

PUBLIC DISCLOSURE COPY

Return of Organization Exempt From Income Tax

OMB No. 1545-0047

Form 990

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 and ending

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 CANINE COMPANIONS FOR INDEPENDENCE, INC.		D Employer identification number 94-2494324
	Doing business as		E Telephone number 707-577-1700
	Number and street (or P.O. box if mail is not delivered to street address)	Room/suite	
	P.O. BOX 446		G Gross receipts \$ 146,146,988.
	City or town, state or province, country, and ZIP or foreign postal code SANTA ROSA, CA 95402-0446		
F Name and address of principal officer: PAIGE MAZZONI SAME AS C ABOVE		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: 501(c)(3) 501(c) () (insert no.) 4947(a)(1) or 527

J Website: **WWW.CANINE.ORG**

K Form of organization: Corporation Trust Association Other **L** Year of formation: **1975** **M** State of legal domicile: **CA**

Part I Summary

Activities & Governance	1 Briefly describe the organization's mission or most significant activities: TO PROVIDE HIGHLY TRAINED SERVICE DOGS TO PEOPLE WITH DISABILITIES, AT NO COST.		
	2 Check this box <input type="checkbox"/> if the organization discontinued its operations or disposed of more than 25% of its net assets.		
	3 Number of voting members of the governing body (Part VI, line 1a)	3	21
	4 Number of independent voting members of the governing body (Part VI, line 1b)	4	21
	5 Total number of individuals employed in calendar year 2024 (Part V, line 2a)	5	406
	6 Total number of volunteers (estimate if necessary)	6	4275
	7 a Total unrelated business revenue from Part VIII, column (C), line 12	7a	0.
b Net unrelated business taxable income from Form 990-T, Part I, line 11	7b	0.	
Revenue	8 Contributions and grants (Part VIII, line 1h)	Prior Year	Current Year
	9 Program service revenue (Part VIII, line 2g)	48,283,516.	51,048,246.
	10 Investment income (Part VIII, column (A), lines 3, 4, and 7d)	157,947.	144,636.
	11 Other revenue (Part VIII, column (A), lines 5, 6d, 8c, 9c, 10c, and 11e)	1,451,358.	3,484,806.
	12 Total revenue - add lines 8 through 11 (must equal Part VIII, column (A), line 12)	421,438.	190,106.
		50,314,259.	54,867,794.
Expenses	13 Grants and similar amounts paid (Part IX, column (A), lines 1-3)	9,127.	12,805.
	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)	24,298,773.	26,742,462.
	16a Professional fundraising fees (Part IX, column (A), line 11e)	0.	0.
	b Total fundraising expenses (Part IX, column (D), line 25)	6,289,353.	
	17 Other expenses (Part IX, column (A), lines 11a-11d, 11f-24e)	12,591,665.	13,635,805.
18 Total expenses. Add lines 13-17 (must equal Part IX, column (A), line 25)	36,899,565.	40,391,072.	
19 Revenue less expenses. Subtract line 18 from line 12	13,414,694.	14,476,722.	
Net Assets or Fund Balances	20 Total assets (Part X, line 16)	Beginning of Current Year	End of Year
	21 Total liabilities (Part X, line 26)	188,712,156.	212,550,790.
	22 Net assets or fund balances. Subtract line 21 from line 20	5,305,268.	6,632,934.
	183,406,888.	205,917,856.	

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 PAIGE MAZZONI, CEO		Date	
	Type or print name and title			
Paid Preparer Use Only	Preparer's name MICHAEL LUMSDEN	Preparer's signature MICHAEL LUMSDEN	Date 08/14/25	Check if self-employed <input type="checkbox"/> PTIN P01262236
	Firm's name BAKER TILLY ADVISORY GROUP, LP	Firm's EIN 39-0859910	Phone no. 415-956-1500	
	Firm's address 101 SECOND STREET SUITE 900 SAN FRANCISCO, CA 94105			

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: CANINE COMPANIONS FOR INDEPENDENCE IS A NONPROFIT ORGANIZATION THAT ENHANCES THE LIVES OF PEOPLE WITH DISABILITIES BY PROVIDING EXPERTLY TRAINED SERVICE DOGS AND ONGOING SUPPORT TO ENSURE QUALITY PARTNERSHIPS, AT NO COST TO CLIENTS.

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 \$ 16,398,493. including grants of \$ 0.) (Revenue \$ 144,636.) TRAINING AND CLIENT SERVICES - CANINE COMPANIONS PLACED 547 WORKING DOGS IN 2024. OUR TRAINING CONSISTED OF IN-PERSON FOLLOW-UP VISITS WITH CLIENTS, TRAINING DOGS ON OUR CAMPUSES, AND TEACHING NUMEROUS TEAM TRAINING CLASSES THROUGHOUT THE YEAR.

OUR PROFESSIONAL INSTRUCTORS SPEND SIX TO NINE MONTHS TEACHING THE DOG TO MASTER MORE THAN 40 TASKS BEFORE THE DOG CAN BE MATCHED WITH AN ADULT OR CHILD WHO HAS A DISABILITY, OR A PROFESSIONAL ASSISTING PEOPLE AT RISK. WE PROVIDE SERVICE DOGS TO INDIVIDUALS WITH MORE THAN 65 TYPES OF DISABILITIES, INCLUDING A WIDE RANGE OF PHYSICAL, COGNITIVE, DEVELOPMENTAL, AND AUDITORY DISABILITIES.

4b (Code:) (Expenses \$ 9,686,015. including grants of \$ 12,805.) (Revenue \$ 0.) BREEDING AND PUPPY RAISING / VETERINARY - OVER THE PAST 50 YEARS, WE HAVE DEVELOPED A PROVEN FORMULA FOR BREEDING, RAISING, AND TRAINING SERVICE DOGS. WE BREED LABRADOR RETRIEVERS, GOLDEN RETRIEVERS, AND A CROSS OF THE TWO TO BE SERVICE DOGS. DURING 2024, 152 VOLUNTEER BREEDER CARETAKERS CARED FOR OUR BREEDER DOGS AND NURTURED NEWBORN PUPPIES FOR EIGHT WEEKS. PUPPY RAISERS THEN RAISE THE DOGS FOR 16-18 MONTHS AS VOLUNTEERS, TEACHING THEM THEIR FIRST TWENTY TASKS. AT THE END OF 2024, WE HAD 1,314 ACTIVE, VOLUNTEER PUPPY RAISERS AND 1,123 ACTIVE PUPPIES. OUR TEAM OF VETERINARY AND CANINE EARLY CARE STAFF SUPPORT THE HEALTH AND WELLBEING OF OUR BREEDER DOGS AND THE LITTERS THEY WHELP (939 PUPPIES IN 2024). THEY ALSO PROVIDE ASSISTANCE TO OUR PUPPY RAISERS AND GRADUATES WITH CANINE HEALTH QUESTIONS AND CONCERNS.

4c (Code:) (Expenses \$ 5,613,129. including grants of \$ 0.) (Revenue \$ -11,445.) PUBLIC INFORMATION AND LOCAL PRESENCE - WE PROACTIVELY PROVIDE EDUCATION REGARDING SERVICE DOGS AND THE CHALLENGES FACED BY SERVICE DOG HANDLERS. OUR EFFORTS HAVE PRODUCED MANY ARTICLES IN NATIONAL AND LOCAL NEWSPAPERS, MAGAZINES, NEWSLETTERS, AND ONLINE. WE HAVE WORKED WITH NATIONAL AND LOCAL WEB, RADIO, AND TELEVISION BROADCASTS TO BRING AWARENESS OF OUR PROGRAM, REACHING OVER 350 MILLION PEOPLE.

TO KEEP SUPPORTERS INFORMED OF NATIONAL, REGIONAL AND LOCAL ACTIVITIES, WE DISTRIBUTE A TRI-ANNUAL PRINT NEWSLETTER, MONTHLY ELECTRONIC COMMUNICATIONS AND DIRECT MAIL PACKAGES THAT EDUCATE THE GENERAL PUBLIC AND PROVIDE PROGRAM UPDATES. ADDITIONALLY, CANINE COMPANIONS MAINTAINS AND REGULARLY UPDATES ACCOUNTS ON SOCIAL MEDIA INCLUDING FACEBOOK, X,

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

4e Total program service expenses 31,697,637.

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>	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? <i>If "Yes," complete Schedule J</i>	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? <i>If "Yes," answer lines 24b through 24d and complete Schedule K. If "No," go to line 25a</i>	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? <i>If "Yes," complete Schedule L, Part I</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? <i>If "Yes," complete Schedule L, Part I</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? <i>If "Yes," complete Schedule L, Part II</i>	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? <i>If "Yes," complete Schedule L, Part III</i>	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? <i>If "Yes," complete Schedule L, Part IV</i>	28a	X
b A family member of any individual described in line 28a? <i>If "Yes," complete Schedule L, Part IV</i>	28b	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>	28c	X
29 Did the organization receive more than \$25,000 in noncash contributions? <i>If "Yes," complete Schedule M</i>	29 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>	30	X
31 Did the organization liquidate, terminate, or dissolve and cease operations? <i>If "Yes," complete Schedule N, Part I</i>	31	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>	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? <i>If "Yes," complete Schedule R, Part I</i>	33 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>	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)? <i>If "Yes," complete Schedule R, Part V, line 2</i>	35b	
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>	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? <i>If "Yes," complete Schedule R, Part VI</i>	37	X
38 Did the organization complete Schedule O and provide explanations on Schedule O for Part VI, lines 11b and 19?	38 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	1a 169	
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)

Table with columns for question number, question text, and Yes/No columns. Includes questions 2a through 17 regarding employee counts, tax returns, gross 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 (21), 1b (21), 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 (X), 11a (X), 12a (X), 12b (X), 12c (X), 13 (X), 14 (X), 15a (X), 15b (X), 16a (X), 16b (X).

Section C. Disclosure

- 17 List the states with which a copy of this Form 990 is required to be filed AL, AR, CA, CT, FL, GA, HI, IL, KS, KY, MA, MD
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.
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
JESSE MACKAY - 707-577-1799
P.O. BOX 446, SANTA ROSA, CA 95402-0446

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) PAIGE MAZZONI CHIEF EXECUTIVE OFFICER	40.00			X			396,312.	0.	55,941.	
(2) DAWN GATLEY CHIEF PEOPLE OFFICER	40.00				X		216,459.	0.	37,497.	
(3) BARBARA BARROW CHIEF PHILANTHROPY OFFICER	40.00				X		208,041.	0.	20,409.	
(4) JEANINE KONOPELSKI CHIEF MARKETING OFFICER	40.00				X		188,063.	0.	35,776.	
(5) BRENDA S. KENNEDY, DVM, MS CHIEF VETERINARY & RESEARCH OFFICER	40.00				X		195,884.	0.	24,184.	
(6) MELINDA SOWERS CHIEF TRAIN & CLIENT SRVCS OFFICER	40.00				X		184,240.	0.	23,591.	
(7) CLARK PAPPAS DIRECTOR, CLIENT SERVICES	40.00					X	160,033.	0.	46,276.	
(8) DEBRA MINETT DOUGHERTY EXECUTIVE DIRECTOR, NORTHEAST REGION	40.00					X	180,178.	0.	25,097.	
(9) TAYLOR CHANG SENIOR VICE PRESIDENT, TECHNOLOGY	40.00					X	168,253.	0.	22,639.	
(10) PHILIP LIN VETERINARY MEDICAL DIRECTOR	40.00					X	166,503.	0.	24,147.	
(11) JULIE WETHERELL DIRECTOR, BREEDING PROGRAM	40.00					X	159,553.	0.	21,101.	
(12) KEITH EDWARDS CFO THRU 5/2024	40.00				X		168,066.	0.	11,805.	
(13) MICHELLE DAVISON EXEC. DIR., SOUTH CENTRAL REGION	40.00					X	144,477.	0.	22,842.	
(14) KATHRYN ROSE INTERIM CFO 5/2024-10/2024	40.00				X		47,945.	0.	0.	
(15) JESSE MACKEY CFO START 10/2024	40.00				X		26,697.	0.	1,093.	
(16) WILLIAM WHITE CHAIR THRU 10/2024/TREAS START 10/20	2.00	X		X			0.	0.	0.	
(17) JOHN SABO TREAS THRU 10/2024/CHAIR START 10/20	2.00	X		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) JOHN MILLER VICE CHAIR THRU 10/2024/BOARD MEMBER	1.00	X		X				0.	0.	0.
(19) CATHY FISCHER BOARD MEMBER/VICE CHAIR START 10/202	1.00	X		X				0.	0.	0.
(20) ROBIN SANCHEZ SECRETARY THRU 10/2024/BOARD MEMBER	1.00	X		X				0.	0.	0.
(21) COLLETTE BUNTON BOARD MEMBER/SECRETARY START 10/2024	1.00	X		X				0.	0.	0.
(22) ANNE GITTINGER BOARD MEMBER	1.00	X						0.	0.	0.
(23) BARRIE GRAHAM BOARD MEMBER	1.00	X						0.	0.	0.
(24) RUSS GUREVITCH, DVM BOARD MEMBER	1.00	X						0.	0.	0.
(25) TANISHA HALL BOARD MEMBER START 5/2024	1.00	X						0.	0.	0.
(26) LESLIE HENNESSY BOARD MEMBER	1.00	X						0.	0.	0.
1b Subtotal								2,610,704.	0.	372,398.
c Total from continuation sheets to Part VII, Section A								0.	0.	0.
d Total (add lines 1b and 1c)								2,610,704.	0.	372,398.

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 31

	Yes	No
3 Did the organization list any former officer, director, trustee, key employee, or highest compensated employee on line 1a? <i>If "Yes," complete Schedule J for such individual</i>	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? <i>If "Yes," complete Schedule J for such individual</i>	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? <i>If "Yes," complete Schedule J for such person</i>	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
PRAVA CONSTRUCTION SERVICES INC., 300 RANCHEROS DRIVE #150, SAN MARCOS, CA 92069 CONTINENTAL OFFICE	CONSTRUCTION SERVICES	2,231,214.
5061 FREEWAY DRIVE E., COLUMBUS, OH 43229 ALMADEN	MARKETING SERVICES	526,495.
2549 SCOTT BOULEVARD, SANTA CLARA, CA 95050 ROBERT HALF FINANCE & ACCOUNTING	PRINTING SERVICES	477,841.
PO BOX 743295, LOS ANGELES, CA 90074 ENDLESS REALITIES	TEMPORARY STAFF	401,342.
25221 SAWMILL ROAD, CARSON, VA 23830	IT SERVICES	255,192.

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 16

SEE PART VII, SECTION A CONTINUATION SHEETS

Part VIII Statement of Revenue

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

			(A)	(B)	(C)	(D)	
			Total revenue	Related or exempt function revenue	Unrelated business revenue	Revenue excluded from tax under sections 512 - 514	
Contributions, Gifts, Grants and Other Similar Amounts	1 a Federated campaigns	1a					
	b Membership dues	1b					
	c Fundraising events	1c	4,565,511.				
	d Related organizations	1d					
	e Government grants (contributions)	1e	210,000.				
	f All other contributions, gifts, grants, and similar amounts not included above ...	1f	46,272,735.				
	g Noncash contributions included in lines 1a-1f	1g	\$ 1,786,051.				
	h Total. Add lines 1a-1f		51,048,246.				
Program Service Revenue	2 a PROGRAM SERVICE REVENUE	Business Code					
		900099	144,636.	144,636.			
	b _____						
	c _____						
	d _____						
	e _____						
	f All other program service revenue						
g Total. Add lines 2a-2f		144,636.					
Other Revenue	3 Investment income (including dividends, interest, and other similar amounts)		2,920,251.			2920251.	
	4 Income from investment of tax-exempt bond proceeds						
	5 Royalties		3,555.			3,555.	
	6 a Gross rents	6a	(i) Real	22,200.			
			(ii) Personal				
	b Less: rental expenses ...	6b	0.				
	c Rental income or (loss)	6c	22,200.				
	d Net rental income or (loss)		22,200.			22,200.	
	7 a Gross amount from sales of assets other than inventory	7a	(i) Securities	90,928,923.	49,600.		
			(ii) Other				
	b Less: cost or other basis and sales expenses	7b	90,380,836.	33,132.			
	c Gain or (loss)	7c	548,087.	16,468.			
d Net gain or (loss)		564,555.			564,555.		
8 a Gross income from fundraising events (not including \$ 4,565,511. of contributions reported on line 1c). See Part IV, line 18	8a		640,493.				
b Less: direct expenses	8b	765,199.					
c Net income or (loss) from fundraising events		-124,706.			-124,706.		
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		88,582.				
b Less: cost of goods sold	10b	100,027.					
c Net income or (loss) from sales of inventory		-11,445.	-11,445.				
Miscellaneous Revenue	11 a MISCELLANEOUS REVENUE	Business Code					
		900099	300,502.			300,502.	
	b _____						
	c _____						
	d All other revenue						
e Total. Add lines 11a-11d		300,502.					
12 Total revenue. See instructions		54,867,794.	133,191.	0.	3686357.		

Part IX Statement of Functional Expenses

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

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

Do not include amounts reported on lines 6b, 7b, 8b, 9b, and 10b of Part VIII.	(A) Total expenses	(B) Program service expenses	(C) Management and general expenses	(D) Fundraising expenses
1 Grants and other assistance to domestic organizations and domestic governments. See Part IV, line 21 ...				
2 Grants and other assistance to domestic individuals. See Part IV, line 22	12,805.	12,805.		
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	2,032,894.	1,268,605.	535,840.	228,449.
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	18,628,339.	14,715,199.	694,783.	3,218,357.
8 Pension plan accruals and contributions (include section 401(k) and 403(b) employer contributions)	721,380.	579,999.	16,053.	125,328.
9 Other employee benefits	3,802,502.	3,028,623.	144,824.	629,055.
10 Payroll taxes	1,557,347.	1,219,920.	76,769.	260,658.
11 Fees for services (nonemployees):				
a Management				
b Legal	96,086.		96,086.	
c Accounting	91,225.		91,225.	
d Lobbying				
e Professional fundraising services. See Part IV, line 17				
f Investment management fees	268,066.		268,066.	
g Other. (If line 11g amount exceeds 10% of line 25, column (A), amount, list line 11g expenses on Sch O.)	2,188,839.	2,001,017.	105,549.	82,273.
12 Advertising and promotion	300,559.	276,544.	20,392.	3,623.
13 Office expenses	790,683.	677,266.	23,224.	90,193.
14 Information technology	891,551.	584,559.	34,517.	272,475.
15 Royalties				
16 Occupancy	2,266,990.	1,998,619.	16,914.	251,457.
17 Travel	672,554.	403,003.	88,277.	181,274.
18 Payments of travel or entertainment expenses for any federal, state, or local public officials ...				
19 Conferences, conventions, and meetings	176,925.	151,654.	19,906.	5,365.
20 Interest				
21 Payments to affiliates				
22 Depreciation, depletion, and amortization	2,484,709.	1,917,508.	78,741.	488,460.
23 Insurance	571,525.	468,094.	18,815.	84,616.
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 PROG. SUPPLIES/DOG FOOD	1,549,807.	1,549,807.		
b PRINTING & PUBLICATIONS	463,418.	460,474.	226.	2,718.
c EQUIPMENT RENTAL/MAINT.	221,474.	189,208.	6,708.	25,558.
d DUES & SUBSCRIPTIONS	20,623.	9,827.	8,870.	1,926.
e All other expenses	580,771.	184,906.	58,297.	337,568.
25 Total functional expenses. Add lines 1 through 24e	40,391,072.	31,697,637.	2,404,082.	6,289,353.
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)		(B)
		Beginning of year		End of year
Assets	1 Cash - non-interest-bearing	18,671,764.	1	26,502,689.
	2 Savings and temporary cash investments	40,458,309.	2	616,906.
	3 Pledges and grants receivable, net	2,844,172.	3	2,547,929.
	4 Accounts receivable, net	1,437,388.	4	1,015,730.
	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	514,588.	9	578,307.
	10a Land, buildings, and equipment: cost or other basis. Complete Part VI of Schedule D	10a 88,019,813.		
	b Less: accumulated depreciation	10b 24,935,627.	56,709,177.	10c 63,084,186.
	11 Investments - publicly traded securities	2,347,555.	11	58,176,616.
	12 Investments - other securities. See Part IV, line 11	63,739,343.	12	57,950,551.
	13 Investments - program-related. See Part IV, line 11		13	
	14 Intangible assets		14	
	15 Other assets. See Part IV, line 11	1,989,860.	15	2,077,876.
16 Total assets. Add lines 1 through 15 (must equal line 33)	188,712,156.	16	212,550,790.	
Liabilities	17 Accounts payable and accrued expenses	3,778,969.	17	5,083,455.
	18 Grants payable		18	
	19 Deferred revenue	25,000.	19	0.
	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	1,501,299.	25	1,549,479.
	26 Total liabilities. Add lines 17 through 25	5,305,268.	26	6,632,934.
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	147,867,321.	27	176,158,532.
	28 Net assets with donor restrictions	35,539,567.	28	29,759,324.
	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	183,406,888.	32	205,917,856.
	33 Total liabilities and net assets/fund balances	188,712,156.	33	212,550,790.

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	54,867,794.
2	Total expenses (must equal Part IX, column (A), line 25)	2	40,391,072.
3	Revenue less expenses. Subtract line 2 from line 1	3	14,476,722.
4	Net assets or fund balances at beginning of year (must equal Part X, line 32, column (A))	4	183,406,888.
5	Net unrealized gains (losses) on investments	5	7,842,305.
6	Donated services and use of facilities	6	67,075.
7	Investment expenses	7	
8	Prior period adjustments	8	
9	Other changes in net assets or fund balances (explain on Schedule O)	9	124,866.
10	Net assets or fund balances at end of year. Combine lines 3 through 9 (must equal Part X, line 32, column (B))	10	205,917,856.

Part XII Financial Statements and Reporting

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

	Yes	No
1 Accounting method used to prepare the Form 990: <input type="checkbox"/> Cash <input checked="" type="checkbox"/> Accrual <input type="checkbox"/> Other		
If the organization changed its method of accounting from a prior year or checked "Other," explain on Schedule O.		
2a Were the organization's financial statements compiled or reviewed by an independent accountant?		X
If "Yes," check a box below to indicate whether the financial statements for the year were compiled or reviewed on a separate basis, consolidated basis, or both:		
<input type="checkbox"/> Separate basis <input type="checkbox"/> Consolidated basis <input type="checkbox"/> Both consolidated and separate basis		
b Were the organization's financial statements audited by an independent accountant?	X	
If "Yes," check a box below to indicate whether the financial statements for the year were audited on a separate basis, consolidated basis, or both:		
<input checked="" type="checkbox"/> Separate basis <input type="checkbox"/> Consolidated basis <input type="checkbox"/> 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?	X	
If the organization changed either its oversight process or selection process during the tax year, explain on Schedule O.		
3a As a result of a federal award, was the organization required to undergo an audit or audits as set forth in the Uniform Guidance, 2 C.F.R. Part 200, Subpart F?		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		

Form 990 (2024)

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.")	29389736.	77214691.	44954151.	48283516.	51048246.	250890340
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	29389736.	77214691.	44954151.	48283516.	51048246.	250890340
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)						32858147.
6 Public support. Subtract line 5 from line 4.						218032193

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	29389736.	77214691.	44954151.	48283516.	51048246.	250890340
8 Gross income from interest, dividends, payments received on securities loans, rents, royalties, and income from similar sources	436,459.	365,133.	550,781.	1374973.	2946006.	5673352.
9 Net income from unrelated business activities, whether or not the business is regularly carried on		101,387.	49,078.	73,782.	0.	224,247.
10 Other income. Do not include gain or loss from the sale of capital assets (Explain in Part VI.)		43,839.	119,230.	312,599.	300,502.	776,170.
11 Total support. Add lines 7 through 10						257564109
12 Gross receipts from related activities, etc. (see instructions)					12	2,770,337.
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	84.65 %
15 Public support percentage from 2023 Schedule A, Part II, line 14	15	83.28 %
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			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.)

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

MISCELLANEOUS REVENUE

2021 AMOUNT: \$ 43,839.

2022 AMOUNT: \$ 119,230.

2023 AMOUNT: \$ 312,599.

2024 AMOUNT: \$ 300,502.

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

CANINE COMPANIONS FOR INDEPENDENCE, INC.

Employer identification number

94-2494324

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 CANINE COMPANIONS FOR INDEPENDENCE, INC.	Employer identification number 94-2494324
-----------------------------------------------------------------------------	---------------------------------------------------------

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
<u>1</u>	 <hr/> <hr/> <hr/>	\$ <u>2,856,792.</u>	Person <input checked="" type="checkbox"/> Payroll <input type="checkbox"/> Noncash <input type="checkbox"/> (Complete Part II for noncash contributions.)
<u>2</u>	 <hr/> <hr/> <hr/>	\$ <u>2,500,000.</u>	Person <input checked="" type="checkbox"/> Payroll <input type="checkbox"/> Noncash <input type="checkbox"/> (Complete Part II for noncash contributions.)
<u>3</u>	 <hr/> <hr/> <hr/>	\$ <u>2,300,000.</u>	Person <input checked="" type="checkbox"/> Payroll <input type="checkbox"/> Noncash <input type="checkbox"/> (Complete Part II for noncash contributions.)
<u>4</u>	 <hr/> <hr/> <hr/>	\$ <u>2,010,000.</u>	Person <input checked="" type="checkbox"/> Payroll <input type="checkbox"/> Noncash <input type="checkbox"/> (Complete Part II for noncash contributions.)
<u>5</u>	 <hr/> <hr/> <hr/>	\$ <u>1,519,432.</u>	Person <input checked="" type="checkbox"/> Payroll <input type="checkbox"/> Noncash <input type="checkbox"/> (Complete Part II for noncash contributions.)
<u>6</u>	 <hr/> <hr/> <hr/>	\$ <u>1,161,529.</u>	Person <input checked="" type="checkbox"/> Payroll <input type="checkbox"/> Noncash <input type="checkbox"/> (Complete Part II for noncash contributions.)

Name of organization CANINE COMPANIONS FOR INDEPENDENCE, INC.	Employer identification number 94-2494324
-----------------------------------------------------------------------------	---------------------------------------------------------

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
	_____	\$ _____	_____
	_____	\$ _____	_____
	_____	\$ _____	_____
	_____	\$ _____	_____
	_____	\$ _____	_____
	_____	\$ _____	_____
	_____	\$ _____	_____
	_____	\$ _____	_____

Name of organization CANINE COMPANIONS FOR INDEPENDENCE, INC.	Employer identification number 94-2494324
-----------------------------------------------------------------------------	---------------------------------------------------------

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

CANINE COMPANIONS FOR INDEPENDENCE, INC.

Employer identification number

94-2494324

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

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

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

LHA 432051 01-02-25

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	40,119,055.	34,600,586.	40,242,770.	34,145,818.	30,360,835.
b Contributions	600,000.	360,000.	550,000.	2,450,000.	100,000.
c Net investment earnings, gains, and losses	2,820,720.	5,184,769.	-6,130,484.	3,646,952.	3,684,983.
d Grants or scholarships		26,300.	61,700.		
e Other expenditures for facilities and programs	14,083,500.				
f Administrative expenses					
g End of year balance	29,456,275.	40,119,055.	34,600,586.	40,242,770.	34,145,818.

- 2 Provide the estimated percentage of the current year end balance (line 1g, column (a)) held as:
- a Board designated or quasi-endowment 56.5671 %
 - b Permanent endowment 16.8222 %
 - c Term endowment 26.6107 %
- 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? <input type="checkbox"/> | 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	880,000.	5,071,448.		5,951,448.
b Buildings		72,316,522.	19,952,805.	52,363,717.
c Leasehold improvements		1,764,539.	1,655,361.	109,178.
d Equipment		6,042,690.	3,259,190.	2,783,500.
e Other		1,944,614.	68,271.	1,876,343.
Total. Add lines 1a through 1e. (Column (d) must equal Form 990, Part X, line 10c, column (B))				63,084,186.

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	28,494,276.	END-OF-YEAR MARKET VALUE
(3) Other		
(A) INVESTMENTS HELD BY MARIN		
(B) COMMUNITY FOUNDATION	18,681,703.	END-OF-YEAR MARKET VALUE
(C) INVESTMENTS HELD BY		
(D) COMMUNITY FOUNDATION		
(E) SONOMA COUNTY	10,774,572.	END-OF-YEAR MARKET VALUE
(F)		
(G)		
(H)		
Total. (Col. (b) must equal Form 990, Part X, line 12, col. (B))	57,950,551.	

Part VIII Investments - Program Related.

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

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

Part IX Other Assets

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

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

Part X Other Liabilities

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

1. (a) Description of liability	(b) Book value
(1) Federal income taxes	
(2) OPERATING LEASE LIABILITY	846,451.
(3) GIFT ANNUITIES PAYABLE	656,868.
(4) DEFERRED COMPENSATION LIABILITIES	46,160.
(5)	
(6)	
(7)	
(8)	
(9)	
Total. (Column (b) must equal Form 990, Part X, line 25, col. (B))	1,549,479.

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	62,956,490.
2	Amounts included on line 1 but not on Form 990, Part VIII, line 12:			
a	Net unrealized gains (losses) on investments	2a	7,842,305.	
b	Donated services and use of facilities	2b	389,591.	
c	Recoveries of prior year grants	2c		
d	Other (Describe in Part XIII.)	2d	124,866.	
e	Add lines 2a through 2d	2e		8,356,762.
3	Subtract line 2e from line 1		3	54,599,728.
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	268,066.	
b	Other (Describe in Part XIII.)	4b		
c	Add lines 4a and 4b	4c		268,066.
5	Total revenue. Add lines 3 and 4c. (This must equal Form 990, Part I, line 12.)		5	54,867,794.

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	40,445,522.
2	Amounts included on line 1 but not on Form 990, Part IX, line 25:			
a	Donated services and use of facilities	2a	322,516.	
b	Prior year adjustments	2b		
c	Other losses	2c		
d	Other (Describe in Part XIII.)	2d		
e	Add lines 2a through 2d	2e		322,516.
3	Subtract line 2e from line 1		3	40,123,006.
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	268,066.	
b	Other (Describe in Part XIII.)	4b		
c	Add lines 4a and 4b	4c		268,066.
5	Total expenses. Add lines 3 and 4c. (This must equal Form 990, Part I, line 18.)		5	40,391,072.

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 ENDOWMENT FUNDS ARE FOR UNRESTRICTED USES IN CERTAIN GEOGRAPHIC REGIONS.

PART X, LINE 2:

CANINE COMPANIONS IS A TAX-EXEMPT ORGANIZATION UNDER THE INTERNAL REVENUE CODE, SECTION 501(C)(3) AND RELATED CALIFORNIA CODE SECTIONS. ACCORDINGLY, NO PROVISION FOR INCOME TAXES ON INCOME HAS BEEN REFLECTED IN THESE CONSOLIDATED FINANCIAL STATEMENTS.

CANINE COMPANIONS FOLLOWS THE GUIDANCE ON ACCOUNTING FOR UNCERTAINTY IN INCOME TAXES ISSUED BY FINANCIAL ACCOUNTING STANDARDS BOARD (FASB) ACCOUNTING STANDARDS CODIFICATION (ASC) 740, INCOME TAXES. AS OF DECEMBER 31, 2024 AND 2023, MANAGEMENT EVALUATED CANINE COMPANIONS' TAX POSITIONS AND CONCLUDED THAT CANINE COMPANIONS HAD MAINTAINED ITS TAX-EXEMPT STATUS AND HAD TAKEN NO UNCERTAIN TAX POSITIONS THAT REQUIRED ADJUSTMENT TO THE CONSOLIDATED FINANCIAL STATEMENTS. THEREFORE, NO PROVISION OR LIABILITY FOR INCOME TAXES HAS BEEN INCLUDED IN THE CONSOLIDATED FINANCIAL STATEMENTS.

PART XI, LINE 2D - OTHER ADJUSTMENTS:

CHANGE IN VALUE OF BENEFICIAL INTERESTS IN CHARITABLE TRUST ASSETS 124,866.

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	(b) Event #2	(c) Other events	(d) Total events (add col. (a) through col. (c))	
		TALES & TAILS GALA (event type)	DOGFEST N. CENTRAL (event type)	41 (total number)		
Revenue	1	Gross receipts	818,777.	545,965.	3,841,262.	5,206,004.
	2	Less: Contributions	683,001.	511,022.	3,371,488.	4,565,511.
	3	Gross income (line 1 minus line 2)	135,776.	34,943.	469,774.	640,493.
Direct Expenses	4	Cash prizes				
	5	Noncash prizes				
	6	Rent/facility costs	144,816.		181,709.	326,525.
	7	Food and beverages			165,966.	165,966.
	8	Entertainment	7,750.		67,082.	74,832.
	9	Other direct expenses	14,126.	15,106.	168,644.	197,876.
	10	Direct expense summary. Add lines 4 through 9 in column (d)				765,199.
11	Net income summary. Subtract line 10 from line 3, column (d)				-124,706.	

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			
	2	Cash prizes			
Direct Expenses	3	Noncash prizes			
	4	Rent/facility costs			
	5	Other direct expenses			
6	Volunteer labor	<input type="checkbox"/> Yes _____ % <input type="checkbox"/> No	<input type="checkbox"/> Yes _____ % <input type="checkbox"/> No	<input type="checkbox"/> Yes _____ % <input type="checkbox"/> 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: _____

**SCHEDULE I
(Form 990)**

(Rev. December 2024)

Department of the Treasury
Internal Revenue Service

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

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

Attach to Form 990.

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

OMB No. 1545-0047

**Open to Public
Inspection**

Name of the organization **CANINE COMPANIONS FOR INDEPENDENCE, INC.** Employer identification number **94-2494324**

Part I General Information on Grants and Assistance

- 1 Does the organization maintain records to substantiate the amount of the grants or assistance, the grantees' eligibility for the grants or assistance, and the selection criteria used to award the grants or assistance? Yes No
- 2 Describe in Part IV the organization's procedures for monitoring the use of grant funds in the United States.

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

1 (a) Name and address of organization or government	(b) EIN	(c) IRC section (if applicable)	(d) Amount of cash grant	(e) Amount of noncash assistance	(f) Method of valuation (book, FMV, appraisal, other)	(g) Description of noncash assistance	(h) Purpose of grant or assistance

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

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

(a) Type of grant or assistance	(b) Number of recipients	(c) Amount of cash grant	(d) Amount of non-cash assistance	(e) Method of valuation (book, FMV, appraisal, other)	(f) Description of noncash assistance
GRANTS TO OFFSET COSTS OF VETERINARY CARE, DOG FOOD, DOG SUPPLIES	30	12,805.	0.		

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

PART I, LINE 2:

FINANCIAL ASSISTANCE IS AVAILABLE TO CLIENTS, PUPPY RAISERS, AND BREEDER CARETAKERS WHO ARE FULLY QUALIFIED TO PARTICIPATE IN OUR PROGRAM BUT ARE UNABLE TO GATHER THE FINANCIAL RESOURCES NEEDED TO CARE FOR OUR DOGS OR TRAVEL TO TEAM TRAINING, IN THE CASE OF CLIENTS. SPECIFICALLY, IT IS AVAILABLE TO APPROVED VOLUNTEERS OR CLIENTS ON THE WAITLIST, OR TO CURRENT CLIENTS OR VOLUNTEERS IN GOOD STANDING. CANDIDATES FOR FINANCIAL ASSISTANCE ARE IDENTIFIED THROUGH AN APPLICATION PROCESS. STAFF DISCUSS WITH CANDIDATES WHAT SUPPORT IS NEEDED IF THEY INDICATE AN INABILITY TO PARTICIPATE DUE TO FINANCIAL CONCERNS. INDIVIDUALS THEN APPLY FOR ASSISTANCE USING THE FINANCIAL ASSISTANCE REQUEST FORM. FINANCIAL ASSISTANCE IS PROVIDED TO CLIENTS, VOLUNTEER PUPPY RAISERS, AND VOLUNTEER BREEDER CARETAKERS BASED ON THEIR SPECIFIC FAMILY FINANCIAL NEED. THE FINANCIAL ASSISTANCE PROGRAM COVERS ALL OR PART OF COSTS FOR THE RESPECTIVE PROGRAMS. PARTICIPANTS INCUR THE EXPENSES FIRST, SUBMIT RECEIPTS, AFTER WHICH CANINE COMPANIONS WILL REIMBURSE THEM FOR THE EXPENSES. PROPER USE OF GRANT FUNDS IS MONITORED THROUGH WITNESSING PARTICIPATION IN CANINE COMPANIONS PROGRAMS.

**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 **CANINE COMPANIONS FOR INDEPENDENCE, INC.** Employer identification number **94-2494324**

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 checked="" type="checkbox"/> Independent compensation consultant <input checked="" type="checkbox"/> Form 990 of other organizations <input type="checkbox"/> Written employment contract <input checked="" type="checkbox"/> Compensation survey or study <input checked="" type="checkbox"/> Approval by the board or compensation committee		
4 During the year, did any person listed on Form 990, Part VII, Section A, line 1a, with respect to the filing organization or a related organization:		
a Receive a severance payment or change-of-control payment?	4a	<input checked="" type="checkbox"/>
b Participate in or receive payment from a supplemental nonqualified retirement plan?	4b	<input checked="" type="checkbox"/>
c Participate in or receive payment from an equity-based compensation arrangement?	4c	<input checked="" type="checkbox"/>
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	<input checked="" type="checkbox"/>
b Any related organization?	5b	<input checked="" type="checkbox"/>
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	<input checked="" type="checkbox"/>
b Any related organization?	6b	<input checked="" type="checkbox"/>
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	<input checked="" type="checkbox"/>
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	<input checked="" type="checkbox"/>
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) PAIGE MAZZONI CHIEF EXECUTIVE OFFICER	(i)	396,312.	0.	0.	17,966.	37,975.	452,253.	0.
	(ii)	0.	0.	0.	0.	0.	0.	0.
(2) DAWN GATLEY CHIEF PEOPLE OFFICER	(i)	216,459.	0.	0.	13,166.	24,331.	253,956.	0.
	(ii)	0.	0.	0.	0.	0.	0.	0.
(3) BARBARA BARROW CHIEF PHILANTHROPY OFFICER	(i)	208,041.	0.	0.	6,205.	14,204.	228,450.	0.
	(ii)	0.	0.	0.	0.	0.	0.	0.
(4) JEANINE KONOPELSKI CHIEF MARKETING OFFICER	(i)	188,063.	0.	0.	11,445.	24,331.	223,839.	0.
	(ii)	0.	0.	0.	0.	0.	0.	0.
(5) BRENDA S. KENNEDY, DVM, MS CHIEF VETERINARY & RESEARCH OFFICER	(i)	190,884.	5,000.	0.	11,745.	12,439.	220,068.	0.
	(ii)	0.	0.	0.	0.	0.	0.	0.
(6) MELINDA SOWERS CHIEF TRAIN & CLIENT SRVCS OFFICER	(i)	184,240.	0.	0.	9,387.	14,204.	207,831.	0.
	(ii)	0.	0.	0.	0.	0.	0.	0.
(7) CLARK PAPPAS DIRECTOR, CLIENT SERVICES	(i)	160,033.	0.	0.	10,567.	35,709.	206,309.	0.
	(ii)	0.	0.	0.	0.	0.	0.	0.
(8) DEBRA MINETT DOUGHERTY EXECUTIVE DIRECTOR, NORTHEAST REGION	(i)	180,178.	0.	0.	10,893.	14,204.	205,275.	0.
	(ii)	0.	0.	0.	0.	0.	0.	0.
(9) TAYLOR CHANG SENIOR VICE PRESIDENT, TECHNOLOGY	(i)	168,253.	0.	0.	9,334.	13,305.	190,892.	0.
	(ii)	0.	0.	0.	0.	0.	0.	0.
(10) PHILIP LIN VETERINARY MEDICAL DIRECTOR	(i)	161,503.	5,000.	0.	9,943.	14,204.	190,650.	0.
	(ii)	0.	0.	0.	0.	0.	0.	0.
(11) JULIE WETHERELL DIRECTOR, BREEDING PROGRAM	(i)	159,553.	0.	0.	9,542.	11,559.	180,654.	0.
	(ii)	0.	0.	0.	0.	0.	0.	0.
(12) KEITH EDWARDS CFO THRU 5/2024	(i)	168,066.	0.	0.	6,915.	4,890.	179,871.	0.
	(ii)	0.	0.	0.	0.	0.	0.	0.
(13) MICHELLE DAVISON EXEC. DIR., SOUTH CENTRAL REGION	(i)	144,477.	0.	0.	8,638.	14,204.	167,319.	0.
	(ii)	0.	0.	0.	0.	0.	0.	0.
	(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:

CERTAIN INDIVIDUALS REPORTED ON FORM 990, PART VII AND/OR SCHEDULE J, PART II RECEIVED A NON-FIXED PAYMENT IN THE FORM OF A BONUS, WHICH WAS DETERMINED BY THE EXECUTIVE COMMITTEE OF THE BOARD OF DIRECTORS (WHO MAY UTILIZE DISCRETION TO DETERMINE THE AMOUNT OF BONUS PAYMENT AND/OR WHETHER TO MAKE A BONUS PAYMENT, AND ARE NOT DETERMINED UTILIZING A FIXED FORMULA).

**SCHEDULE M
(Form 990)**

Noncash Contributions

OMB No. 1545-0047

2024

Open to Public Inspection

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.

Department of the Treasury
Internal Revenue Service

Name of the organization

CANINE COMPANIONS FOR INDEPENDENCE, INC.

Employer identification number

94-2494324

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	X	478	484,422.	SELLING PRICE
7 Boats and planes				
8 Intellectual property				
9 Securities - Publicly traded	X	64	1,301,630.	FAIR MARKET VALUE
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 Acknowledgement **29** **0**

	Yes	No
30a During the year, did the organization receive by contribution any property reported on 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?		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?	X	
32a Does the organization hire or use third parties or related organizations to solicit, process, or sell noncash contributions?	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.		

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

Schedule M (Form 990) 2024

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):
THE ORGANIZATION IS REPORTING THE NUMBER OF CONTRIBUTIONS RECEIVED
(DEFINED AS EACH SEPARATE GIFT) IN SCHEDULE M, PART I, COLUMN (B).

SCHEDULE M, PART I, LINE 32B:
VEHICLE DONATIONS ARE HANDLED BY A THIRD-PARTY. THE ORGANIZATION
RECEIVES THE NET PROCEEDS AFTER VEHICLE DISPOSITION, LESS ANY EXPENSES
AND FEES.

**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

CANINE COMPANIONS FOR INDEPENDENCE, INC.

Employer identification number

94-2494324

FORM 990, PART III, LINE 4A, PROGRAM SERVICE ACCOMPLISHMENTS:

WE TRAIN SERVICE AND FACILITY DOGS TO BEST SERVE OUR CLIENTS. IN 2024, WE PLACED 379 SERVICE DOGS, WHICH INCLUDED 47 DOGS TRAINED TO ASSIST INDIVIDUALS WHO ARE D/DEAF OR HARD OF HEARING TO ALERT TO SOUNDS, AND 50 DOGS PROVIDED TO VETERANS INCLUDING 34 DOGS TRAINED TO PROVIDE SPECIALIZED TASKS FOR VETERANS WITH POST TRAUMATIC STRESS DISORDER (PTSD). IN ADDITION, WE PROVIDED 80 DOGS TO PROFESSIONALS WHO ARE UTILIZING THE DOG TO MEET CLIENTS' THERAPY GOALS AND SUPPORT CLIENTS WITH DISABILITIES OR WHO ARE AT RISK. WE ALSO PROVIDED 8 AGENCY TRANSFERS AND CERTIFIED 160 THERAPY DOG PLACEMENTS. SINCE ITS INCEPTION IN 1975, CANINE COMPANIONS HAS TRAINED AND PLACED 8,163 SERVICE DOGS AND CURRENTLY HAS OVER 2,764 ACTIVE GRADUATES.

WE TAKE IMMENSE PRIDE IN OUR VETERANS' INITIATIVE. THE MEN AND WOMEN WHO HAVE SERVED AND SACRIFICED IN OUR MILITARY OFTEN COME BACK WITH INJURIES, SOME VISIBLE AND OTHERS NOT. AFTER RECEIVING THEIR SERVICE DOGS, OUR VETERAN GRADUATES REPORTED THE FOLLOWING: 7 OF 8 INCORPORATED THEIR SERVICE DOGS INTO TREATMENT PLANS AND THERAPIES; 1 OF 4 DECREASED MEDICATION; 9 OF 10 INCREASED THEIR SOCIAL LIFE; AND 3 OF 4 EXPERIENCED DECREASED SYMPTOMS OF PTSD. CANINE COMPANIONS HAS ALSO DEVELOPED A CUSTOMER SERVICE AND QUALITY CONTROL TOOL KNOWN AS THE "GRADUATE WORKSHOP". THESE WORKSHOPS PROVIDE OUR GRADUATES WITH ONE TO TWO-DAY FOLLOW-UP TRAININGS.

FORM 990, PART III, LINE 4B, PROGRAM SERVICE ACCOMPLISHMENTS:

WE ARE INVOLVED IN NUMEROUS RESEARCH PROJECTS LEADING UNIVERSITIES AND INDUSTRY RESEARCH GROUPS.

TO MEET OUR AMBITIOUS GOALS LAID-OUT IN OUR MOST RECENT FIVE-YEAR STRATEGIC PLAN, WE COMPLETED CONSTRUCTION OF A NEW, STATE-OF-THE-ART CANINE HEALTH AND WELLNESS CENTER THAT ALLOWS FOR EXPANSION OF OUR BREEDING CAPABILITIES AS WELL AS OUR VETERINARY AND RESEARCH PROGRAMS. THIS IS KEY TO OUR GOALS OF PROVIDING DOGS TO SERVE MORE CLIENTS, DECREASING THE TIME TO RECEIVE A SERVICE DOG, AND EXTENDING THE REACH OF OUR MISSION. KEY BENEFITS INCLUDE: THE HIGHEST STANDARD OF CARE FOR CANINE MOTHERS AND LITTERS; EXPANSION OF RESEARCH BENEFITING THE SERVICE DOG AND DISABILITY COMMUNITIES WORLDWIDE; OPTIMAL HEALTHCARE FOR THE PUPPIES AND DOGS WITHIN OUR COMMUNITY; AND THE ABILITY TO TRAIN NATIONWIDE VOLUNTEERS ON OUR HIGHEST STANDARD OF CARE AND SOCIALIZATION.

FORM 990, PART III, LINE 4C, PROGRAM SERVICE ACCOMPLISHMENTS:

LINKEDIN, INSTAGRAM, TIKTOK, AND YOUTUBE.

FORM 990, PART VI, SECTION A, LINE 2:

ANNE GITTINGER AND JOHN WM. HOPEN HAVE A FAMILY RELATIONSHIP.

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

THE FORM 990 IS PREPARED BY AN INDEPENDENT TAX ACCOUNTANT, IN CONJUNCTION WITH THE ORGANIZATION'S ACCOUNTING AND FINANCE DEPARTMENT. THE DRAFT FORM 990 IS THEN REVIEWED BY THE CONTROLLER, CFO, AND CEO; ADJUSTMENTS ARE MADE, AS NECESSARY. A COMPLETE COPY OF THE FORM 990 IS THEN PROVIDED TO THE

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

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

LHA 432211 01-15-25

Name of the organization	CANINE COMPANIONS FOR INDEPENDENCE, INC.	Employer identification number	94-2494324
AUDIT COMMITTEE FOR THEIR REVIEW AND COMMENTS AND IS ALSO CIRCULATED TO THE NATIONAL BOARD OF DIRECTORS PRIOR TO FILING WITH THE INTERNAL REVENUE SERVICE.			

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

EACH DIRECTOR, OFFICER, AND KEY EMPLOYEE IS REQUIRED TO COMPLETE AN ANNUAL CONFLICT OF INTEREST POLICY DISCLOSURE FORM WHICH REQUESTS THOSE SUBSTANTIVE RELATIONSHIPS: (A) THAT THEY OR MEMBERS OF THEIR FAMILY MAINTAIN WITH ORGANIZATIONS THAT DO BUSINESS WITH CANINE COMPANIONS; OR (B) THAT POTENTIALLY COULD BE CONSTRUED TO AFFECT THEIR INDEPENDENT, UNBIASED JUDGMENT IN LIGHT OF THEIR DECISION-MAKING AUTHORITY AND RESPONSIBILITY. PERSONS COVERED BY THE CONFLICT OF INTEREST POLICY ALSO HAVE A DUTY TO UPDATE THIS INFORMATION DURING THE COURSE OF THE YEAR, AS NECESSARY.

SHOULD A POTENTIAL CONFLICT OF INTEREST BE IDENTIFIED, THE BOARD CHAIR AND CANINE COMPANIONS LEGAL COUNSEL ARE CONSULTED AND MAY REFER THE MATTER TO THE AUDIT COMMITTEE FOR DETERMINATION. IN COMPLEX CASES, THE AUDIT COMMITTEE MAY REFER THE MATTER TO THE FULL BOARD FOR DETERMINATION.

PERSONS WHO HAVE DECLARED A CONFLICT OF INTEREST, OR WHO HAVE BEEN FOUND TO HAVE A CONFLICT OF INTEREST, REFRAIN FROM PARTICIPATING IN CONSIDERATION OF RELEVANT PROPOSED TRANSACTIONS UNLESS THE BOARD OR PRESIDENT REQUESTS INFORMATION OR INTERPRETATION FOR SPECIAL REASONS. SHOULD A CONFLICT OF INTEREST MATTER REQUIRE AN AUDIT COMMITTEE OR BOARD VOTE TO RESOLVE, THOSE CONCERNED SHALL NOT BE PRESENT AT THE TIME OF THE VOTE.

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

AS PART OF CANINE COMPANIONS' ANNUAL EVALUATION PROCESS, MERITS FOR THE CEO AND CFO ARE TO BE APPROVED BY AN AUTHORIZED BOARD OR COMMITTEE. PER THE GUIDELINES OF THE CALIFORNIA NONPROFIT INTEGRITY ACT OF 2004, CHARITABLE CORPORATIONS MUST HAVE THEIR GOVERNING BOARD OR AUTHORIZED BOARD COMMITTEE REVIEW AND APPROVE COMPENSATION OF THE CEO AND CFO TO ENSURE THAT THE PAYMENTS ARE JUST AND REASONABLE. THE REVIEW AND APPROVAL MUST OCCUR AT THE TIME OF INITIAL HIRING OR WHEN COMPENSATION IS MODIFIED. COMPENSATION INCLUDES BENEFITS.

BASED ON THE ABOVE, THE COMMITTEE WHO HAS AUTHORIZATION TO APPROVE COMPENSATION IS THE NATIONAL BOARD. THE CHAIR OF THE PERSONNEL COMMITTEE, CEO, CFO, AND NATIONAL BOARD PRESIDENT ALL SUPPORT THAT DUE TO THE SCRUTINY OF EXECUTIVE COMPENSATION, IT IS BEST TO HAVE SEVERAL VOTING MEMBERS APPROVE THIS COMPENSATION. THEREFORE, THE NATIONAL BOARD PRESIDENT SELECTED THE FOLLOWING NATIONAL BOARD OFFICERS TO REVIEW AND APPROVE THE CEO AND CFO COMPENSATION:

NATIONAL BOARD PRESIDENT
 NATIONAL BOARD VICE PRESIDENT
 NATIONAL BOARD TREASURER
 NATIONAL BOARD SECRETARY

THE REVIEW PROCESS INCLUDES THE FOLLOWING:

- A. THE NATIONAL BOARD PRESIDENT PREPARES THE CEO'S ANNUAL EVALUATION AND PROVIDES A MERIT RECOMMENDATION. THE ANNUAL EVALUATION IS PREPARED BASED ON INPUT FROM ALL NATIONAL BOARD MEMBERS.
- B. THE CEO PREPARES THE CFO'S ANNUAL EVALUATION AND PROVIDES A MERIT RECOMMENDATION
- C. HUMAN RESOURCES COMPILES COMPENSATION INFORMATION INCLUDING CURRENT YEAR MERIT RECOMMENDATION INFORMATION FROM ABOVE AND SUBMITS TO THE NATIONAL

Name of the organization CANINE COMPANIONS FOR INDEPENDENCE, INC.	Employer identification number 94-2494324
----------------------------------------------------------------------	----------------------------------------------

BOARD OFFICERS TO REVIEW AND DISCUSS.

D. THE NATIONAL BOARD OFFICERS REVIEW THE INFORMATION FOR THE CEO AND CFO AND VOTE ON THE MERIT RECOMMENDATION THEY FEEL IS APPROPRIATE AND REASONABLE.

E. THE NATIONAL BOARD PRESIDENT TALLIES THE VOTES AND THEN APPROVES THE MERIT ADJUSTMENTS FOR THE CEO AND CFO. THE NATIONAL BOARD PRESIDENT NOTIFIES HR OF THE APPROVED COMPENSATION ADJUSTMENTS.

F. THE NATIONAL BOARD PRESIDENT REVIEWS THE EVALUATION WITH THE CEO AND SHARES THE RELATED MERIT ADJUSTMENT.

G. THE CEO REVIEWS THE EVALUATION WITH THE CFO AND SHARES THE RELATED MERIT ADJUSTMENT.

FORM 990, PART VI, LINE 17, LIST OF STATES RECEIVING COPY OF FORM 990:
AL, AR, CA, CT, FL, GA, HI, IL, KS, KY, MA, MD, MI, MN, MS, NC, ND, NH, NJ, NM, NY, OR, PA, RI, SC
TN, UT, VA, WI, WV

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

FORM 990, PART XI, LINE 9, CHANGES IN NET ASSETS:
CHANGE IN VALUE OF BENEFICIAL INTERESTS IN CHARITABLE TRUST ASSETS 124,866.

**SCHEDULE R
(Form 990)**

(Rev. January 2025)

Department of the Treasury
Internal Revenue Service

Related Organizations and Unrelated Partnerships
Complete if the organization answered "Yes" on Form 990, Part IV, line 33, 34, 35b, 36, or 37.
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 **CANINE COMPANIONS FOR INDEPENDENCE, INC.** Employer identification number **94-2494324**

Part I Identification of Disregarded Entities. Complete if the organization answered "Yes" on Form 990, Part IV, line 33.

(a) Name, address, and EIN (if applicable) of disregarded entity	(b) Primary activity	(c) Legal domicile (state or foreign country)	(d) Total income	(e) End-of-year assets	(f) Direct controlling entity
CANINE COMPANIONS CHARITABLE PROPERTIES, LLC - 94-2494324, P.O. BOX 446, SANTA ROSA, CA 95402-0446	HOLDING COMPANY FOR ASSETS TO BE USED TO FURTHER CHARITABLE MISSION OF CCI	CALIFORNIA	0.	31,926,720.	CANINE COMPANIONS FOR INDEPENDENCE, INC.

Part II Identification of Related Tax-Exempt Organizations. Complete if the organization answered "Yes" on Form 990, Part IV, line 34, because it had one or more related tax-exempt organizations during the tax year.

(a) Name, address, and EIN of related organization	(b) Primary activity	(c) Legal domicile (state or foreign country)	(d) Exempt Code section	(e) Public charity status (if section 501(c)(3))	(f) Direct controlling entity	(g) Section 512(b)(13) controlled entity?	
						Yes	No

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

Schedule R (Form 990) (Rev. 1-2025)

Part V Transactions With Related Organizations. Complete if the organization answered "Yes" on Form 990, Part IV, line 34, 35b, or 36.

Note: Complete line 1 if any entity is listed in Parts II, III, or IV of this schedule.

1 During the tax year, did the organization engage in any of the following transactions with one or more related organizations listed in Parts II-IV?

- a** Receipt of **(i)** interest, **(ii)** annuities, **(iii)** royalties, or **(iv)** rent from a controlled entity
- b** Gift, grant, or capital contribution to related organization(s)
- c** Gift, grant, or capital contribution from related organization(s)
- d** Loans or loan guarantees to or for related organization(s)
- e** Loans or loan guarantees by related organization(s)
- f** Dividends from related organization(s)
- g** Sale of assets to related organization(s)
- h** Purchase of assets from related organization(s)
- i** Exchange of assets with related organization(s)
- j** Lease of facilities, equipment, or other assets to related organization(s)
- k** Lease of facilities, equipment, or other assets from related organization(s)
- l** Performance of services or membership or fundraising solicitations for related organization(s)
- m** Performance of services or membership or fundraising solicitations by related organization(s)
- n** Sharing of facilities, equipment, mailing lists, or other assets with related organization(s)
- o** Sharing of paid employees with related organization(s)
- p** Reimbursement paid to related organization(s) for expenses
- q** Reimbursement paid by related organization(s) for expenses
- r** Other transfer of cash or property to related organization(s)
- s** Other transfer of cash or property from related organization(s)

	Yes	No
1a		
1b		
1c		
1d		
1e		
1f		
1g		
1h		
1i		
1j		
1k		
1l		
1m		
1n		
1o		
1p		
1q		
1r		
1s		

2 If the answer to any of the above is "Yes," see the instructions for information on who must complete this line, including covered relationships and transaction thresholds.

	(a) Name of related organization	(b) Transaction type (a-s)	(c) Amount involved	(d) Method of determining amount involved
(1)				
(2)				
(3)				
(4)				
(5)				
(6)				



Note: Document(s) on Canine Companions website have been provided in PDF format.

If for any reason you are unable to view the provided document(s), please contact 1-800-572-BARK (2275) and an alternative method of sharing this information will be determined.