

Form **990**

Return of Organization Exempt From Income Tax

OMB No. 1545-0047

Department of the Treasury
Internal Revenue Service

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

2024

Open to Public Inspection

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

B Check if applicable: <input type="checkbox"/> Address change <input type="checkbox"/> Name change <input type="checkbox"/> Initial return <input type="checkbox"/> Final return/terminated <input type="checkbox"/> Amended return <input type="checkbox"/> Application pending	C Name of organization TEAM PENNSYLVANIA FOUNDATION Doing business as Number and street (or P.O. box if mail is not delivered to street address) Room/suite 320 MARKET STREET 600W City or town, state or province, country, and ZIP or foreign postal code HARRISBURG, PA 17101 F Name and address of principal officer: ABBY SMITH SAME AS C ABOVE	D Employer identification number 23-2876177 E Telephone number 717-233-1375 G Gross receipts \$ 5,620,921. H(a) Is this a group return for subordinates? <input type="checkbox"/> Yes <input checked="" type="checkbox"/> No H(b) Are all subordinates included? <input type="checkbox"/> Yes <input type="checkbox"/> No If "No," attach a list. See instructions H(c) Group exemption number
I Tax-exempt status: <input checked="" type="checkbox"/> 501(c)(3) <input type="checkbox"/> 501(c) () (insert no.) <input type="checkbox"/> 4947(a)(1) or <input type="checkbox"/> 527		
J Website: WWW.TEAMPA.COM		
K Form of organization: <input checked="" type="checkbox"/> Corporation <input type="checkbox"/> Trust <input type="checkbox"/> Association <input type="checkbox"/> Other		L Year of formation: 1997 M State of legal domicile: PA

Part I Summary

	1	Briefly describe the organization's mission or most significant activities: ACCELERATING PENNSYLVANIA'S ECONOMIC GROWTH THROUGH PUBLIC-PRIVATE PARTNERSHIP		
	2	Check this box <input type="checkbox"/> 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	46
	4	Number of independent voting members of the governing body (Part VI, line 1b)	4	44
	5	Total number of individuals employed in calendar year 2024 (Part V, line 2a)	5	13
	6	Total number of volunteers (estimate if necessary)	6	60
	7a	Total unrelated business revenue from Part VIII, column (C), line 12	7a	0.
	7b	Net unrelated business taxable income from Form 990-T, Part I, line 11	7b	0.
	Revenue	8	Contributions and grants (Part VIII, line 1h)	Prior Year 980,345.
9		Program service revenue (Part VIII, line 2g)	1,388,687.	1,517,365.
10		Investment income (Part VIII, column (A), lines 3, 4, and 7d)	301,490.	241,979.
11		Other revenue (Part VIII, column (A), lines 5, 6d, 8c, 9c, 10c, and 11e)	82,652.	196,481.
12		Total revenue - add lines 8 through 11 (must equal Part VIII, column (A), line 12)	2,753,174.	3,133,534.
Expenses		13	Grants and similar amounts paid (Part IX, column (A), lines 1-3)	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)	1,435,059.	1,458,157.
	16a	Professional fundraising fees (Part IX, column (A), line 11e)	0.	0.
	b	Total fundraising expenses (Part IX, column (D), line 25)	226,007.	
	17	Other expenses (Part IX, column (A), lines 11a-11d, 11f-24e)	2,101,004.	2,481,237.
	18	Total expenses. Add lines 13-17 (must equal Part IX, column (A), line 25)	3,536,063.	3,939,394.
	19	Revenue less expenses. Subtract line 18 from line 12	-782,889.	-805,860.
Net Assets or Fund Balances	20	Total assets (Part X, line 16)	Beginning of Current Year 10,337,036.	End of Year 10,240,001.
	21	Total liabilities (Part X, line 26)	1,981,854.	2,097,791.
	22	Net assets or fund balances. Subtract line 21 from line 20	8,355,182.	8,142,210.

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 ABBY SMITH, PRESIDENT & CEO Type or print name and title	Date			
Paid Preparer Use Only	Preparer's name DAVID J. MANBECK, CPA	Preparer's signature	Date	Check if self-employed <input type="checkbox"/>	PTIN P00773661
	Firm's name BOYER & RITTER, LLC	Firm's EIN 23-1311005		Phone no. 717-761-7210	
	Firm's address 211 HOUSE AVENUE CAMP HILL, PA 17011				

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

Part III Statement of Program Service Accomplishments

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

1 Briefly describe the organization's mission: WORKING TOGETHER FOR ALL PENNSYLVANIANS IN PUBLIC-PRIVATE PARTNERSHIP, WE ACCELERATE THE COMMONWEALTH'S LONG-TERM ECONOMIC FUTURE

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

3 Did the organization cease conducting, or make significant changes in how it conducts, any program services? [] Yes [X] No

4 Describe the organization's program service accomplishments for each of its three largest program services, as measured by expenses.

4a (Code:) (Expenses \$ 1,362,321. including grants of \$) (Revenue \$ 90,566.)

IMPACT AND INNOVATION INITIATIVES THE IMPACT AND INNOVATION INITIATIVES ARE TEAM PENNSYLVANIA'S INDEPENDENT, CORE PORTFOLIO OF WORK. WE ARE THE STATE'S TRUSTED NEUTRAL BROKER AND COVENER, AND WE COMBINE COLLABORATION WITH STRATEGIC INVESTMENT OF PUBLIC AND PRIVATE FUNDS TO ACCELERATE PENNSYLVANIA'S ECONOMY. A CORE FOCUS OF OUR WORK IS THE CONVENING OF CROSS-SECTOR COLLABORATIVES IN AGRICULTURE, ENERGY, MANUFACTURING, AND ROBOTICS/TECHNOLOGY. EACH COLLABORATIVE INCLUDES POLICY MAKERS AND BUSINESS LEADERS FROM ACROSS THE COMMONWEALTH, AS WELL AS LEADERS OF LABOR, ACADEMIA, AND NONPROFITS. THEIR MAIN PURPOSE IS TO CREATE THE CONDITIONS FOR INNOVATIVE, TECHNOLOGICAL, AND MARKET-DRIVEN SOLUTIONS THAT POSITION PENNSYLVANIA AS A LEADER AMONG STATES AND A COMPETITOR

4b (Code:) (Expenses \$ 1,001,760. including grants of \$) (Revenue \$ 1,001,760.)

ECONOMIC DEVELOPMENT GRANT TEAM PENNSYLVANIA BOTH STAFFS AND CONTRACTS WITH CONSULTING SUPPORT TO CARRY OUT ECONOMIC DEVELOPMENT ACTIVITIES IN PARTNERSHIP WITH DCED, INCLUDING BUT NOT LIMITED TO THE FOLLOWING: STRENGTHENING THE MANUFACTURING SECTOR, SUPPORTING THE BUILDOUT OF CROSS-SECTOR COLLABORATIVES, PROMOTING INNOVATION, AND ENSURING THAT PENNSYLVANIA IS COMPETITIVE THROUGH SITE READINESS.

4c (Code:) (Expenses \$ 442,834. including grants of \$) (Revenue \$ 4,000.)

EARLY LEARNING INVESTMENT COMMISSION THE EARLY LEARNING INVESTMENT COMMISSION (ELIC) WAS CREATED BY EXECUTIVE ORDER 2008-08 TO BUILD A PARTNERSHIP BETWEEN THE PUBLIC SECTOR AND BUSINESS COMMUNITY ON THE VALUE OF PUBLIC INVESTMENT IN EARLY LEARNING, FOCUSING ON PRACTICES THAT ARE EDUCATIONALLY, ECONOMICALLY AND SCIENTIFICALLY SOUND. ELIC SEEKS TO IDENTIFY PUBLIC-PRIVATE STRATEGIES DEDICATED TO SUPPORTING AND ADVANCING PENNSYLVANIA'S EARLY LEARNING AND ECONOMIC DEVELOPMENT THROUGH SELECTED PROJECTS.

4d Other program services (Describe on Schedule O.) (Expenses \$ 589,361. including grants of \$) (Revenue \$ 617,520.)

4e Total program service expenses 3,396,276.

Part IV Checklist of Required Schedules

Table with 3 columns: Question ID, Yes, No. Rows include questions 1 through 21 regarding organizational requirements and schedules A through I.

Part IV Checklist of Required Schedules (continued)

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

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

Part V Statements Regarding Other IRS Filings and Tax Compliance

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

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

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

Table with columns for question number, question text, and Yes/No columns. Includes questions 2a through 17 regarding employee counts, tax returns, unrelated business income, foreign accounts, prohibited transactions, and charitable contributions.

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

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

Section A. Governing Body and Management

Table with 3 columns: Question, Yes, No. Rows include: 1a (46), 1b (44), 2 (X), 3 (X), 4 (X), 5 (X), 6 (X), 7a (X), 7b (X), 8a (X), 8b (X), 9 (X).

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

Table with 3 columns: Question, Yes, No. Rows include: 10a (X), 10b, 11a (X), 11b, 12a (X), 12b (X), 12c (X), 13 (X), 14 (X), 15a (X), 15b (X), 16a (X), 16b.

Section C. Disclosure

- 17 List the states with which a copy of this Form 990 is required to be filed PA
18 Section 6104 requires an organization to make its Forms 1023 (1024 or 1024-A, if applicable), 990, and 990-T (section 501(c)(3)s only) available for public inspection. Indicate how you made these available. Check all that apply.
[X] Own website [] Another's website [X] Upon request [] Other (explain on Schedule O)
19 Describe on Schedule O whether (and if so, how) the organization made its governing documents, conflict of interest policy, and financial statements available to the public during the tax year.
20 State the name, address, and telephone number of the person who possesses the organization's books and records
ABBY SMITH, PRESIDENT & CEO - 717-233-1375
320 MARKET STREET, SUITE 600W, HARRISBURG, PA 17101

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) ABBY SMITH PRESIDENT & CEO	50.00			X			213,964.	0.	6,419.	
(2) JOHN PACKER CONTRACTED CFO	10.00			X			0.	0.	0.	
(3) ANDREA HEBERLEIN PA ELIC, EXECUTIVE DIRECTOR	40.00					X	125,642.	0.	0.	
(4) LISA RIGGS SENIOR MANAGING DIRECTOR, ECONOMIC G	40.00					X	186,083.	0.	0.	
(5) HON. JOSH SHAPIRO CO-CHAIR	1.00	X		X			0.	0.	0.	
(6) BRIAN JACKSON CO-CHAIR	1.00	X		X			0.	0.	0.	
(7) SHANNON MASSEY VICE CHAIR	1.00	X		X			0.	0.	0.	
(8) TIFFANY WILSON TREASURER	1.00	X		X			0.	0.	0.	
(9) EDWIN HILL, JR. SECRETARY	1.00	X		X			0.	0.	0.	
(10) BRENDA ALLEN DIRECTOR	1.00	X					0.	0.	0.	
(11) RON BELLDEGRUN DIRECTOR	1.00	X					0.	0.	0.	
(12) NEELI BENDAPUDI DIRECTOR	1.00	X					0.	0.	0.	
(13) CHRIS BINGAMAN DIRECTOR	1.00	X					0.	0.	0.	
(14) SHEILAH BORNE DIRECTOR	1.00	X					0.	0.	0.	
(15) JOEL BURSTEIN DIRECTOR	1.00	X					0.	0.	0.	
(16) HON. AMANDA CAPPELLETTI DIRECTOR	1.00	X					0.	0.	0.	
(17) TIM CHARLESWORTH DIRECTOR	1.00	X					0.	0.	0.	

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

(A) Name and title	(B) Average hours per week (list any hours for related organizations below line)	(C) Position (do not check more than one box, unless person is both an officer and a director/trustee)						(D) Reportable compensation from the organization (W-2/1099-MISC/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) RONN CORT DIRECTOR	1.00	X						0.	0.	0.
(19) DAVID DAVIS DIRECTOR	1.00	X						0.	0.	0.
(20) MICHAEL DUCKER DIRECTOR	1.00	X						0.	0.	0.
(21) CARRIE EGLINTON MANNER DIRECTOR	1.00	X						0.	0.	0.
(22) JACQUELINE FIDLER DIRECTOR	1.00	X						0.	0.	0.
(23) CHAD FIRESTONE DIRECTOR	1.00	X						0.	0.	0.
(24) JACKIE FOOR DIRECTOR	1.00	X						0.	0.	0.
(25) HON. VALERIE GAYDOS DIRECTOR	1.00	X						0.	0.	0.
(26) BERNIE HALL DIRECTOR	1.00	X						0.	0.	0.
1b Subtotal								525,689.	0.	6,419.
c Total from continuation sheets to Part VII, Section A								0.	0.	0.
d Total (add lines 1b and 1c)								525,689.	0.	6,419.

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 3

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

Section B. Independent Contractors

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

(A) Name and business address	(B) Description of services	(C) Compensation
THE BOSTON CONSULTING GROUP, INC. 200 PIER FOUR BOULEVARD, BOSTON, MA 02210	CONSULTING SERVICES	450,000.
DELOITTE PO BOX 844717, DALLAS, TX 75284	CONSULTING SERVICES	295,000.
AMBIENT INFORMATION TECHNOLOGIES LLC, 267 BOBST MOUNTAIN ROAD, COGAN STATION, PA	CONSULTING SERVICES	180,268.
ALIGN LTD 63 CONESTOGA BLVD, LANCASTER, PA 17602	MANAGEMENT SERVICES	149,931.
BUCHANAN PUBLIC RELATIONS LLC 890 COUNTY LINE ROAD, BRYN MAWR, PA 19010	MEDIA TRAINING AND PUBLIC RELATIONS SUP	100,800.

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

SEE PART VII, SECTION A CONTINUATION SHEETS

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

(A) Name and title	(B) Average hours per week (list any hours for related organizations below line)	(C) Position (check all that apply)						(D) Reportable compensation from the organization (W-2/1099-MISC)	(E) Reportable compensation from related organizations (W-2/1099-MISC)	(F) Estimated amount of other compensation from the organization and related organizations
		Individual trustee or director	Institutional trustee	Officer	Key employee	Highest compensated employee	Former			
(27) KRISTA JOHNSON DIRECTOR	1.00	X					0.	0.	0.	
(28) BRAD JONES DIRECTOR	1.00	X					0.	0.	0.	
(29) SANDEEPA KALEIDA DIRECTOR	1.00	X					0.	0.	0.	
(30) HON. PATTY KIM DIRECTOR	1.00	X					0.	0.	0.	
(31) SEAN LUTHER DIRECTOR	1.00	X					0.	0.	0.	
(32) KEVIN MAHONEY DIRECTOR	1.00	X					0.	0.	0.	
(33) HON. KRISTIN MARCELL DIRECTOR	1.00	X					0.	0.	0.	
(34) HON. KYLE MULLINS DIRECTOR	1.00	X					0.	0.	0.	
(35) KHALID MUMIN DIRECTOR	1.00	X					0.	0.	0.	
(36) JENNIFER MURPHY DIRECTOR	1.00	X					0.	0.	0.	
(37) TIM NECASTRO DIRECTOR	1.00	X					0.	0.	0.	
(38) HAYLEY PAINTER DIRECTOR	1.00	X					0.	0.	0.	
(39) CHARLES PATTERSON DIRECTOR	1.00	X					0.	0.	0.	
(40) ERIC PATTON DIRECTOR	1.00	X					0.	0.	0.	
(41) HON. RUSSELL REDDING DIRECTOR	1.00	X					0.	0.	0.	
(42) ERIC REED DIRECTOR	1.00	X					0.	0.	0.	
(43) HON. DEVLIN ROBINSON DIRECTOR	1.00	X					0.	0.	0.	
(44) HON. CARRIE ROWE DIRECTOR	1.00	X					0.	0.	0.	
(45) HON. RICK SIGER DIRECTOR	1.00	X					0.	0.	0.	
(46) DARREN THOMPSON DIRECTOR	1.00	X					0.	0.	0.	
Total to Part VII, Section A, line 1c										

Part VIII Statement of Revenue

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

				(A)	(B)	(C)	(D)
				Total revenue	Related or exempt function revenue	Unrelated business revenue	Revenue excluded from tax under sections 512 - 514
Contributions, Gifts, Grants and Other Similar Amounts	1 a	Federated campaigns	1a				
	b	Membership dues	1b				
	c	Fundraising events	1c				
	d	Related organizations	1d				
	e	Government grants (contributions)	1e				
	f	All other contributions, gifts, grants, and similar amounts not included above ...	1f	1,177,709.			
	g	Noncash contributions included in lines 1a-1f	1g	\$			
	h	Total. Add lines 1a-1f		1,177,709.			
Program Service Revenue	2 a	ECONOMIC DEVELOPMENT GRANT	Business Code	900099	1,001,760.	1,001,760.	
	b	MANUFACTURING COMPETITIVENESS	Business Code	900099	172,701.	172,701.	
	c	ECONOMIC COMPETITIVENESS	Business Code	900099	138,902.	138,902.	
	d	ECONOMIC IMPACT OF AGRICULTURE AC	Business Code	900099	63,867.	63,867.	
	e	INTERNATIONAL BUSINESS SUPPORT	Business Code	900099	60,000.	60,000.	
	f	All other program service revenue	Business Code	900099	80,135.	80,135.	
	g	Total. Add lines 2a-2f			1,517,365.		
	3	Investment income (including dividends, interest, and other similar amounts)			225,772.		225,772.
4	Income from investment of tax-exempt bond proceeds						
5	Royalties						
Other Revenue	6 a	Gross rents		(i) Real	(ii) Personal		
	b	Less: rental expenses ...					
	c	Rental income or (loss)					
	d	Net rental income or (loss)					
	7 a	Gross amount from sales of assets other than inventory		(i) Securities	(ii) Other		
	b	Less: cost or other basis and sales expenses					
	c	Gain or (loss)					
	d	Net gain or (loss)			16,207.		16,207.
	8 a	Gross income from fundraising events (not including \$ _____ of contributions reported on line 1c). See Part IV, line 18	8a				
	b	Less: direct expenses	8b				
	c	Net income or (loss) from fundraising events					
	9 a	Gross income from gaming activities. See Part IV, line 19	9a				
	b	Less: direct expenses	9b				
	c	Net income or (loss) from gaming activities					
10 a	Gross sales of inventory, less returns and allowances	10a					
b	Less: cost of goods sold	10b					
c	Net income or (loss) from sales of inventory						
Miscellaneous Revenue	11 a	MISCELLANEOUS INCOME	Business Code	900099	191,825.	191,825.	
	b	EVENT INCOME	Business Code	900099	4,656.	4,656.	
	c					
	d	All other revenue					
	e	Total. Add lines 11a-11d			196,481.		
12	Total revenue. See instructions			3,133,534.	1,713,846.	0.	241,979.

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	223,022.	176,878.	17,284.	28,860.
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	1,043,679.	827,736.	80,886.	135,057.
8 Pension plan accruals and contributions (include section 401(k) and 403(b) employer contributions)	27,676.	21,949.	2,146.	3,581.
9 Other employee benefits	69,347.	54,999.	5,374.	8,974.
10 Payroll taxes	94,433.	74,520.	7,060.	12,853.
11 Fees for services (nonemployees):				
a Management	29,903.		29,903.	
b Legal	17,120.	17,120.		
c Accounting	10,890.		10,890.	
d Lobbying				
e Professional fundraising services. See Part IV, line 17				
f Investment management fees	34,375.		34,375.	
g Other. (If line 11g amount exceeds 10% of line 25, column (A), amount, list line 11g expenses on Sch O.)	1,800,658.	1,771,126.	29,532.	
12 Advertising and promotion	123,229.	108,502.	14,727.	
13 Office expenses	44,201.	34,810.	2,906.	6,485.
14 Information technology	11,114.	7,669.	1,667.	1,778.
15 Royalties				
16 Occupancy	195,123.	122,472.	44,252.	28,399.
17 Travel	51,159.	49,729.	1,430.	
18 Payments of travel or entertainment expenses for any federal, state, or local public officials ...				
19 Conferences, conventions, and meetings	26,852.	26,852.		
20 Interest				
21 Payments to affiliates				
22 Depreciation, depletion, and amortization	6,015.	3,694.	2,321.	
23 Insurance	16,953.		16,953.	
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 MISCELLANEOUS	59,449.	59,449.		
b TRAINING	25,910.	10,485.	15,405.	20.
c SPONSORSHIPS	14,359.	14,359.		
d SPECIAL EVENTS	11,348.	11,348.		
e All other expenses	2,579.	2,579.		
25 Total functional expenses. Add lines 1 through 24e	3,939,394.	3,396,276.	317,111.	226,007.
26 Joint costs. Complete this line only if the organization reported in column (B) joint costs from a combined educational campaign and fundraising solicitation. Check here <input type="checkbox"/> if following SOP 98-2 (ASC 958-720)				

Part X Balance Sheet

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

		(A) Beginning of year		(B) End of year
Assets	1 Cash - non-interest-bearing		1	316,503.
	2 Savings and temporary cash investments	1,674,201.	2	975,097.
	3 Pledges and grants receivable, net	283,735.	3	436,675.
	4 Accounts receivable, net	588,137.	4	322,833.
	5 Loans and other receivables from any current or former officer, director, trustee, key employee, creator or founder, substantial contributor, or 35% controlled entity or family member of any of these persons		5	
	6 Loans and other receivables from other disqualified persons (as defined under section 4958(f)(1)), and persons described in section 4958(c)(3)(B)		6	
	7 Notes and loans receivable, net		7	
	8 Inventories for sale or use		8	
	9 Prepaid expenses and deferred charges	9,402.	9	9,855.
	10a Land, buildings, and equipment: cost or other basis. Complete Part VI of Schedule D	10a 143,876.		
	b Less: accumulated depreciation	10b 109,076.	10c	34,800.
	11 Investments - publicly traded securities	7,537,212.	11	7,410,228.
	12 Investments - other securities. See Part IV, line 11	220,531.	12	137,354.
	13 Investments - program-related. See Part IV, line 11		13	
	14 Intangible assets		14	
	15 Other assets. See Part IV, line 11	23,818.	15	596,656.
16 Total assets. Add lines 1 through 15 (must equal line 33)	10,337,036.	16	10,240,001.	
Liabilities	17 Accounts payable and accrued expenses	416,769.	17	137,649.
	18 Grants payable		18	
	19 Deferred revenue	492,218.	19	312,814.
	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		24	
	25 Other liabilities (including federal income tax, payables to related third parties, and other liabilities not included on lines 17-24). Complete Part X of Schedule D	1,072,867.	25	1,647,328.
	26 Total liabilities. Add lines 17 through 25	1,981,854.	26	2,097,791.
Net Assets or Fund Balances	Organizations that follow FASB ASC 958, check here <input checked="" type="checkbox"/> and complete lines 27, 28, 32, and 33.			
	27 Net assets without donor restrictions	7,636,568.	27	7,506,287.
	28 Net assets with donor restrictions	718,614.	28	635,923.
	Organizations that do not follow FASB ASC 958, check here <input type="checkbox"/> and complete lines 29 through 33.			
	29 Capital stock or trust principal, or current funds		29	
	30 Paid-in or capital surplus, or land, building, or equipment fund		30	
	31 Retained earnings, endowment, accumulated income, or other funds		31	
	32 Total net assets or fund balances	8,355,182.	32	8,142,210.
	33 Total liabilities and net assets/fund balances	10,337,036.	33	10,240,001.

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	3,133,534.
2	Total expenses (must equal Part IX, column (A), line 25)	2	3,939,394.
3	Revenue less expenses. Subtract line 2 from line 1	3	-805,860.
4	Net assets or fund balances at beginning of year (must equal Part X, line 32, column (A))	4	8,355,182.
5	Net unrealized gains (losses) on investments	5	592,888.
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	8,142,210.

Part XII Financial Statements and Reporting

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

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

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

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

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

Section A. Public Support

Calendar year (or fiscal year beginning in)	(a) 2020	(b) 2021	(c) 2022	(d) 2023	(e) 2024	(f) Total
1 Gifts, grants, contributions, and membership fees received. (Do not include any "unusual grants.")	1073347.	764,716.	1199637.	980,345.	1177709.	5195754.
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	1073347.	764,716.	1199637.	980,345.	1177709.	5195754.
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)						770,524.
6 Public support. Subtract line 5 from line 4.						4425230.

Section B. Total Support

Calendar year (or fiscal year beginning in)	(a) 2020	(b) 2021	(c) 2022	(d) 2023	(e) 2024	(f) Total
7 Amounts from line 4	1073347.	764,716.	1199637.	980,345.	1177709.	5195754.
8 Gross income from interest, dividends, payments received on securities loans, rents, royalties, and income from similar sources	125,698.	162,766.	219,876.	284,574.	225,772.	1018686.
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.)	10,695.	71,385.	75,015.	75,636.	196,481.	429,212.
11 Total support. Add lines 7 through 10						6643652.
12 Gross receipts from related activities, etc. (see instructions)					12	7,722,170.
13 First 5 years. If the Form 990 is for the organization's first, second, third, fourth, or fifth tax year as a section 501(c)(3) organization, check this box and stop here						<input type="checkbox"/>

Section C. Computation of Public Support Percentage

14 Public support percentage for 2024 (line 6, column (f), divided by line 11, column (f))	14	66.61 %
15 Public support percentage from 2023 Schedule A, Part II, line 14	15	66.16 %
16a 33 1/3% support test - 2024. If the organization did not check the box on line 13, and line 14 is 33 1/3% or more, check this box and stop here. The organization qualifies as a publicly supported organization		<input checked="" type="checkbox"/>
b 33 1/3% support test - 2023. If the organization did not check a box on line 13 or 16a, and line 15 is 33 1/3% or more, check this box and stop here. The organization qualifies as a publicly supported organization		<input type="checkbox"/>
17a 10% -facts-and-circumstances test - 2024. If the organization did not check a box on line 13, 16a, or 16b, and line 14 is 10% or more, and if the organization meets the facts-and-circumstances test, check this box and stop here. Explain in Part VI how the organization meets the facts-and-circumstances test. The organization qualifies as a publicly supported organization		<input type="checkbox"/>
b 10% -facts-and-circumstances test - 2023. If the organization did not check a box on line 13, 16a, 16b, or 17a, and line 15 is 10% or more, and if the organization meets the facts-and-circumstances test, check this box and stop here. Explain in Part VI how the organization meets the facts-and-circumstances test. The organization qualifies as a publicly supported organization		<input type="checkbox"/>
18 Private foundation. If the organization did not check a box on line 13, 16a, 16b, 17a, or 17b, check this box and see instructions		<input type="checkbox"/>

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

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

Section A. Public Support

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

Section B. Total Support

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

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

Section C. Computation of Public Support Percentage

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

Section D. Computation of Investment Income Percentage

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

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

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

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

Part IV Supporting Organizations

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

Section A. All Supporting Organizations

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

Part IV Supporting Organizations (continued)

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

Section B. Type I Supporting Organizations

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

Section C. Type II Supporting Organizations

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

Section D. All Type III Supporting Organizations

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

Section E. Type III Functionally Integrated Supporting Organizations

1 Check the box next to the method that the organization used to satisfy the Integral Part Test during the year (see instructions).		
a <input type="checkbox"/> The organization satisfied the Activities Test. Complete line 2 below.		
b <input type="checkbox"/> The organization is the parent of each of its supported organizations. Complete line 3 below.		
c <input type="checkbox"/> The organization supported a governmental entity. Describe in Part VI how you supported a governmental entity (see instructions).		
2 Activities Test. Answer lines 2a and 2b below.		
a Did substantially all of the organization's activities during the tax year directly further the exempt purposes of the supported organization(s) to which the organization was responsive? <i>If "Yes," then in Part VI identify those supported organizations and explain how these activities directly furthered their exempt purposes, how the organization was responsive to those supported organizations, and how the organization determined that these activities constituted substantially all of its activities.</i>		
b Did the activities described on line 2a, above, constitute activities that, but for the organization's involvement, one or more of the organization's supported organization(s) would have been engaged in? <i>If "Yes," explain in Part VI the reasons for the organization's position that its supported organization(s) would have engaged in these activities but for the organization's involvement.</i>		
3 Parent of Supported Organizations. Answer lines 3a and 3b below.		
a Did the organization have the power to regularly appoint or elect a majority of the officers, directors, or trustees of each of the supported organizations? <i>If "Yes" or "No," provide details in Part VI.</i>		
b Did the organization exercise a substantial degree of direction over the policies, programs, and activities of each of its supported organizations? <i>If "Yes," describe in Part VI the role played by the organization in this regard.</i>		
2a		
2b		
3a		
3b		

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

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

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

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

Section C - Distributable Amount		(A) Prior Year	Current Year
1	Adjusted net income for prior year (from Section A, line 8, column A)	1	
2	Enter 0.85 of line 1.	2	
3	Minimum asset amount for prior year (from Section B, line 8, column A)	3	
4	Enter greater of line 2 or line 3.	4	
5	Income tax imposed in prior year	5	
6	Distributable Amount. Subtract line 5 from line 4, unless subject to emergency temporary reduction (see instructions).	6	
7	<input type="checkbox"/> Check here if the current year is the organization's first as a non-functionally integrated Type III supporting organization (see instructions).		

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

Section D - Distributions		Current Year
1	Amounts paid to supported organizations to accomplish exempt purposes	1
2	Amounts paid to perform activity that directly furthers exempt purposes of supported organizations, in excess of income from activity	2
3	Administrative expenses paid to accomplish exempt purposes of supported organizations	3
4	Amounts paid to acquire exempt-use assets	4
5	Qualified set-aside amounts (prior IRS approval required - <i>provide details in Part VI</i>)	5
6	Other distributions (describe in Part VI). See instructions.	6
7	Total annual distributions. Add lines 1 through 6.	7
8	Distributions to attentive supported organizations to which the organization is responsive (<i>provide details in Part VI</i>). See instructions.	8
9	Distributable amount for 2024 from Section C, line 6	9
10	Line 8 amount divided by line 9 amount	10

Section E - Distribution Allocations (see instructions)	(i) Excess Distributions	(ii) Underdistributions Pre-2024	(iii) Distributable Amount for 2024
1 Distributable amount for 2024 from Section C, line 6			
2 Underdistributions, if any, for years prior to 2024 (reasonable cause required - <i>explain in Part VI</i>). See instructions.			
3 Excess distributions carryover, if any, to 2024			
a From 2019			
b From 2020			
c From 2021			
d From 2022			
e From 2023			
f Total of lines 3a through 3e			
g Applied to under distributions of prior years			
h Applied to 2024 distributable amount			
i Carryover from 2019 not applied (see instructions)			
j Remainder. Subtract lines 3g, 3h, and 3i from line 3f.			
4 Distributions for 2024 from Section D, line 7: \$			
a Applied to underdistributions of prior years			
b Applied to 2024 distributable amount			
c Remainder. Subtract lines 4a and 4b from line 4.			
5 Remaining underdistributions for years prior to 2024, if any. Subtract lines 3g and 4a from line 2. For result greater than zero, <i>explain in Part VI</i> . See instructions.			
6 Remaining underdistributions for 2024. Subtract lines 3h and 4b from line 1. For result greater than zero, <i>explain in Part VI</i> . See instructions.			
7 Excess distributions carryover to 2025. Add lines 3j and 4c.			
8 Breakdown of line 7:			
a Excess from 2020			
b Excess from 2021			
c Excess from 2022			
d Excess from 2023			
e Excess from 2024			

Part VI

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

Lined area for supplemental information.

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 **TEAM PENNSYLVANIA FOUNDATION** Employer identification number **23-2876177**

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

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

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

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

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

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

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

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

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

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)?

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 **d** Loan or exchange program
- b** Scholarly research **e** Other _____
- c** Preservation for future generations
- 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	7,537,212.	6,658,911.	6,017,545.	7,032,337.	5,937,524.
b Contributions					
c Net investment earnings, gains, and losses	773,016.	878,301.	641,366.	-1,014,792.	1,320,252.
d Grants or scholarships					
e Other expenditures for facilities and programs	900,000.				225,439.
f Administrative expenses					
g End of year balance	7,410,228.	7,537,212.	6,658,911.	6,017,545.	7,032,337.

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

Part VI Land, Buildings, and Equipment

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

Description of property	(a) Cost or other basis (investment)	(b) Cost or other basis (other)	(c) Accumulated depreciation	(d) Book value
1a Land				
b Buildings				
c Leasehold improvements				
d Equipment		121,404.	90,454.	30,950.
e Other		22,472.	18,622.	3,850.
Total. Add lines 1a through 1e. (Column (d) must equal Form 990, Part X, line 10c, column (B))				34,800.

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) LEASED SPACE SECURITY DEPOSIT	15,678.
(2) OPERATING LEASE RIGHT-OF-USE ASSET	580,978.
(3)	
(4)	
(5)	
(6)	
(7)	
(8)	
(9)	
Total. (Column (b) must equal Form 990, Part X, line 15, col. (B))	596,656.

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) DUE TO FIDUCIARY PARTIES	1,046,217.
(3) DUE TO COMMONWEALTH OF PENNSYLVANIA	2,506.
(4) OPERATING LEASE LIABILITY	598,605.
(5)	
(6)	
(7)	
(8)	
(9)	
Total. (Column (b) must equal Form 990, Part X, line 25, col. (B))	1,647,328.

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

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

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

1	Total revenue, gains, and other support per audited financial statements	1	3,707,047.
2	Amounts included on line 1 but not on Form 990, Part VIII, line 12:		
a	Net unrealized gains (losses) on investments	2a	592,888.
b	Donated services and use of facilities	2b	15,000.
c	Recoveries of prior year grants	2c	
d	Other (Describe in Part XIII.)	2d	
e	Add lines 2a through 2d	2e	607,888.
3	Subtract line 2e from line 1	3	3,099,159.
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	34,375.
b	Other (Describe in Part XIII.)	4b	
c	Add lines 4a and 4b	4c	34,375.
5	Total revenue. Add lines 3 and 4c . (This must equal Form 990, Part I, line 12.)	5	3,133,534.

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	3,920,019.
2	Amounts included on line 1 but not on Form 990, Part IX, line 25:		
a	Donated services and use of facilities	2a	15,000.
b	Prior year adjustments	2b	
c	Other losses	2c	
d	Other (Describe in Part XIII.)	2d	
e	Add lines 2a through 2d	2e	15,000.
3	Subtract line 2e from line 1	3	3,905,019.
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	34,375.
b	Other (Describe in Part XIII.)	4b	
c	Add lines 4a and 4b	4c	34,375.
5	Total expenses. Add lines 3 and 4c . (This must equal Form 990, Part I, line 18.)	5	3,939,394.

Part XIII Supplemental Information

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

PART X, LINE 2:

THE FOUNDATION IS EXEMPT FROM FEDERAL AND STATE INCOME TAXES UNDER SECTION 501(C)(3) OF THE INTERNAL REVENUE CODE AND APPLICABLE STATE REGULATIONS. IN ADDITION, THE FOUNDATION QUALIFIES FOR THE CHARITABLE CONTRIBUTION DEDUCTION UNDER SECTION 170(B)(1)(A) AND HAS BEEN CLASSIFIED AS A FOUNDATION OTHER THAN A PRIVATE FOUNDATION UNDER SECTION 509(A)(2). MANAGEMENT HAS ASSESSED THE FOUNDATION'S EXPOSURE TO INCOME TAXES AT THE ENTITY LEVEL AS A RESULT OF UNCERTAIN TAX POSITIONS TAKEN IN CURRENT AND PREVIOUSLY FILED TAX RETURNS. EXAMPLES OF UNCERTAIN TAX POSITIONS TAKEN AT THE ENTITY LEVEL INCLUDE THE CONTINUING VALIDITY OF THE FOUNDATION'S EXEMPT STATUS AND THE PROSPECT OF BEING SUBJECT TO THE FILING REQUIREMENT FOR UNRELATED BUSINESS INCOME. PRESENTLY, MANAGEMENT BELIEVES THAT IT IS MORE LIKELY THAN NOT THAT THE FOUNDATION'S TAX POSITION WILL BE SUSTAINED UPON EXAMINATION, INCLUDING ANY APPEALS AND LITIGATION, SUCH THAT THE FOUNDATION HAS NO EXPOSURE TO INCOME TAX LIABILITIES ARISING FROM UNCERTAIN TAX POSITIONS. THE FOUNDATION IS SUBJECT TO ROUTINE AUDITS BY TAXING JURISDICTIONS; HOWEVER, NO AUDITS FOR ANY TAX PERIODS ARE CURRENTLY IN PROGRESS. THE FOUNDATION MAY BE SUBJECT TO TAX ON UNRELATED BUSINESS INCOME.

**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 TEAM PENNSYLVANIA FOUNDATION	Employer identification number 23-2876177
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Part I Questions Regarding Compensation

	Yes	No
1a Check the appropriate box(es) if the organization provided any of the following to or for a person listed on Form 990, Part VII, Section A, line 1a. Complete Part III to provide any relevant information regarding these items. <input type="checkbox"/> First-class or charter travel <input type="checkbox"/> Travel for companions <input type="checkbox"/> Tax indemnification and gross-up payments <input type="checkbox"/> Discretionary spending account <input type="checkbox"/> Housing allowance or residence for personal use <input type="checkbox"/> Payments for business use of personal residence <input type="checkbox"/> Health or social club dues or initiation fees <input type="checkbox"/> Personal services (such as maid, chauffeur, chef)		
b If any of the boxes on line 1a are checked, did the organization follow a written policy regarding payment or reimbursement or provision of all of the expenses described above? If "No," complete Part III to explain	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. <input checked="" type="checkbox"/> Compensation committee <input type="checkbox"/> Independent compensation consultant <input checked="" type="checkbox"/> Form 990 of other organizations <input type="checkbox"/> Written employment contract <input type="checkbox"/> Compensation survey or study <input checked="" type="checkbox"/> Approval by the board or compensation committee		
4 During the year, did any person listed on Form 990, Part VII, Section A, line 1a, with respect to the filing organization or a related organization:		
a Receive a severance payment or change-of-control payment?	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	

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

Schedule J (Form 990) (Rev. 12-2024)

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

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

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

(A) Name and Title		(B) Breakdown of W-2 and/or 1099-MISC and/or 1099-NEC compensation			(C) Retirement and other deferred compensation	(D) Nontaxable benefits	(E) Total of columns (B)(i)-(D)	(F) Compensation in column (B) reported as deferred on prior Form 990
		(i) Base compensation	(ii) Bonus & incentive compensation	(iii) Other reportable compensation				
(1) ABBY SMITH PRESIDENT & CEO	(i)	213,964.	0.	0.	0.	0.	213,964.	0.
	(ii)	0.	0.	0.	6,419.	0.	6,419.	0.
(2) LISA RIGGS SENIOR MANAGING DIRECTOR, ECONOMIC G	(i)	186,083.	0.	0.	0.	0.	186,083.	0.
	(ii)	0.	0.	0.	0.	0.	0.	0.
	(i)							
	(ii)							
	(i)							
	(ii)							
	(i)							
	(ii)							
	(i)							
	(ii)							
	(i)							
	(ii)							
	(i)							
	(ii)							
	(i)							
	(ii)							
	(i)							
	(ii)							
	(i)							
	(ii)							

SCHEDULE L

(Form 990)

(Rev. December 2024)

Department of the Treasury
Internal Revenue Service

Transactions With Interested Persons

Complete if the organization answered "Yes" on Form 990, Part IV, line 25a, 25b, 26, 27, 28a, 28b, or 28c; or Form 990-EZ, Part V, line 38a or 40b.

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 TEAM PENNSYLVANIA FOUNDATION	Employer identification number 23-2876177
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Part I Excess Benefit Transactions (section 501(c)(3), section 501(c)(4), and section 501(c)(29) organizations only)

Complete if the organization answered "Yes" on Form 990, Part IV, line 25a or 25b; or Form 990-EZ, Part V, line 40b.

1	(a) Name of disqualified person	(b) Relationship between disqualified person and organization	(c) Description of transaction	(d) Corrected?	
				Yes	No
(1)					
(2)					
(3)					
(4)					
(5)					
(6)					

- 2 Enter the amount of tax incurred by the organization managers or disqualified persons during the year under section 4958 \$ _____
- 3 Enter the amount of tax, if any, on line 2, above, reimbursed by the organization \$ _____

Part II Loans to and/or From Interested Persons

Complete if the organization answered "Yes" on Form 990-EZ, Part V, line 38a, or Form 990, Part IV, line 26; or if the organization reported an amount on Form 990, Part X, line 5, 6, or 22.

(a) Name of interested person	(b) Relationship with organization	(c) Purpose of loan	(d) Loan to or from the organization?		(e) Original principal amount	(f) Balance due	(g) In default?		(h) Approved by board or committee?		(i) Written agreement?	
			To	From			Yes	No	Yes	No	Yes	No
(1)												
(2)												
(3)												
(4)												
(5)												
(6)												
(7)												
(8)												
(9)												
(10)												
Total						\$						

Part III Grants or Assistance Benefiting Interested Persons

Complete if the organization answered "Yes" on Form 990, Part IV, line 27.

(a) Name of interested person	(b) Relationship between interested person and the organization	(c) Amount of assistance	(d) Type of assistance	(e) Purpose of assistance
(1)				
(2)				
(3)				
(4)				
(5)				
(6)				
(7)				
(8)				
(9)				
(10)				

Part IV Business Transactions Involving Interested Persons

Complete if the organization answered "Yes" on Form 990, Part IV, line 28a, 28b, or 28c.

(a) Name of interested person	(b) Relationship between interested person and the organization	(c) Amount of transaction	(d) Description of transaction	(e) Sharing of organization's revenues?	
				Yes	No
(1) JOHN PACKER	CURRENT OFFICER OF	29,903.	JOHN PACKER		X
(2) BRIAN JACKSON	CURRENT DIRECTOR OF	26,010.	BRIAN JACKS		X
(3) BRIAN JACKSON	CURRENT DIRECTOR OF	90,000.	BRIAN JACKS		X
(4) BRAD JONES	CURRENT DIRECTOR OF	34,149.	BRAD JONES		X
(5)					
(6)					
(7)					
(8)					
(9)					
(10)					

Part V Supplemental Information

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

SCH L, PART IV, BUSINESS TRANSACTIONS INVOLVING INTERESTED PERSONS:

(A) NAME OF PERSON: JOHN PACKER

(B) RELATIONSHIP BETWEEN INTERESTED PERSON AND ORGANIZATION:

CURRENT OFFICER OF THE ORGANIZATION (CFO)

(D) DESCRIPTION OF TRANSACTION: JOHN PACKER IS AN OWNER OF THE MANAGEMENT COMPANY, INSIGHT PARTNERS, WHICH PROVIDES CONTRACTED CFO SERVICES.

(A) NAME OF PERSON: BRIAN JACKSON

(B) RELATIONSHIP BETWEEN INTERESTED PERSON AND ORGANIZATION:

CURRENT DIRECTOR OF THE ORGANIZATION

(D) DESCRIPTION OF TRANSACTION: BRIAN JACKSON IS A MEMBER OF THE LAW FIRM OF MCNEES WALLACE & NURICK LLC WHO PROVIDES LEGAL SERVICES TO THE ORGANIZATION.

(A) NAME OF PERSON: BRIAN JACKSON

(B) RELATIONSHIP BETWEEN INTERESTED PERSON AND ORGANIZATION:

CURRENT DIRECTOR OF THE ORGANIZATION

(D) DESCRIPTION OF TRANSACTION: BRIAN JACKSON IS A MEMBER OF THE LAW FIRM OF MCNEES WALLACE & NURICK, LLC, WHICH HAS A WHOLLY OWNED SUBSIDIARY NAMED MCNEES GOVERNMENT RELATIONS. TEAM PENNSYLVANIA CONTRACTS WITH MCNEES GOVERNMENT RELATIONS FOR GOVERNMENT RELATIONS SERVICES.

(A) NAME OF PERSON: BRAD JONES

(B) RELATIONSHIP BETWEEN INTERESTED PERSON AND ORGANIZATION:

CURRENT DIRECTOR OF THE ORGANIZATION

(D) DESCRIPTION OF TRANSACTION: BRAD JONES IS THE PRESIDENT & CEO OF HARRISTOWN DEVELOPMENT. TEAM PENNSYLVANIA LEASES ITS BUILDING SPACE FROM HARRISTOWN.

**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

TEAM PENNSYLVANIA FOUNDATION

Employer identification number

23-2876177

**FORM 990, PART III, LINE 4A, PROGRAM SERVICE ACCOMPLISHMENTS:
AMONG NATIONS, MAXIMIZING IMPACT FOR THE COMMONWEALTH WHILE CREATING
EQUITY AND ECONOMIC OPPORTUNITY FOR ALL PENNSYLVANIANS.**

**FORM 990, PART III, LINE 4D, OTHER PROGRAM SERVICES:
ACCELERATING TECHNOLOGY ADOPTION TO ENHANCE MANUFACTURING
COMPETITIVENESS**

**TEAM PENNSYLVANIA WAS AWARDED A GRANT OF NEARLY \$380,000 FROM THE
APPALACHIAN REGIONAL COMMISSION (ARC) FOR ITS PENNSYLVANIA
MANUFACTURING COMPETITIVENESS COLLABORATIVE. THE GRANT WILL BE
SUPPLEMENTED BY STATE AND PRIVATE FUNDING THAT WILL RESULT IN A TOTAL
INVESTMENT OF \$750,000 IN THIS WORK, ENABLING THE PUBLIC-PRIVATE
NETWORK OF PARTNERS TO MAKE MANUFACTURING IN THE COMMONWEALTH MORE
COMPETITIVE.**

EXPENSES \$ 254,160. INCLUDING GRANTS OF \$ 0. REVENUE \$ 183,878.

ECONOMIC COMPETITIVENESS

**IN PARTNERSHIP WITH DCED, TEAM PENNSYLVANIA SUPPORTS STRATEGIC
SPONSORSHIPS, EVENTS, AND OTHER ECONOMIC DEVELOPMENT ACTIVITIES.**

EXPENSES \$ 138,902. INCLUDING GRANTS OF \$ 0. REVENUE \$ 138,902.

INTERNATIONAL BUSINESS SUPPORT

**TEAM PENNSYLVANIA SUPPORTS DCED'S OFFICE OF INTERNATIONAL BUSINESS
DEVELOPMENT (OIBD) IN THEIR EFFORTS TO INCREASE PENNSYLVANIA EXPORTS
AND SECURE FOREIGN DIRECT INVESTMENT.**

EXPENSES \$ 1,382. INCLUDING GRANTS OF \$ 0. REVENUE \$ 60,000.

ROBOTICS AND TECHNOLOGY CROSS-SECTOR COLLABORATIVE

**USING FUNDS THAT HAD BEEN ORIGINALLY RESTRICTED FOR BUILDING BROADBAND
INFRASTRUCTURE BUT RELEASED THROUGH THE ORPHANS COURT IN 2022 SO THAT
THEY COULD BE USED MORE BROADLY TOWARD TEAM PENNSYLVANIA'S
MISSION-ALIGN ACTIVITIES, A ROBOTICS AND TECHNOLOGY CROSS-SECTOR
COLLABORATIVE WAS LAUNCHED IN FEBRUARY 2024.**

EXPENSES \$ 46,692. INCLUDING GRANTS OF \$ 0. REVENUE \$ 0.

ADMINISTRATIVE SUPPORT FOR PA COUNCIL ON THE ARTS

**USING FUNDS AWARDED IN A GRANT FROM THE PENNSYLVANIA COUNCIL ON THE
ARTS (THE COUNCIL), TEAM PENNSYLVANIA PROVIDED ADMINISTRATIVE SUPPORT
TOWARDS THE COUNCIL'S DEVELOPMENT AND PROJECT MANAGEMENT EFFORTS,
INCLUDING DISTRIBUTING GRANT AWARDS TO SELECTED APPLICANTS.**

EXPENSES \$ 28,890. INCLUDING GRANTS OF \$ 0. REVENUE \$ 119,627.

ECONOMIC IMPACT OF AGRICULTURAL ACTIVITY IN PENNSYLVANIA:

**USING FUNDS FROM A PENNSYLVANIA DEPARTMENT OF AGRICULTURE GRANT, TEAM
PENNSYLVANIA ISSUED A STATEWIDE ECONOMIC ANALYSIS THAT MEASURED THE
ECONOMIC IMPACT OF AGRICULTURE ACTIVITY IN THE STATE FROM 2012 TO 2022.**

EXPENSES \$ 63,868. INCLUDING GRANTS OF \$ 0. REVENUE \$ 63,868.

AGRICULTURE 10-YEAR ECONOMIC DEVELOPMENT STRATEGY

**AGRICULTURE IS ONE OF FIVE SECTORS IDENTIFIED BY GOVERNOR SHAPIRO'S
10-YEAR ECONOMIC DEVELOPMENT STRATEGY RELEASED IN JANUARY 2024. THIS
PROJECT FOCUSES SPECIFICALLY ON PENNSYLVANIA AGRICULTURE AND PROVIDES**

Name of the organization TEAM PENNSYLVANIA FOUNDATION	Employer identification number 23-2876177
ANALYSIS, RESEARCH, IDEAS, AND INITIATIVES TO HELP INFORM A STATE-WIDE LONG-TERM ROAD MAP FOR FOOD AND AGRICULTURE IN THE COMMONWEALTH. EXPENSES \$ 51,245. INCLUDING GRANTS OF \$ 0. REVENUE \$ 51,245.	

DIGITAL LITERACY
TEAM PENNSYLVANIA PROVIDES SUPPORT FOR DIGITAL LITERACY ACTIVITIES.
EXPENSES \$ 4,222. INCLUDING GRANTS OF \$ 0. REVENUE \$ 0.

FORM 990, PART VI, SECTION A, LINE 3:
THE CHIEF FINANCIAL OFFICER HAS ORGANIZATION AND MANAGEMENT AUTHORITY, BUT
IS A CONTRACTED INDIVIDUAL WORKING VIA A PRIVATE CONSULTING FIRM.

FORM 990, PART VI, SECTION B, LINE 11B:
FORM 990 IS REVIEWED FIRST WITH THE AUDIT COMMITTEE AND THEN THE EXECUTIVE
COMMITTEE. FOLLOWING THESE STEPS, IT IS MADE ELECTRONICALLY AVAILABLE TO
THE BOARD OF DIRECTORS FOR ITS REVIEW. THE BOARD IS GIVEN A 15-DAY
QUESTION/COMMENT PERIOD PRIOR TO FILING THE 990.

FORM 990, PART VI, SECTION B, LINE 12C:
ALL BOARD MEMBERS AND EMPLOYEES ARE REQUIRED TO ANNUALLY SIGN A STATEMENT
THAT DISCLOSES ANY ACTUAL OR POTENTIAL CONFLICTS OF INTEREST. ALL
STATEMENTS ARE PROVIDED TO THE AUDIT COMMITTEE CHAIRPERSON AND BOARD
CO-CHAIRPERSONS. IF THESE PARTIES DETERMINE THAT A CONFLICT INTEREST
EXISTS, THEY SHALL REFER THE MATTER TO THE EXECUTIVE COMMITTEE FOR ULTIMATE
ACTION. FURTHERMORE, THIS PROCESS IS FOLLOWED WHENEVER POTENTIAL CONFLICTS
OF INTEREST ARISE DURING THE YEAR. A DIRECTOR OR EMPLOYEE WHO IS DEEMED TO
HAVE A CONFLICT OF INTEREST SHALL BE DISQUALIFIED FROM PARTICIPATING IN THE
PORTION OF ANY MEETING OF THE BOARD OF DIRECTORS OR COMMITTEES OF THE BOARD
THAT ARE INTENDED TO REVIEW AND ACT UPON THE PROPOSED CONTRACT OR
TRANSACTION. AS SUCH, THIS PERSON SHALL NOT VOTE, NOR BE PRESENT AT THE
TIME OF THE VOTE, ON SUCH CONTRACTS OR TRANSACTIONS.

FORM 990, PART VI, SECTION B, LINE 15:
THE PRESIDENT/CEO'S SALARY IS REVIEWED ANNUALLY BY THE PERSONNEL COMMITTEE
WHO THEN COMMUNICATES ITS COMPENSATION RECOMMENDATIONS TO THE EXECUTIVE
COMMITTEE FOR ITS ACTION ON THAT RECOMMENDATION. ONE RESOURCE THE PERSONNEL
COMMITTEE UTILIZES TO REVIEW AND SET THE PRESIDENT/CEO'S SALARY IS DATA
FROM GUIDESTAR'S "COMPENSATION REPORT." THE FOUNDATION'S PERSONNEL
COMMITTEE ALSO REVIEWS COMPENSATION FOR ALL STAFF.

FORM 990, PART VI, SECTION C, LINE 19:
TEAM PENNSYLVANIA MAKES AVAILABLE TO THE PUBLIC THE ANNUAL FINANCIAL
STATEMENTS AND FORM 990 VIA THE WEBSITE AT
[HTTP://TEAMPA.COM/ABOUT/FIANNICIAL/](http://TEAMPA.COM/ABOUT/FIANNICIAL/). THE CONFLICT OF INTEREST POLICY AND
BYLAWS ARE AVAILABLE UPON REQUEST.

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

PAYROLL SERVICE FEES:	
PROGRAM SERVICE EXPENSES	0.
MANAGEMENT AND GENERAL EXPENSES	12,626.
FUNDRAISING EXPENSES	0.
TOTAL EXPENSES	12,626.

CONSULTING FEES:

PROGRAM SERVICE EXPENSES	1,766,086.
MANAGEMENT AND GENERAL EXPENSES	16,906.

Name of the organization TEAM PENNSYLVANIA FOUNDATION	Employer identification number 23-2876177
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FUNDRAISING EXPENSES	0.
TOTAL EXPENSES	1,782,992.

HONORARIUMS:

PROGRAM SERVICE EXPENSES	5,040.
MANAGEMENT AND GENERAL EXPENSES	0.
FUNDRAISING EXPENSES	0.
TOTAL EXPENSES	5,040.
TOTAL OTHER FEES ON FORM 990, PART IX, LINE 11G, COL A	1,800,658.

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