxes | |
| (2) OPERATING LEASE LIABILITY | 500,515. |
| (3) DEFERRED COMPENSATION OBLIGATION | 145,836. |
| (4) | |
| (5) | |
| (6) | |
| (7) | |
| (8) | |
| (9) | |
| Total. *(Column (b) must equal Form 990, Part X, line 25, col. (B))* | 646,351. |

2. Liability for uncertain tax positions. In Part XIII, provide the text of the footnote to the organization's financial statements that reports the organization's liability for uncertain tax positions under FASB ASC 740. Check here if the text of the footnote has been provided in Part XIII ... [X]

**Part XI Reconciliation of Revenue per Audited Financial Statements With Revenue per Return**

Complete if the organization answered "Yes" on Form 990, Part IV, line 12a.

| | | | | | |
|---|---|---|---|---|---|
| 1 | Total revenue, gains, and other support per audited financial statements | | | 1 | 14,363,603. |
| 2 | Amounts included on line 1 but not on Form 990, Part VIII, line 12: | | | | |
| a | Net unrealized gains (losses) on investments | 2a | 240,603. | | |
| b | Donated services and use of facilities | 2b | 152,283. | | |
| c | Recoveries of prior year grants | 2c | | | |
| d | Other (Describe in Part XIII.) | 2d | 106,347. | | |
| e | Add lines 2a through 2d | | | 2e | 499,233. |
| 3 | Subtract line 2e from line 1 | | | 3 | 13,864,370. |
| 4 | Amounts included on Form 990, Part VIII, line 12, but not on line 1: | | | | |
| a | Investment expenses not included on Form 990, Part VIII, line 7b | 4a | 18,763. | | |
| b | Other (Describe in Part XIII.) | 4b | | | |
| c | Add lines 4a and 4b | | | 4c | 18,763. |
| 5 | Total revenue. Add lines 3 and 4c. *(This must equal Form 990, Part I, line 12.)* | | | 5 | 13,883,133. |

**Part XII Reconciliation of Expenses per Audited Financial Statements With Expenses per Return**

Complete if the organization answered "Yes" on Form 990, Part IV, line 12a.

| | | | | | |
|---|---|---|---|---|---|
| 1 | Total expenses and losses per audited financial statements | | | 1 | 14,105,602. |
| 2 | Amounts included on line 1 but not on Form 990, Part IX, line 25: | | | | |
| a | Donated services and use of facilities | 2a | 152,283. | | |
| b | Prior year adjustments | 2b | | | |
| c | Other losses | 2c | | | |
| d | Other (Describe in Part XIII.) | 2d | 106,347. | | |
| e | Add lines 2a through 2d | | | 2e | 258,630. |
| 3 | Subtract line 2e from line 1 | | | 3 | 13,846,972. |
| 4 | Amounts included on Form 990, Part IX, line 25, but not on line 1: | | | | |
| a | Investment expenses not included on Form 990, Part VIII, line 7b | 4a | 18,763. | | |
| b | Other (Describe in Part XIII.) | 4b | | | |
| c | Add lines 4a and 4b | | | 4c | 18,763. |
| 5 | Total expenses. Add lines 3 and 4c. *(This must equal Form 990, Part I, line 18.)* | | | 5 | 13,865,735. |

**Part XIII Supplemental Information**

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

PART V, LINE 4:
THE EARNINGS OF THE ENDOWMENT FUNDS ARE USED TO FUND PROGRAM DEVELOPMENT, EXPANSION, AND INNOVATION.

PART X, LINE 2:
C.A.S.E. IS EXEMPT FROM FEDERAL INCOME TAXES UNDER SECTION 501(C)(3) OF THE INTERNAL REVENUE CODE. C.A.S.E. IS NOT A PRIVATE FOUNDATION. C.A.S.E. BELIEVES THAT IT HAS APPROPRIATE SUPPORT FOR ANY TAX POSITIONS TAKEN, AND, AS SUCH, DOES NOT HAVE ANY UNCERTAIN TAX POSITIONS THAT ARE MATERIAL TO THE FINANCIAL STATEMENTS. C.A.S.E. RECOGNIZES INTEREST EXPENSE AND PENALTIES RELATED TO UNRECOGNIZED TAX BENEFITS, IF ANY, IN GENERAL AND ADMINISTRATIVE EXPENSES ON THE STATEMENT OF ACTIVITIES. DURING THE YEARS ENDED DECEMBER 31, 2025 AND 2024, C.A.S.E. DID NOT HAVE NET TAX INCOME FROM UNRELATED BUSINESS ACTIVITY; THEREFORE, THERE IS NO PROVISION IN THESE FINANCIAL STATEMENTS FOR INCOME TAXES OR INTEREST AND PENALTIES RELATED TO UNRECOGNIZED TAX BENEFITS. TAX YEARS PRIOR TO 2022 ARE NO LONGER SUBJECT TO EXAMINATION BY THE IRS OR THE TAX JURISDICTION OF THE STATE OF MARYLAND.

PART XI, LINE 2D - OTHER ADJUSTMENTS:
COST OF GOODS SOLD 106,347.

PART XII, LINE 2D - OTHER ADJUSTMENTS:
COST OF GOODS SOLD 106,347.

**Part XIII Supplemental Information** *(continued)*

**SCHEDULE G (Form 990)**

(Rev. December 2024)

Department of the Treasury
Internal Revenue Service

# Supplemental Information Regarding Fundraising or Gaming Activities

**Complete if the organization answered "Yes" on Form 990, Part IV, line 17, 18, or 19, or if the organization entered more than $15,000 on Form 990-EZ, line 6a.**

**Attach to Form 990 or Form 990-EZ.**

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

OMB No. 1545-0047

**Open to Public Inspection**

Name of the organization: CENTER FOR ADOPTION SUPPORT AND EDUCATION, INC.

**Employer identification number:** 52-2100734

**Part I Fundraising Activities.** Complete if the organization answered "Yes" on Form 990, Part IV, line 17. Form 990-EZ filers are not required to complete this part.

1 Indicate whether the organization raised funds through any of the following activities. Check all that apply.

a ☐ Mail solicitations
b ☐ Internet and email solicitations
c ☐ Phone solicitations
d ☐ In-person solicitations
e ☐ Solicitation of nongovernment grants
f ☐ Solicitation of government grants
g ☐ Special fundraising events

2 a Did the organization have a written or oral agreement with any individual (including officers, directors, trustees, or key employees listed in Form 990, Part VII) or entity in connection with professional fundraising services? ☐ Yes ☐ No

b If "Yes," list the 10 highest paid individuals or entities (fundraisers) pursuant to agreements under which the fundraiser is to be compensated at least $5,000 by the organization.

| (i) Name and address of individual or entity (fundraiser) | (ii) Activity | (iii) Did fundraiser have custody or control of contributions? Yes | (iii) No | (iv) Gross receipts from activity | (v) Amount paid to (or retained by) fundraiser listed in col. (i) | (vi) Amount paid to (or retained by) organization |
|---|---|---|---|---|---|---|
| | | | | | | |
| | | | | | | |
| | | | | | | |
| | | | | | | |
| | | | | | | |
| | | | | | | |
| | | | | | | |
| | | | | | | |
| | | | | | | |
| | | | | | | |
| Total | | | | | | |

3 List all states in which the organization is registered or licensed to solicit contributions or has been notified it is exempt from registration or licensing.

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

| | | (a) Event #1 GOLF TOURNEY (event type) | (b) Event #2 GALA (event type) | (c) Other events NONE (total number) | (d) Total events (add col. (a) through col. (c)) |
|---|---|---|---|---|---|
| Revenue | 1 Gross receipts | 130,072. | 260,718. | | 390,790. |
| | 2 Less: Contributions | 67,120. | 135,100. | | 202,220. |
| | 3 Gross income (line 1 minus line 2) | 62,952. | 125,618. | | 188,570. |
| Direct Expenses | 4 Cash prizes | | | | |
| | 5 Noncash prizes | 12,814. | 3,322. | | 16,136. |
| | 6 Rent/facility costs | | 14,800. | | 14,800. |
| | 7 Food and beverages | 12,520. | 76,196. | | 88,716. |
| | 8 Entertainment | 14,080. | 11,250. | | 25,330. |
| | 9 Other direct expenses | 1,303. | 37,458. | | 38,761. |
| | 10 Direct expense summary. Add lines 4 through 9 in column (d) | | | | 183,743. |
| | 11 Net income summary. Subtract line 10 from line 3, column (d) | | | | 4,827. |

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

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

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

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

b If "No," explain: _____

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

b If "Yes," explain: _____

11 Does the organization conduct gaming activities with nonmembers? ☐ Yes ☐ No

12 Is the organization a grantor, beneficiary or trustee of a trust, or a member of a partnership or other entity formed to administer charitable gaming? ☐ Yes ☐ No

13 Indicate the percentage of gaming activity conducted in:

a The organization's facility 13a ____ %

b An outside facility 13b ____ %

14 Enter the name and address of the person who prepares the organization's gaming/special events books and records:

Name _____

Address _____

15a Does the organization have a contract with a third party from whom the organization receives gaming revenue? ☐ Yes ☐ No

b If "Yes," enter the amount of gaming revenue received by the organization $ _____ and the amount of gaming revenue retained by the third party $ _____

c If "Yes," enter the name and address of the third party:

Name _____

Address _____

16 Gaming manager information:

Name _____

Gaming manager compensation $ _____

Description of services provided _____

☐ Director/officer ☐ Employee ☐ Independent contractor

17 Mandatory distributions:

a Is the organization required under state law to make charitable distributions from the gaming proceeds to retain the state gaming license? ☐ Yes ☐ No

b Enter the amount of distributions required under state law to be distributed to other exempt organizations or spent in the organization's own exempt activities during the tax year $ _____

**Part IV Supplemental Information.** Provide the explanations required by Part I, line 2b, columns (iii) and (v); and Part III, lines 9, 9b, 10b, 15b, 15c, 16, and 17b, as applicable. Also provide any additional information. See instructions.

**Part IV** **Supplemental Information** *(continued)*

**SCHEDULE J (Form 990)**

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

# Compensation Information

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

OMB No. 1545-0047

**Open to Public Inspection**

Name of the organization: CENTER FOR ADOPTION SUPPORT AND EDUCATION, INC.

**Employer identification number:** 52-2100734

## Part I Questions Regarding Compensation

| | | Yes | No |
|---|---|---|---|
| 1a | Check the appropriate box(es) if the organization provided any of the following to or for a person listed on Form 990, Part VII, Section A, line 1a. Complete Part III to provide any relevant information regarding these items.<br>☐ First-class or charter travel<br>☐ Travel for companions<br>☐ Tax indemnification and gross-up payments<br>☐ Discretionary spending account<br>☐ Housing allowance or residence for personal use<br>☐ Payments for business use of personal residence<br>☐ Health or social club dues or initiation fees<br>☐ Personal services (such as maid, chauffeur, chef) | | |
| b | If any of the boxes on line 1a are checked, did the organization follow a written policy regarding payment or reimbursement or provision of all of the expenses described above? If "No," complete Part III to explain | 1b | | |
| 2 | Did the organization require substantiation prior to reimbursing or allowing expenses incurred by all directors, trustees, and officers, including the CEO/Executive Director, regarding the items checked on line 1a? | 2 | | |
| 3 | Indicate which, if any, of the following the organization used to establish the compensation of the organization's CEO/Executive Director. Check all that apply. Do not check any boxes for methods used by a related organization to establish compensation of the CEO/Executive Director, but explain in Part III.<br>☒ Compensation committee<br>☐ Independent compensation consultant<br>☐ Form 990 of other organizations<br>☐ Written employment contract<br>☐ Compensation survey or study<br>☒ Approval by the board or compensation committee | | |
| 4 | During the year, did any person listed on Form 990, Part VII, Section A, line 1a, with respect to the filing organization or a related organization: | | |
| a | Receive a severance payment or change-of-control payment? | 4a | | X |
| b | Participate in or receive payment from a supplemental nonqualified retirement plan? | 4b | | X |
| c | Participate in or receive payment from an equity-based compensation arrangement? | 4c | | X |
| | If "Yes" to any of lines 4a-c, list the persons and provide the applicable amounts for each item in Part III. | | | |
| | **Only section 501(c)(3), 501(c)(4), and 501(c)(29) organizations must complete lines 5-9.** | | | |
| 5 | For persons listed on Form 990, Part VII, Section A, line 1a, did the organization pay or accrue any compensation contingent on the revenues of: | | | |
| a | The organization? | 5a | | X |
| b | Any related organization? | 5b | | X |
| | If "Yes" on line 5a or 5b, describe in Part III. | | | |
| 6 | For persons listed on Form 990, Part VII, Section A, line 1a, did the organization pay or accrue any compensation contingent on the net earnings of: | | | |
| a | The organization? | 6a | | X |
| b | Any related organization? | 6b | | X |
| | If "Yes" on line 6a or 6b, describe in Part III. | | | |
| 7 | For persons listed on Form 990, Part VII, Section A, line 1a, did the organization provide any nonfixed payments not described on lines 5 and 6? If "Yes," describe in Part III | 7 | X | |
| 8 | Were any amounts reported on Form 990, Part VII, paid or accrued pursuant to a contract that was subject to the initial contract exception described in Regulations section 53.4958-4(a)(3)? If "Yes," describe in Part III | 8 | | X |
| 9 | If "Yes" on line 8, did the organization also follow the rebuttable presumption procedure described in Regulations section 53.4958-6(c)? | 9 | | |

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

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

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

| (A) Name and Title | | (B) Breakdown of W-2 and/or 1099-MISC and/or 1099-NEC compensation | | | (C) Retirement and other deferred compensation | (D) Nontaxable benefits | (E) Total of columns (B)(i)-(D) | (F) Compensation in column (B) reported as deferred on prior Form 990 |
|---|---|---|---|---|---|---|---|---|
| | | (i) Base compensation | (ii) Bonus & incentive compensation | (iii) Other reportable compensation | | | | |
| (1) DEBBIE RILEY | (i) | 243,208. | 24,615. | 0. | 27,000. | 16,578. | 311,401. | 0. |
| CEO | (ii) | 0. | 0. | 0. | 0. | 0. | 0. | 0. |
| (2) LESLIE SAVARY | (i) | 199,244. | 11,000. | 0. | 19,585. | 1,655. | 231,484. | 0. |
| CFO | (ii) | 0. | 0. | 0. | 0. | 0. | 0. | 0. |
| (3) AVI BURSTEIN | (i) | 215,331. | 3,000. | 0. | 9,657. | 1,655. | 229,643. | 0. |
| COO | (ii) | 0. | 0. | 0. | 0. | 0. | 0. | 0. |
| (4) MARY WICHANSKY | (i) | 177,978. | 3,000. | 0. | 20,800. | 15,745. | 217,523. | 0. |
| PROGRAM MANAGER NATIONAL INITIATIVE | (ii) | 0. | 0. | 0. | 0. | 0. | 0. | 0. |
| (5) DAWN WILSON | (i) | 168,682. | 4,363. | 0. | 30,546. | 6,790. | 210,381. | 0. |
| PROGRAM MANAGER NATIONAL INITIATIVE | (ii) | 0. | 0. | 0. | 0. | 0. | 0. | 0. |
| (6) CHRISTINA ALEXANDER | (i) | 170,674. | 2,108. | 0. | 0. | 4,669. | 177,451. | 0. |
| CHIEF DEVELOPMENT OFFICER | (ii) | 0. | 0. | 0. | 0. | 0. | 0. | 0. |
| (7) HILARY TONE FORSLUND | (i) | 163,579. | 2,000. | 0. | 6,508. | 1,655. | 173,742. | 0. |
| CHIEF MARKETING OFFICER | (ii) | 0. | 0. | 0. | 0. | 0. | 0. | 0. |
| (8) YASMIN LEWIS-WHITE | (i) | 153,781. | 3,000. | 0. | 0. | 4,018. | 160,799. | 0. |
| DIRECTOR OF HUMAN RESOURCES | (ii) | 0. | 0. | 0. | 0. | 0. | 0. | 0. |
| | (i) | | | | | | | |
| | (ii) | | | | | | | |
| | (i) | | | | | | | |
| | (ii) | | | | | | | |
| | (i) | | | | | | | |
| | (ii) | | | | | | | |
| | (i) | | | | | | | |
| | (ii) | | | | | | | |
| | (i) | | | | | | | |
| | (ii) | | | | | | | |
| | (i) | | | | | | | |
| | (ii) | | | | | | | |
| | (i) | | | | | | | |
| | (ii) | | | | | | | |

**Part III Supplemental Information**

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

PART I, LINE 7:
INDIVIDUALS (SEE PART II) RECEIVED PERFORMANCE BONUSES IN 2025.

**SCHEDULE M (Form 990)**

Department of the Treasury
Internal Revenue Service

# Noncash Contributions

**Complete if the organizations answered "Yes" on Form 990, Part IV, line 29 or 30.**
**Attach to Form 990.**
**Go to www.irs.gov/Form990 for instructions and the latest information.**

OMB No. 1545-0047

**2025**

**Open to Public Inspection**

Name of the organization: CENTER FOR ADOPTION SUPPORT AND EDUCATION, INC.

Employer identification number: 52-2100734

## Part I Types of Property

| | | (a) Check if applicable | (b) Number of contributions or items contributed | (c) Noncash contribution amounts reported on Form 990, Part VIII, line 1g | (d) Method of determining noncash contribution amounts |
|---|---|---|---|---|---|
| 1 | Art - Works of art | | | | |
| 2 | Art - Historical treasures | | | | |
| 3 | Art - Fractional interests | | | | |
| 4 | Books and publications | | | | |
| 5 | Clothing and household goods | | | | |
| 6 | Cars and other vehicles | | | | |
| 7 | Boats and planes | | | | |
| 8 | Intellectual property | | | | |
| 9 | Securities - Publicly traded | X | 1 | 1,518,807. | FMV |
| 10 | Securities - Closely held stock | | | | |
| 11 | Securities - Partnership, LLC, or trust interests | | | | |
| 12 | Securities - Miscellaneous | | | | |
| 13 | Qualified conservation contribution - Historic structures | | | | |
| 14 | Qualified conservation contribution - Other | | | | |
| 15 | Real estate - Residential | | | | |
| 16 | Real estate - Commercial | | | | |
| 17 | Real estate - Other | | | | |
| 18 | Collectibles | | | | |
| 19 | Food inventory | | | | |
| 20 | Drugs and medical supplies | | | | |
| 21 | Taxidermy | | | | |
| 22 | Historical artifacts | | | | |
| 23 | Scientific specimens | | | | |
| 24 | Archeological artifacts | | | | |
| 25 | Other ( ) | | | | |
| 26 | Other ( ) | | | | |
| 27 | Other ( ) | | | | |
| 28 | Other ( ) | | | | |

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

| | | Yes | No |
|---|---|---|---|
| 30a | During the year, did the organization receive by contribution any property reported in Part I, lines 1 through 28, that it must hold for at least 3 years from the date of the initial contribution, and which isn't required to be used for exempt purposes for the entire holding period? ..... 30a | | X |
| b | If "Yes," describe the arrangement in Part II. | | |
| 31 | Does the organization have a gift acceptance policy that requires the review of any nonstandard contributions? ..... 31 | | X |
| 32a | Does the organization hire or use third parties or related organizations to solicit, process, or sell noncash contributions? ..... 32a | | X |
| b | If "Yes," describe in Part II. | | |
| 33 | If the organization didn't report an amount in column (c) for a type of property for which column (a) is checked, describe in Part II. | | |

**Part II** **Supplemental Information.** Provide the information required by Part I, lines 30b, 32b, and 33, and whether the organization is reporting in Part I, column (b), the number of contributions, the number of items received, or a combination of both. Also, complete this part for any additional information.

SCHEDULE M, PART I, COLUMN (B):
REPRESENTS THE NUMBER OF CONTRIBUTORS.

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

# Supplemental Information to Form 990 or 990-EZ

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

OMB No. 1545-0047

Open to Public Inspection

Name of the organization: CENTER FOR ADOPTION SUPPORT AND EDUCATION, INC.

Employer identification number: 52-2100734

FORM 990, PART I, LINE 1, DESCRIPTION OF ORGANIZATION MISSION:
ENSURING THE WELL-BEING AND PERMANENCE OF CHILDREN, FAMILIES, AND INDIVIDUALS CONNECTED TO ADOPTION, FOSTER, AND KINSHIP CARE. C.A.S.E. WORKS ACROSS EVERY LEVEL OF THE PERMANENCE ECOSYSTEM-DELIVERING DIRECT SERVICES, TRAINING PROFESSIONALS, AND DRIVING SYSTEMS CHANGE-TO ENSURE FAMILIES STAY TOGETHER AND THRIVE. C.A.S.E.'S APPROACH IS ROOTED IN ADOPTION COMPETENCE: A DEEP UNDERSTANDING OF THE UNIQUE EXPERIENCES SHAPED BY LOSS, IDENTITY, TRAUMA, BELONGING, AND MORE. C.A.S.E. HAS BEEN ADVANCING THIS MISSION SINCE 1998, FUELED BY THE BELIEF THAT EVERY CHILD DESERVES LASTING CONNECTION, AND EVERY FAMILY DESERVES THE SUPPORT TO MAKE IT POSSIBLE.

FORM 990, PART III, LINE 1, DESCRIPTION OF ORGANIZATION MISSION:
OF THE PERMANENCE ECOSYSTEM-DELIVERING DIRECT SERVICES, TRAINING PROFESSIONALS, AND DRIVING SYSTEMS CHANGE-TO ENSURE FAMILIES STAY TOGETHER AND THRIVE. C.A.S.E.'S APPROACH IS ROOTED IN ADOPTION COMPETENCE: A DEEP UNDERSTANDING OF THE UNIQUE EXPERIENCES SHAPED BY LOSS, IDENTITY, TRAUMA, BELONGING, AND MORE. C.A.S.E. HAS BEEN ADVANCING THIS MISSION SINCE 1998, FUELED BY THE BELIEF THAT EVERY CHILD DESERVES LASTING CONNECTION, AND EVERY FAMILY DESERVES THE SUPPORT TO MAKE IT POSSIBLE.

FORM 990, PART III, LINE 4A, PROGRAM SERVICE ACCOMPLISHMENTS:
ADMINISTRATION OF CHILDREN AND FAMILIES, DEPARTMENT OF HEALTH AND HUMAN SERVICES. THE COOPERATIVE AGREEMENT WAS EXTENDED THROUGH SEPTEMBER 2022 WITH ADDITIONAL $1 MILLION/YEAR SENATE APPROPRIATIONS FUNDING TO CONTINUE THE IMPLEMENTATION NATIONALLY. THE COOPERATIVE AGREEMENT WAS REFUNDED IN OCTOBER 2022 FOR FIVE YEARS, $10 MILLION, TO CONTINUE NATIONWIDE INFUSION AND IMPLEMENTATION WITHIN CHILD WELFARE SYSTEMS AND INCREASE UTILIZATION BY MENTAL HEALTH PROVIDERS ALONG WITH UPDATING THE CURRICULUM AND CONTINUING THE EVALUATION. SINCE 2019, 35 STATE CHILD WELFARE AGENCIES ARE EITHER HOSTING OR ACTIVELY PROMOTING NTI WITH THEIR STAFF AND ANOTHER 23 LOCAL, STATE, AND NATIONAL CHILD WELFARE OR MENTAL HEALTH PRIVATE ORGANIZATIONS HAVE INTEGRATED NTI INTO PRACTICE. IN 2025, AN ADDITIONAL 2,806 PROFESSIONALS ENROLLED IN NTI WITH MORE THAN 31,033 INDIVIDUALS ENROLLING IN NTI SINCE 2017.

C.A.S.E. WAS AWARDED A NEW FIVE YEAR INITIATIVE FOR $20 MILLION IN SEPTEMBER 2023, TO CREATE THE NATIONAL CENTER FOR ADOPTION COMPETENT MENTAL HEALTH SERVICES. THIS INITIATIVE WAS FUNDED THROUGH A COOPERATIVE AGREEMENT (#90CO1145) WITH THE CHILDREN'S BUREAU, ADMINISTRATION OF CHILDREN AND FAMILIES, DEPARTMENT OF HEALTH AND HUMAN SERVICES. THE NATIONAL CENTER FOR ADOPTION COMPETENT MENTAL HEALTH SERVICES AIMS TO IMPROVE MENTAL HEALTH OUTCOMES FOR CHILDREN AND FAMILIES WHO EXPERIENCED CHILD WELFARE SYSTEMS BY PROVIDING TECHNICAL ASSISTANCE THAT BRIDGES THE GAP BETWEEN CHILD WELFARE AND MENTAL HEALTH SYSTEMS TO INCREASE ACCESS TO THE ADOPTION COMPETENT MENTAL HEALTH SERVICES THAT CHILDREN AND FAMILIES NEED. C.A.S.E. IS COLLABORATING WORK WITH NATIONAL LEADERS AS WELL AS PARENTS AND YOUNG ADULTS WITH LIVED EXPERIENCE TO PROVIDE A CONTINUUM OF SERVICES TO SUPPORT CROSS-SYSTEM COLLABORATION BETWEEN CHILD WELFARE SYSTEMS AND MENTAL HEALTH SYSTEMS. C.A.S.E. WILL OFFER SERVICES RANGING FROM ARTICLES,

Name of the organization CENTER FOR ADOPTION SUPPORT AND EDUCATION, INC.

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WEBINARS, AND PEER LEARNING COMMUNITIES TO HANDS-ON, TAILORED TECHNICAL ASSISTANCE (TA) TO DELIVER NEW AND ENHANCED SUPPORT AND TRAINING TO STATES, TRIBES, TERRITORIES, AND PROFESSIONALS TO MEET THE NEEDS OF CHILDREN AND FAMILIES. C.A.S.E. HAS ENGAGED FIVE NATIONAL PARTNERS AND SUBJECT MATTER EXPERTS TO HELP LEAD THIS INITIATIVE. CURRENTLY, C.A.S.E. IS PROVIDING INTENSIVE TA TO FIVE NATIONAL SITES AND ONE TRIBAL NATION.

C.A.S.E. IS A PARTNER WITH SPAULDING FOR CHILDREN, THE LEAD AGENCY, ON A NATIONAL INITIATIVE TO CREATE A NATIONAL CENTER FOR ENHANCED POST-ADOPTION SUPPORT. THIS INITIATIVE WAS FUNDED THROUGH A COOPERATIVE AGREEMENT WITH THE CHILDREN'S BUREAU, ADMINISTRATION OF CHILDREN AND FAMILIES, DEPARTMENT OF HEALTH AND HUMAN SERVICES IN OCTOBER 2023. THE POST-ADOPTION CENTER WILL SERVE AS A HUB FOR POST-ADOPTION EXPERTISE AND EVIDENCE-INFORMED TRAINING AND TECHNICAL ASSISTANCE TO SUPPORT STATES, TRIBAL NATIONS, AND TERRITORIES AROUND THE COUNTRY AS THEY DEVELOP AND IMPLEMENT RESPONSIVE, COMPREHENSIVE, AND ACCESSIBLE POST-ADOPTION SERVICES.

FORM 990, PART III, LINE 4B, PROGRAM SERVICE ACCOMPLISHMENTS: FAMILY THERAPY, TRAUMA INFORMED CARE, EXPRESSIVE THERAPY, AND EDUCATION TO ADDRESS THE UNIQUE NEEDS OF THIS POPULATION. C.A.S.E. COMBINES BEST PRACTICES AND INNOVATION TO PROVIDE PREMIERE COUNSELING SERVICES TO ADVANCE PERMANENCY FOR CHILDREN AND THE HEALTHY GROWTH AND DEVELOPMENT OF FAMILIES.

WENDY'S WONDERFUL KIDS, THE DAVE THOMAS FOUNDATION FOR ADOPTION HAS AWARDED C.A.S.E. A GRANT TO IMPLEMENT THE WENDY'S WONDERFUL KIDS EVIDENCE-BASED PROACTIVE, CHILD-FOCUSED RECRUITMENT MODEL IN THE STATE OF MARYLAND TARGETED EXCLUSIVELY ON MOVING THE LONGEST-WAITING CHILDREN FROM FOSTER CARE INTO ADOPTIVE FAMILIES.

C.A.S.E. HAS CONTRACTED WITH THE MARYLAND DEPARTMENT OF HUMAN SERVICES TO HELP CHILDREN AGED 18 AND YOUNGER WHO HAVE BEEN ADOPTED FROM FOSTER CARE TO GROW IN PERMANENT, STABLE, AND LOVING FAMILIES. THIS STATE-WIDE PROGRAM PROVIDES ADOPTIVE FAMILIES WITH ACCESS TO SPECIALIZED POST-ADOPTION MENTAL HEALTH SERVICES, CLINICAL RESOURCES, EDUCATIONAL SUPPORT, AND RELATED SERVICES DESIGNED TO HELP THEM NAVIGATE THE COMPLEXITIES OF ADOPTION. THROUGH THIS COMPREHENSIVE APPROACH, C.A.S.E. HAS SERVED 87 FAMILIES AND 294 INDIVIDUALS IN 2025.

C.A.S.E. IS LEADING THE NORTHERN POST ADOPTION CASE CONSORTIUM INITIATIVE, PARTNERING WITH CHILDREN'S HOME SOCIETY OF VIRGINIA AND ENCIRCLE THROUGH FUNDING FROM THE VIRGINIA DEPARTMENT OF SOCIAL SERVICES TO OFFER POST-ADOPTION CASE MANAGEMENT AND CLINICAL SERVICES TO HELP ADOPTIVE FAMILIES IN VIRGINIA ACCESS APPROPRIATE SERVICES AND RESOURCES THROUGH COMMUNITY-BASED LINKAGE AND REFERRAL, EDUCATION, AND ADVOCACY. IN 2025, 127 FAMILIES HAVE BEEN SERVED.

FORM 990, PART III, LINE 4C, PROGRAM SERVICE ACCOMPLISHMENTS: ADOPTION COMPETENCY PROGRAM. TAC TRAINING HAS BEEN REPLICATED WITH 225 COHORTS, TRAINING 3,083 PROFESSIONALS. IN 2025, 19 COHORTS OF TAC WERE PROVIDED BY C.A.S.E. AND ITS 19 PARTNER AGENCIES THROUGHOUT THE UNITED STATES FOR A TOTAL OF 233 STUDENTS ENROLLED. REFER TO WWW.ADOPTIONSUPPORT.ORG FOR SPECIFIC LOCALITIES.

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Employer identification number 52-2100734

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

EDUCATION RESOURCES AND TRAININGS - C.A.S.E.'S TRAINING PROGRAMS AND EDUCATIONAL FORUMS INTEGRATE THEORY, RESEARCH, AND BEST AND INNOVATIVE PRACTICES DESIGNED BY OUR EXPERTS AS WELL AS NATIONAL EXPERTS AND THOSE WITH LIVED EXPERIENCE IN PRE- AND POST-ADOPTION SUPPORT TO MEET THE SPECIFIC NEEDS OF LOCAL, NATIONAL, AND INTERNATIONAL FOSTER, KINSHIP, AND ADOPTION COMMUNITIES. IN 2025, 6,396 REGISTRANTS SIGNED UP FOR 10 STRENGTHENING YOUR FAMILY WEBINARS AND THREE ADDITIONAL WEBINARS. 273 INDIVIDUALS PARTICIPATED IN 12 CUSTOMIZED TRAININGS, WORKSHOPS, AND PRESENTATIONS PROVIDED BY C.A.S.E. STAFF TO PARENTS OR PROFESSIONALS VIA CONTRACTING AND COMMUNITY ORGANIZATIONS. 87 INDIVIDUALS IN THE ASSOCIATION OF TAC PROFESSIONALS PARTICIPATED IN FOUR TRAININGS.

ONE WISE UP! TRAIN THE TRAINER WORKSHOP WAS OFFERED WITH THREE NEW ORGANIZATIONS BECOMING LICENSED WISE UP! SITES FOR A TOTAL OF 17 LICENSED SITES. C.A.S.E. ALSO OFFERED FIVE SUPPORT GROUP SERIES FOR PARENTS AND ADULT ADOPTEES WITH 353 INDIVIDUALS PARTICIPATING. C.A.S.E. DELIVERED 390 IN-DEMAND EDUCATIONAL WEBINARS TO SUPPORT FAMILIES AND PROFESSIONALS.

SCHOOL-BASED MENTAL HEALTH PROFESSIONALS TRAINING - IN 2024, C.A.S.E. ADAPTED THE NTI TRAINING FOR MENTAL HEALTH PROFESSIONALS TO ASSURE SCHOOL-BASED MENTAL HEALTH PROFESSIONALS, INCLUDING SCHOOL COUNSELORS, SOCIAL WORKERS, THERAPISTS, PSYCHOLOGISTS, AND OTHER PROFESSIONALS AND ADMINISTRATORS, WOULD HAVE THE ABILITY TO UNDERSTAND AND ADDRESS THE MENTAL HEALTH AND DEVELOPMENT CHALLENGES OF STUDENTS WITH EXPERIENCES OF ADOPTION, FOSTER CARE, AND KINSHIP CARE IN PUBLIC, PRIVATE, AND CHARTER K-12 GRADES. MANY OF THESE STUDENTS EXPERIENCE ACADEMIC AND SOCIAL/PEER CHALLENGES DUE TO THEIR EARLY ADVERSE EXPERIENCES COMBINED WITH INTERRUPTIONS IN LEARNING RESULTING FROM MULTIPLE MOVES AND PLACEMENT CHANGES. THIS TRAINING WAS LAUNCHED IN SEPTEMBER 2023. IMPLEMENTATION IN LOCAL AND NATIONAL SCHOOLS AND SCHOOL DISTRICTS AND EVALUATION ACTIVITIES ARE FUNDED BY PRIVATE FUNDING. IN 2025, 1,029 SCHOOL-BASED MENTAL HEALTH PROFESSIONALS ENROLLED IN THE TRAINING WITH 2,029 ENROLLING SINCE THE TRAINING LAUNCHED. ADDITIONALLY, IMPLEMENTATION SPECIALISTS PROVIDED PROFESSIONAL DEVELOPMENT WORKSHOPS AND WORKED WITH SCHOOLS, SCHOOL DISTRICTS, AND STATE DEPARTMENTS OF EDUCATION TO PROMOTE INTEGRATION OF THE TRAINING.

ACADEMY FOR ELEVATING CLINICAL PRACTICE IN PERMANENCY (THE ACADEMY) - THE ACADEMY WAS CREATED IN 2021, THEN KNOWN AS THE NATIONAL DEMONSTRATION AND TEACHING CLINIC (DTC), TO ADDRESS THE COMBINED NATIONAL MENTAL HEALTH CRISIS AND NATIONAL WORKFORCE SHORTAGE BY PREPARING MENTAL HEALTH PROFESSIONALS TO SERVE THE ADOPTION, FOSTER CARE, AND KINSHIP CAREGIVING COMMUNITY MORE EFFICIENTLY AND EFFECTIVELY. AT THE ACADEMY, THERAPISTS OF ALL LEVELS GROW AND DEEPEN IN ADOPTION SPECIALTY PRACTICE THROUGH A RANGE OF SUPPORTS. THESE INCLUDE:

- NEWLY CREATED ADVANCED COURSEWORK PROPRIETARY TO THE ACADEMY
- PARTICIPATION IN YEAR-LONG LEARNING COHORTS WITH THEIR PEERS AND ADVANCED CONSULTANTS

- ACCESS TO C.A.S.E.'S LEARNING MANAGEMENT SYSTEM WITH TWO UNIQUELY

Name of the organization CENTER FOR ADOPTION SUPPORT AND EDUCATION, INC.

Employer identification number 52-2100734

CREATED INSTRUCTIONAL VIDEO COLLECTIONS, PROPRIETARY TO THE ACADEMY

- OPTIONAL TRAINING IN THE SIMULATION LABORATORY

AUDIENCES OF THE ACADEMY INCLUDE INTERNS, MID-LEVEL/POST MENTAL HEALTH CLINICIANS, AND ADVANCED CLINICIANS. THE ACADEMY PILOTED WITH THE INTERN AUDIENCE AT C.A.S.E. FROM 2022-25, THROUGH A COLLABORATION FOR WORKFORCE DEVELOPMENT WITH THE UNIVERSITY OF OKLAHOMA 2023-25, AND WITH TWO OF THE THREE COURSES FOR ADVANCED CLINICIANS THAT WERE PILOTED IN 2024, RAN AGAIN IN 2025, AND A NEW COURSE WAS ADDED ALONG WITH TWO 20 SESSION LEARNING COHORTS: ONE FOR MID-LEVEL AND ONE FOR ADVANCED CLINICIANS, RESPECTIVELY. DEMONSTRABLE OUTCOMES ON VARIOUS MEASURES ARE SHOWING PROMISING RESULTS INCLUDING PRE AND POST DATA. OFFERINGS WILL BE AVAILABLE SIMULTANEOUSLY TO INTERN AND ADVANCE AUDIENCES IN 2026. EXPENSES $ 676,979. INCLUDING GRANTS OF $ 0. REVENUE $ 0.

PUBLICATIONS - C.A.S.E. PUBLICATIONS EDUCATE FAMILIES, PROFESSIONALS, AND THE COMMUNITY ABOUT A WIDE RANGE OF TOPICS TO SUPPORT THE FOSTER, KINSHIP, AND ADOPTION COMMUNITIES. C.A.S.E. STAFF MEMBERS CONTINUE TO AUTHOR BOOKS, ARTICLES, AND FACT SHEETS TO FURTHER EDUCATE PARENTS AND PROFESSIONALS.

C.A.S.E. PUBLICATIONS INCLUDE A MONTHLY E-NEWSLETTER, BENEATH THE MASK: UNDERSTANDING ADOPTED TEENS, BENEATH THE MASK: FOR TEEN ADOPTEES, THE WHOLE ME, W.I.S.E. UP! POWERBOOK FOR ADOPTEES AND FOSTER CARE, AND 52 WAYS TO TALK ABOUT ADOPTION.
EXPENSES $ 19,457. INCLUDING GRANTS OF $ 0. REVENUE $ 346,195.

FORM 990, PART VI, SECTION A, LINE 2:
KATHLEEN DUGAN, DIRECTOR AND MICHAEL DUGAN, DIRECTOR HAVE A FAMILIAL RELATIONSHIP.

FORM 990, PART VI, SECTION B, LINE 11B:
THE FORM 990 WAS PREPARED BY OUTSIDE ACCOUNTANTS AND REVIEWED BY THE FINANCE COMMITTEE. A FINAL COPY OF THE FORM 990 WAS PROVIDED TO THE FULL BOARD OF DIRECTORS PRIOR TO FILING WITH THE IRS.

FORM 990, PART VI, SECTION B, LINE 12C:
ANNUALLY, EACH BOARD MEMBER AND EMPLOYEE MUST READ AND SIGN THE CONFLICT OF INTEREST POLICY, INDICATING THAT THEY DO NOT HAVE ANY CONFLICTS OF INTEREST. IF C.A.S.E. WISHES TO SECURE PRODUCTS OR SERVICES WITH MEMBERS OF THE BOARD OR THEIR AFFILIATIONS, THE ORGANIZATION WILL ALSO SECURE OTHER BIDS FOR SUCH GOODS/SERVICES WITH OTHER VENDORS AND AWARD APPROPRIATELY. IF A BOARD MEMBER IS ASKED TO VOTE ON A MEASURE THAT COULD CREATE A CONFLICT, THEY MUST RECUSE THEMSELVES FROM THE VOTE. CURRENTLY, THE BOARD CHAIR MONITORS AND ENFORCES THE POLICY.

FORM 990, PART VI, SECTION B, LINE 15A:
ANNUALLY, THE BUDGET IS REVIEWED AND DISCUSSED WITH THE FINANCE COMMITTEE AND THEN APPROVED BY THE BOARD OF DIRECTORS. THE ORGANIZATION USES COMPARABILITY DATA FROM OTHER NOT-FOR-PROFIT ORGANIZATIONS TO DETERMINE COMPENSATION AND DOCUMENTS ITS FINDINGS. ANY INCREASES IN COMPENSATION FOR THE CEO ARE APPROVED BY THE BOARD OF DIRECTORS. THE LAST REVIEW TOOK PLACE IN MARCH 2026.

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

Name of the organization CENTER FOR ADOPTION SUPPORT AND EDUCATION, INC.

Employer identification number 52-2100734

AL,AK,AR,CA,CO,CT,DC,FL,GA,HI,IL,IN,IA,KS,KY,LA,ME,MD,MA,MI,MN,MS,NE,NV,NH NJ,NM,NY,NC,ND,OH,OK,OR,PA,RI,SC,TN,UT,VA,WA,WV,WI,MO

FORM 990, PART VI, SECTION C, LINE 19:
TO PROTECT THE INTERESTS OF C.A.S.E. AND THE PEOPLE IT SERVES, C.A.S.E. MAINTAINS POLICIES ON: CONFLICT OF INTEREST FOR STAFF AND FOR BOARD MEMBERS WHO SIGN IT ANNUALLY; ETHICAL PRACTICES AND CODES OF CONDUCT WHICH INCLUDES WHISTLEBLOWER PROTECTION; RECORDS RETENTION AND DESTRUCTION; DONOR PRIVACY; AND CLIENT CONFIDENTIALITY AND PRIVACY PRACTICES. THE ORGANIZATION MAKES ITS GOVERNING DOCUMENTS, CONFLICT OF INTEREST POLICY, AND FINANCIAL STATEMENTS AVAILABLE TO THE PUBLIC UPON REQUEST.

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

| | |
|---|---|
| CONSULTING: | |
| PROGRAM SERVICE EXPENSES | 767,905. |
| MANAGEMENT AND GENERAL EXPENSES | 119,338. |
| FUNDRAISING EXPENSES | 43,575. |
| TOTAL EXPENSES | 930,818. |
| | |
| PARTNER PAYMENTS: | |
| PROGRAM SERVICE EXPENSES | 2,871,021. |
| MANAGEMENT AND GENERAL EXPENSES | 0. |
| FUNDRAISING EXPENSES | 0. |
| TOTAL EXPENSES | 2,871,021. |
| TOTAL OTHER FEES ON FORM 990, PART IX, LINE 11G, COL A | 3,801,839. |

FORM 990, PART XII, LINE 2C:
THERE WAS NO CHANGE TO ITS AUDIT OVERSIGHT OR SELECTION PROCESS DURING THE YEAR.