

Form **990**  
Department of the Treasury  
Internal Revenue Service

# Return of Organization Exempt From Income Tax

Under section 501(c), 527, or 4947(a)(1) of the Internal Revenue Code (except private foundations)  
▶ Do not enter social security numbers on this form as it may be made public  
▶ Information about Form 990 and its instructions is at [www.irs.gov/form990](http://www.irs.gov/form990)

OMB No 1545-0047  
**2016**  
**Open to Public Inspection**

**A For the 2016 calendar year, or tax year beginning 07-01-2016, and ending 06-30-2017**

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

**C** Name of organization  
United Way of Central Florida Inc

Doing business as

Number and street (or P O box if mail is not delivered to street address) Room/suite  
P O Box 1357

City or town, state or province, country, and ZIP or foreign postal code  
Highland City, FL 338461357

**D** Employer identification number  
59-2116280

**E** Telephone number  
(863) 648-1500

**G** Gross receipts \$ 12,470,867

**F** Name and address of principal officer  
Alan H Turner II  
P O Box 1357  
Highland City, FL 338461357

**H(a)** Is this a group return for subordinates?  Yes  No  
**H(b)** Are all subordinates included?  Yes  No  
If "No," attach a list (see instructions)  
**H(c)** Group exemption number ▶

**I** Tax-exempt status  501(c)(3)  501(c) ( ) ◀ (insert no )  4947(a)(1) or  527

**J** Website: ▶ [www.uwcf.org](http://www.uwcf.org)

**K** Form of organization  Corporation  Trust  Association  Other ▶

**L** Year of formation 1980 **M** State of legal domicile FL

**Part I Summary**

**1** Briefly describe the organization's mission or most significant activities  
To improve lives and strengthen our community

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

<b>3</b> Number of voting members of the governing body (Part VI, line 1a)	31
<b>4</b> Number of independent voting members of the governing body (Part VI, line 1b)	31
<b>5</b> Total number of individuals employed in calendar year 2016 (Part V, line 2a)	53
<b>6</b> Total number of volunteers (estimate if necessary)	1,935
<b>7a</b> Total unrelated business revenue from Part VIII, column (C), line 12	0
<b>7b</b> Net unrelated business taxable income from Form 990-T, line 34	0

	Prior Year	Current Year
<b>8</b> Contributions and grants (Part VIII, line 1h)	10,186,058	10,390,554
<b>9</b> Program service revenue (Part VIII, line 2g)	707,874	758,299
<b>10</b> Investment income (Part VIII, column (A), lines 3, 4, and 7d)	103,534	514,959
<b>11</b> Other revenue (Part VIII, column (A), lines 5, 6d, 8c, 9c, 10c, and 11e)	12,875	13,414
<b>12</b> Total revenue—add lines 8 through 11 (must equal Part VIII, column (A), line 12)	11,010,341	11,677,226
<b>13</b> Grants and similar amounts paid (Part IX, column (A), lines 1-3)	6,935,801	6,841,268
<b>14</b> Benefits paid to or for members (Part IX, column (A), line 4)		0
<b>15</b> Salaries, other compensation, employee benefits (Part IX, column (A), lines 5-10)	2,340,690	2,438,240
<b>16a</b> Professional fundraising fees (Part IX, column (A), line 11e)		0
<b>b</b> Total fundraising expenses (Part IX, column (D), line 25) ▶ 958,633		
<b>17</b> Other expenses (Part IX, column (A), lines 11a-11d, 11f-24e)	1,132,167	1,256,809
<b>18</b> Total expenses Add lines 13-17 (must equal Part IX, column (A), line 25)	10,408,658	10,536,317
<b>19</b> Revenue less expenses Subtract line 18 from line 12	601,683	1,140,909

	Beginning of Current Year	End of Year
<b>20</b> Total assets (Part X, line 16)	27,866,827	30,062,641
<b>21</b> Total liabilities (Part X, line 26)	14,601,205	16,071,269
<b>22</b> Net assets or fund balances Subtract line 21 from line 20	13,265,622	13,991,372

**Part II Signature Block**

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

**Sign Here**

\*\*\*\*\*  
Signature of officer  
Date 2017-11-17

Alan H Turner II CEO  
Type or print name and title

**Paid Preparer Use Only**

Print/Type preparer's name Brittney Kocaj	Preparer's signature Brittney Kocaj	Date	Check <input type="checkbox"/> if self-employed	PTIN P01320603
Firm's name ▶ CROWE HORWATH LLP			Firm's EIN ▶ 35-0921680	
Firm's address ▶ 401 East Las Olas Blvd Suite 1100 Fort Lauderdale, FL 333014230			Phone no (954) 202-8600	

**Part III Statement of Program Service Accomplishments**

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

**1** Briefly describe the organization's mission

Mission To improve lives and strengthen our community Vision To create positive lasting change in our community by helping children succeed in school, promoting family financial stability and independence, and improving people's health

**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  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  No

If "Yes," describe these changes on Schedule O

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

**4a** (Code ) (Expenses \$ 7,254,918 including grants of \$ 6,841,268 ) (Revenue \$ 726,478 )  
See Additional Data

**4b** (Code ) (Expenses \$ 381,316 including grants of \$ ) (Revenue \$ 43,985 )  
See Additional Data

**4c** (Code ) (Expenses \$ 281,743 including grants of \$ ) (Revenue \$ )  
See Additional Data

(Code ) (Expenses \$ 716,562 including grants of \$ ) (Revenue \$ 1,250 )  
OTHER PROGRAM SERVICES SUCCESS BY 6 MOBILIZES VOLUNTEERS FROM LOCAL ORGANIZATIONS, BUSINESSES, GOVERNMENT, CHURCHES, CIVIC GROUPS, EDUCATORS AND HUMAN SERVICES TO ENSURE THAT ALL CHILDREN, BY THE AGE OF SIX HAVE THE PHYSICAL, EMOTIONAL, SOCIAL AND MENTAL FOUNDATION TO SUCCEED IN SCHOOL AND IN LIFE SINCE 1995, UWCF'S SB6 HAS FOCUSED ON EARLY LITERACY TO HELP CHILDREN ENTER SCHOOL READY TO SUCCEED MORE THAN 100 PARENT LENDING LIBRARIES WERE IN CHILDCARE CENTERS SERVING LOW-INCOME FAMILIES, WITH AN AVERAGE OF 40,000 BOOKS CHECKED OUT ANNUALLY BORN LEARNING INCREASES AWARENESS OF THE IMPORTANCE OF EARLY CHILDHOOD EDUCATION AND PROVIDED MORE THAN 300,000 MESSAGES TO CITIZENS 100,000 PARENT RESOURCE GUIDES, WHICH INCLUDE CONTACT INFORMATION FOR CHILDREN AND PARENT SERVICES, WERE DISTRIBUTED 3 TIMES DURING THE FISCAL YEAR 45,000 COPIES WERE HAND DELIVERED TO HEALTH AND HUMAN SERVICES PROFESSIONALS WHO WORK WITH AT-RISK CHILDREN LET'S GROW FOCUSES ON IMPROVING LANGUAGE SKILLS OF CHILDREN AT-RISK OF SCHOOL FAILURE LANGUAGE SKILLS PREDICT THE ABILITY OF CHILDREN TO LEARN TO READ OF MIDDLE/HIGH INCOME CHILDREN, 8 OF 10 ENTER SCHOOL WITH THE SKILLS THEY NEED HOWEVER, ONLY 2 OF 10 LOW INCOME CHILDREN HAVE SUFFICIENT SKILLS CHILDREN WHO ENTER SCHOOL READY TO SUCCEED, LEARN TO READ AND GRADUATE ON TIME DOLLY PARTON IMAGINATION LIBRARY MAELS BOOKS TO THE HOMES OF PRESCHOOL CHILDREN LET'S GROW PARTNERS PROVIDE EARLY LITERACY INTERVENTIONS IMPROVING VOCABULARY SCORES BY AN AVERAGE OF 5 MONTHS FOR EVERY 1 MONTH OF EXPOSURE TO THE INTERVENTIONS 2-1-1 PROVIDES INFORMATION AND REFERRALS TO FAMILIES/INDIVIDUALS AND COMMUNITY GROUPS CONCERNING LOCAL SERVICES AND RESOURCES 2-1-1 ALSO IDENTIFIES GAPS IN SERVICES, ASSISTS IN CREATING REMEDIES TO MEET LOCAL NEEDS, CONNECTS INDIVIDUALS/FAMILIES TO RESOURCES, AND ADVOCATES FOR ACCESS TO RESOURCES IT ALSO WORKS TO PROVIDE BETTER SERVICE, ACCESSIBILITY AND INFORMATION TO THE HISPANIC COMMUNITY WOMEN'S LEADERSHIP -EARLY LITERACY INITIATIVE - READINGPALS FOCUSES ON ENGAGING, TRAINING AND DEPLOYING VOLUNTEER TUTORS TO INCREASE THE NUMBER OF STUDENTS READING AT GRADE LEVEL BY THE END OF 3RD GRADE IT IS IMPORTANT TO OUR COMMUNITY, TO THE BARNETTS, TO ALL BUSINESSES AND FAMILIES IN FLORIDA THAT WE MAKE A UNITED EFFORT TO REDUCE THE CLOSE TO 40% OF CHILDREN WHO ARE NOT READING AT GRADE LEVEL MORE THAN 200 READINGPALS OFFERED TUTORING SESSIONS IN 58 CLASSROOMS IN THE 2016/17 SCHOOL YEAR DISASTER RELIEF PROVIDES IMMEDIATE ASSISTANCE AND LONG TERM RECOVERY SUPPORT TO OUR COMMUNITY'S MOST URGENT DISASTER RELIEF NEEDS UWCF DEVELOPS PARTNERSHIPS TO ADDRESS THE MANY CHALLENGES AND/OR EMERGENCIES THAT OUR COMMUNITY FACES UWCF MEETS WITH PARTNERS TO COORDINATE THE EFFORTS OF GOVERNMENT, NON-PROFIT AND FAITH-BASED ORGANIZATIONS INVOLVED IN DISASTER RESPONSE

**4d** Other program services (Describe in Schedule O )  
(Expenses \$ 716,562 including grants of \$ ) (Revenue \$ 1,250 )

**4e** Total program service expenses ▶ 8,634,539

**Part IV Checklist of Required Schedules**

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

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

	Yes	No
<b>20a</b> Did the organization operate one or more hospital facilities? <i>If "Yes," complete Schedule H . . . . .</i>		No
<b>b</b> If "Yes" to line 20a, did the organization attach a copy of its audited financial statements to this return?		
<b>21</b> Did the organization report more than \$5,000 of grants or other assistance to any domestic organization or domestic government on Part IX, column (A), line 1? <i>If "Yes," complete Schedule I, Parts I and II . . . . .</i>	Yes	
<b>22</b> 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>	Yes	
<b>23</b> 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>	Yes	
<b>24a</b> 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>		No
<b>b</b> Did the organization invest any proceeds of tax-exempt bonds beyond a temporary period exception? . . . . .		
<b>c</b> Did the organization maintain an escrow account other than a refunding escrow at any time during the year to defease any tax-exempt bonds? . . . . .		
<b>d</b> Did the organization act as an "on behalf of" issuer for bonds outstanding at any time during the year? . . . . .		
<b>25a Section 501(c)(3), 501(c)(4), and 501(c)(29) organizations.</b> 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>		No
<b>b</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>		No
<b>26</b> Did the organization report any amount on Part X, line 5, 6, or 22 for receivables from or payables to any current or former officers, directors, trustees, key employees, highest compensated employees, or disqualified persons? <i>If "Yes," complete Schedule L, Part II . . . . .</i>		No
<b>27</b> Did the organization provide a grant or other assistance to an officer, director, trustee, key employee, substantial contributor or employee thereof, a grant selection committee member, or to a 35% controlled entity or family member of any of these persons? <i>If "Yes," complete Schedule L, Part III . . . . .</i>		No
<b>28</b> Was the organization a party to a business transaction with one of the following parties (see Schedule L, Part IV instructions for applicable filing thresholds, conditions, and exceptions)		
<b>a</b> A current or former officer, director, trustee, or key employee? <i>If "Yes," complete Schedule L, Part IV . . . . .</i>		No
<b>b</b> A family member of a current or former officer, director, trustee, or key employee? <i>If "Yes," complete Schedule L, Part IV . . . . .</i>		No
<b>c</b> An entity of which a current or former officer, director, trustee, or key employee (or a family member thereof) was an officer, director, trustee, or direct or indirect owner? <i>If "Yes," complete Schedule L, Part IV . . . . .</i>		No
<b>29</b> Did the organization receive more than \$25,000 in non-cash contributions? <i>If "Yes," complete Schedule M . . . . .</i>	Yes	
<b>30</b> Did the organization receive contributions of art, historical treasures, or other similar assets, or qualified conservation contributions? <i>If "Yes," complete Schedule M . . . . .</i>		No
<b>31</b> Did the organization liquidate, terminate, or dissolve and cease operations? <i>If "Yes," complete Schedule N, Part I . . . . .</i>		No
<b>32</b> 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>		No
<b>33</b> 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>		No
<b>34</b> 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>	Yes	
<b>35a</b> Did the organization have a controlled entity within the meaning of section 512(b)(13)?	Yes	
<b>b</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>		No
<b>36 Section 501(c)(3) organizations.</b> Did the organization make any transfers to an exempt non-charitable related organization? <i>If "Yes," complete Schedule R, Part V, line 2 . . . . .</i>		No
<b>37</b> 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>		No
<b>38</b> Did the organization complete Schedule O and provide explanations in Schedule O for Part VI, lines 11b and 19? <b>Note.</b> All Form 990 filers are required to complete Schedule O . . . . .	Yes	

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 [ ]

Table with columns for question ID, question text, and Yes/No response boxes. Includes sections for backup withholding, employee reporting, foreign accounts, prohibited tax shelter transactions, deductible contributions, and 501(c)(7), (12), and (29) organizations.

Part VI Governance, Management, and Disclosure For each "Yes" response to lines 2 through 7b below, and for a "No" response to lines 8a, 8b, or 10b below, describe the circumstances, processes, or changes in 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 Enter the number of voting members of the governing body at the end of the tax year (31); 1b Enter the number of voting members included in line 1a, above, who are independent (31); 2 Did any officer, director, trustee, or key employee have a family relationship or a business relationship with any other officer, director, trustee, or key employee? (No); 3 Did the organization delegate control over management duties customarily performed by or under the direct supervision of officers, directors or trustees, or key employees to a management company or other person? (No); 4 Did the organization make any significant changes to its governing documents since the prior Form 990 was filed? (No); 5 Did the organization become aware during the year of a significant diversion of the organization's assets? (No); 6 Did the organization have members or stockholders? (No); 7a Did the organization have members, stockholders, or other persons who had the power to elect or appoint one or more members of the governing body? (No); 7b Are any governance decisions of the organization reserved to (or subject to approval by) members, stockholders, or persons other than the governing body? (No); 8 Did the organization contemporaneously document the meetings held or written actions undertaken during the year by the following: 8a The governing body? (Yes); 8b Each committee with authority to act on behalf of the governing body? (Yes); 9 Is there any officer, director, trustee, or key employee listed in Part VII, Section A, who cannot be reached at the organization's mailing address? If "Yes," provide the names and addresses in Schedule O (No)

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

Section C. Disclosure

Table with 3 columns: Question, Yes, No. Rows include: 17 List the States with which a copy of this Form 990 is required to be filed (FL); 18 Section 6104 requires an organization to make its Form 1023 (or 1024 if applicable), 990, and 990-T (501(c)(3)s only) available for public inspection. Indicate how you made these available. Check all that apply: [X] Own website, [ ] Another's website, [X] Upon request, [ ] Other (explain in Schedule O); 19 Describe in 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 (Jill Martin P O Box 1357 Highland City, FL 338461357 (863) 648-1500)

**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 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 and/or Box 7 of Form 1099-MISC) of more than \$100,000 from the organization and any related organizations
- List all of the organization's **former** officers, key employees, or 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

List persons in the following order individual trustees or directors, institutional trustees, officers, key employees, highest compensated employees, and former such persons

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 dotted 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)	(E) Reportable compensation from related organizations (W-2/1099-MISC)	(F) Estimated amount of other compensation from the organization and related organizations
		Individual trustee or director	Institutional Trustee	Officer	Key employee	Highest compensated employee	Former			
See Additional Data Table										

**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 dotted 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)	(E) Reportable compensation from related organizations (W-2/1099-MISC)	(F) Estimated amount of other compensation from the organization and related organizations
		Individual trustee or director	Institutional Trustee	Officer	Key employee	Highest compensated employee	Former			
See Additional Data Table										

<b>1b Sub-Total</b> . . . . .		
<b>c Total from continuation sheets to Part VII, Section A</b> . . . . .		
<b>d Total (add lines 1b and 1c)</b> . . . . .	434,135	0

**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 ▶ **2**

<b>3</b> Did the organization list any <b>former</b> officer, director or trustee, key employee, or highest compensated employee on line 1a? <i>If "Yes," complete Schedule J for such individual</i> . . . . .	<b>3</b>	Yes	No	
	<b>4</b> 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	Yes	No
		5	Yes	No

**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

**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 ▶ **0**



**Part VIII Statement of Revenue**

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

			(A) Total revenue	(B) Related or exempt function revenue	(C) Unrelated business revenue	(D) Revenue excluded from tax under sections 512-514	
<b>Contributions, Gifts, Grants and Other Similar Amounts</b>	<b>1a</b> Federated campaigns . . . . .	<b>1a</b>	29,760				
	<b>b</b> Membership dues . . . . .	<b>1b</b>					
	<b>c</b> Fundraising events . . . . .	<b>1c</b>					
	<b>d</b> Related organizations . . . . .	<b>1d</b>					
	<b>e</b> Government grants (contributions)	<b>1e</b>	75,088				
	<b>f</b> All other contributions, gifts, grants, and similar amounts not included above	<b>1f</b>	10,285,706				
	<b>g</b> Noncash contributions included in lines 1a-1f \$ _____		217,365				
	<b>h Total.</b> Add lines 1a-1f . . . . .		10,390,554				
<b>Program Service Revenue</b>			<b>Business Code</b>				
	<b>2a</b> Service & Admin fees		900099	758,299	758,299		
	<b>b</b> _____						
	<b>c</b> _____						
	<b>d</b> _____						
	<b>e</b> _____						
	<b>f</b> All other program service revenue			0	0	0	
<b>g Total.</b> Add lines 2a-2f . . . . .		758,299					
<b>Other Revenue</b>	<b>3</b> Investment income (including dividends, interest, and other similar amounts) . . . . .		134,311			134,311	
	<b>4</b> Income from investment of tax-exempt bond proceeds . . . . .						
	<b>5</b> Royalties . . . . .						
	<b>6a</b> Gross rents	(i) Real	(ii) Personal				
		<b>b</b> Less rental expenses					
		<b>c</b> Rental income or (loss)	0	0			
		<b>d</b> Net rental income or (loss) . . . . .					
	<b>7a</b> Gross amount from sales of assets other than inventory	(i) Securities	(ii) Other				
		<b>b</b> Less cost or other basis and sales expenses	792,046	1,595			
		<b>c</b> Gain or (loss)	382,243	-1,595			
		<b>d</b> Net gain or (loss) . . . . .			380,648		380,648
	<b>8a</b> Gross income from fundraising events (not including \$ _____ of contributions reported on line 1c) See Part IV, line 18 . . . . .	<b>a</b>					
	<b>b</b> Less direct expenses . . . . .	<b>b</b>					
	<b>c</b> Net income or (loss) from fundraising events . . . . .						
	<b>9a</b> Gross income from gaming activities See Part IV, line 19 . . . . .	<b>a</b>					
<b>b</b> Less direct expenses . . . . .	<b>b</b>						
<b>c</b> Net income or (loss) from gaming activities . . . . .							
<b>10a</b> Gross sales of inventory, less returns and allowances . . . . .	<b>a</b>						
<b>b</b> Less cost of goods sold . . . . .	<b>b</b>						
<b>c</b> Net income or (loss) from sales of inventory . . . . .							
<b>Miscellaneous Revenue</b>		<b>Business Code</b>					
<b>11a</b> Miscellaneous		900099	13,414	13,414			
<b>b</b> _____							
<b>c</b> _____							
<b>d</b> All other revenue . . . . .			0	0	0	0	
<b>e Total.</b> Add lines 11a-11d . . . . .			13,414				
<b>12 Total revenue.</b> See Instructions . . . . .			11,677,226	771,713	0	514,959	

**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
<b>1</b> Grants and other assistance to domestic organizations and domestic governments See Part IV, line 21	6,730,806	6,730,806		
<b>2</b> Grants and other assistance to domestic individuals See Part IV, line 22	110,462	110,462		
<b>3</b> Grants and other assistance to foreign organizations, foreign governments, and foreign individuals See Part IV, line 15 and 16				
<b>4</b> Benefits paid to or for members				
<b>5</b> Compensation of current officers, directors, trustees, and key employees	524,599	126,009	294,142	104,448
<b>6</b> Compensation not included above, to disqualified persons (as defined under section 4958(f)(1)) and persons described in section 4958(c)(3)(B)				
<b>7</b> Other salaries and wages	1,455,574	707,107	429,059	319,408
<b>8</b> Pension plan accruals and contributions (include section 401 (k) and 403(b) employer contributions)	97,335	51,187	25,524	20,624
<b>9</b> Other employee benefits	219,450	105,771	74,126	39,553
<b>10</b> Payroll taxes	141,282	62,798	48,142	30,342
<b>11</b> Fees for services (non-employees)				
<b>a</b> Management				
<b>b</b> Legal				
<b>c</b> Accounting	31,040		31,040	
<b>d</b> Lobbying				
<b>e</b> Professional fundraising services See Part IV, line 17				
<b>f</b> Investment management fees	41,614		41,614	
<b>g</b> Other (If line 11g amount exceeds 10% of line 25, column (A) amount, list line 11g expenses on Schedule O)	279,429	163,080	38,167	78,182
<b>12</b> Advertising and promotion	200,595	64,047	17,411	119,137
<b>13</b> Office expenses	188,281	112,060	69,121	7,100
<b>14</b> Information technology	66,554	12,052	49,792	4,710
<b>15</b> Royalties				
<b>16</b> Occupancy	149,516	84,384	65,220	-88
<b>17</b> Travel	40,178	12,805	7,884	19,489
<b>18</b> Payments of travel or entertainment expenses for any federal, state, or local public officials				
<b>19</b> Conferences, conventions, and meetings	47,142	10,121	15,724	21,297
<b>20</b> Interest				
<b>21</b> Payments to affiliates	100,021		100,021	
<b>22</b> Depreciation, depletion, and amortization	67,079	7,294		59,785
<b>23</b> Insurance	5,272		5,272	
<b>24</b> Other expenses Itemize expenses not covered above (List miscellaneous expenses in line 24e. If line 24e amount exceeds 10% of line 25, column (A) amount, list line 24e expenses on Schedule O.)				
<b>a</b> Membership dues	25,433	529	23,268	1,636
<b>b</b> Allocation of indirect costs	0	265,781	-398,487	132,706
<b>c</b>				
<b>d</b>				
<b>e</b> All other expenses	14,655	8,246	6,105	304
<b>25</b> Total functional expenses. Add lines 1 through 24e	10,536,317	8,634,539	943,145	958,633
<b>26</b> 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 IX

		(A) Beginning of year		(B) End of year
<b>Assets</b>	<b>1</b> Cash—non-interest-bearing . . . . .	3,333,921	<b>1</b>	4,281,593
	<b>2</b> Savings and temporary cash investments . . . . .		<b>2</b>	
	<b>3</b> Pledges and grants receivable, net . . . . .	16,912,281	<b>3</b>	18,410,853
	<b>4</b> Accounts receivable, net . . . . .	30,904	<b>4</b>	37,538
	<b>5</b> Loans and other receivables from current and former officers, directors, trustees, key employees, and highest compensated employees Complete Part II of Schedule L	0	<b>5</b>	0
	<b>6</b> Loans and other receivables from other disqualified persons (as defined under section 4958(f)(1)), persons described in section 4958(c)(3)(B), and contributing employers and sponsoring organizations of section 501(c)(9) voluntary employees' beneficiary organizations (see instructions) Complete Part II of Schedule L		<b>6</b>	0
	<b>7</b> Notes and loans receivable, net . . . . .		<b>7</b>	
	<b>8</b> Inventories for sale or use . . . . .		<b>8</b>	
	<b>9</b> Prepaid expenses and deferred charges . . . . .	37,599	<b>9</b>	32,852
	<b>10a</b> Land, buildings, and equipment cost or other basis Complete Part VI of Schedule D	<b>10a</b> 2,431,159		
	<b>b</b> Less accumulated depreciation	<b>10b</b> 1,901,250	536,463	<b>10c</b> 529,909
	<b>11</b> Investments—publicly traded securities . . . . .	4,753,074	<b>11</b>	4,829,774
	<b>12</b> Investments—other securities See Part IV, line 11 . . . . .	0	<b>12</b>	
	<b>13</b> Investments—program-related See Part IV, line 11 . . . . .	0	<b>13</b>	
	<b>14</b> Intangible assets . . . . .		<b>14</b>	
	<b>15</b> Other assets See Part IV, line 11 . . . . .	2,262,585	<b>15</b>	1,940,122
<b>16</b> <b>Total assets.</b> Add lines 1 through 15 (must equal line 34) . . . . .	27,866,827	<b>16</b>	30,062,641	
<b>Liabilities</b>	<b>17</b> Accounts payable and accrued expenses . . . . .	188,163	<b>17</b>	155,590
	<b>18</b> Grants payable . . . . .	13,976,365	<b>18</b>	15,556,265
	<b>19</b> Deferred revenue . . . . .		<b>19</b>	
	<b>20</b> Tax-exempt bond liabilities . . . . .		<b>20</b>	
	<b>21</b> Escrow or custodial account liability Complete Part IV of Schedule D		<b>21</b>	
	<b>22</b> Loans and other payables to current and former officers, directors, trustees, key employees, highest compensated employees, and disqualified persons Complete Part II of Schedule L . . . . .		<b>22</b>	
	<b>23</b> Secured mortgages and notes payable to unrelated third parties . . . . .		<b>23</b>	
	<b>24</b> Unsecured notes and loans payable to unrelated third parties . . . . .		<b>24</b>	
	<b>25</b> 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	436,677	<b>25</b>	359,414
	<b>26</b> <b>Total liabilities.</b> Add lines 17 through 25 . . . . .	14,601,205	<b>26</b>	16,071,269
<b>Net Assets or Fund Balances</b>	<b>27</b> <b>Organizations that follow SFAS 117 (ASC 958), check here <input checked="" type="checkbox"/> and complete lines 27 through 29, and lines 33 and 34.</b> Unrestricted net assets	8,164,702	<b>27</b>	8,737,335
	<b>28</b> Temporarily restricted net assets . . . . .	3,916,897	<b>28</b>	4,028,305
	<b>29</b> Permanently restricted net assets	1,184,023	<b>29</b>	1,225,732
	<b>30</b> <b>Organizations that do not follow SFAS 117 (ASC 958), check here <input type="checkbox"/> and complete lines 30 through 34.</b> Capital stock or trust principal, or current funds . . . . .		<b>30</b>	
	<b>31</b> Paid-in or capital surplus, or land, building or equipment fund . . . . .		<b>31</b>	
	<b>32</b> Retained earnings, endowment, accumulated income, or other funds		<b>32</b>	
	<b>33</b> Total net assets or fund balances . . . . .	13,265,622	<b>33</b>	13,991,372
	<b>34</b> Total liabilities and net assets/fund balances . . . . .	27,866,827	<b>34</b>	30,062,641

**Part XI Reconciliation of Net Assets**

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

<b>1</b>	Total revenue (must equal Part VIII, column (A), line 12) . . . . .	<b>1</b>	11,677,226
<b>2</b>	Total expenses (must equal Part IX, column (A), line 25) . . . . .	<b>2</b>	10,536,317
<b>3</b>	Revenue less expenses Subtract line 2 from line 1 . . . . .	<b>3</b>	1,140,909
<b>4</b>	Net assets or fund balances at beginning of year (must equal Part X, line 33, column (A)) . . . . .	<b>4</b>	13,265,622
<b>5</b>	Net unrealized gains (losses) on investments . . . . .	<b>5</b>	81,395
<b>6</b>	Donated services and use of facilities . . . . .	<b>6</b>	
<b>7</b>	Investment expenses . . . . .	<b>7</b>	
<b>8</b>	Prior period adjustments . . . . .	<b>8</b>	
<b>9</b>	Other changes in net assets or fund balances (explain in Schedule O) . . . . .	<b>9</b>	-496,554
<b>10</b>	Net assets or fund balances at end of year Combine lines 3 through 9 (must equal Part X, line 33, column (B))	<b>10</b>	13,991,372

**Part XII Financial Statements and Reporting**

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

	Yes	No
<p><b>1</b> 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 in Schedule O</p>		
<p><b>2a</b> Were the organization's financial statements compiled or reviewed by an independent accountant?                      If 'Yes,' check a box below to indicate whether the financial statements for the year were compiled or reviewed on a separate basis, consolidated basis, or both  <input type="checkbox"/> Separate basis <input type="checkbox"/> Consolidated basis <input type="checkbox"/> Both consolidated and separate basis</p>		No
<p><b>b</b> Were the organization's financial statements audited by an independent accountant?                      If 'Yes,' check a box below to indicate whether the financial statements for the year were audited on a separate basis, consolidated basis, or both  <input checked="" type="checkbox"/> Separate basis <input type="checkbox"/> Consolidated basis <input type="checkbox"/> Both consolidated and separate basis</p>	Yes	
<p><b>c</b> If "Yes," to line 2a or 2b, does the organization have a committee that assumes responsibility for oversight of the audit, review, or compilation of its financial statements and selection of an independent accountant?                      If the organization changed either its oversight process or selection process during the tax year, explain in Schedule O</p>	Yes	
<p><b>3a</b> As a result of a federal award, was the organization required to undergo an audit or audits as set forth in the Single Audit Act and OMB Circular A-133?</p>		No
<p><b>b</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 in Schedule O and describe any steps taken to undergo such audits</p>		

## Additional Data

**Software ID:** 16000421  
**Software Version:** 2016v3.0  
**EIN:** 59-2116280  
**Name:** United Way of Central Florida Inc

Form 990 (2016)

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### Form 990, Part III, Line 4a:

COMMUNITY IMPACT - UWCF'S PREMIERE COMMUNITY INVESTMENT PROCESS MOBILIZES MORE THAN 100 VOLUNTEERS ON 14 TEAMS AROUND FOCUS AREAS OF EDUCATION, INCOME, HEALTH, AND SAFETY NET THESE VOLUNTEERS VISIT PROGRAM SITES, REVIEW PREVIOUS INVESTMENTS, PROGRAM GOALS AND OUTCOMES, AND MAKE RECOMMENDATIONS ABOUT THE MOST EFFECTIVE WAY TO MEET CRITICAL COMMUNITY NEEDS EDUCATION HELPS AT-RISK CHILDREN DEVELOP THE LANGUAGE SKILLS THEY NEED TO SUCCEED IN SCHOOL GIVEN THE RIGHT START, CHILDREN LEARN TO READ, SUCCEED ACADEMICALLY AND ARE MORE LIKELY TO GRADUATE FROM HIGH SCHOOL ADDITIONAL PROGRAMS HELP CHILDREN IN GRADES K - 12 TO PASS ACHIEVEMENT TESTS AT GRADE LEVEL AND TO GRADUATE ON TIME INCOME FAMILIES IMPROVE FINANCIAL STABILITY WITH GED AND JOB TRAINING, CREDIT AND BUDGETING CLASSES, MONEY COACHES, FINANCIAL EDUCATION FOR KIDS AND SAVINGS MATCH PROGRAMS HEALTH UWCF FUNDS PROGRAMS THAT HELP PEOPLE OF ALL AGES TO IMPROVE OR MAINTAIN GOOD HEALTH, ACCESS AND UTILIZATION OF HEALTH SERVICES, AND INCREASES KNOWLEDGE AND PERSONAL RESPONSIBILITY ABOUT HEALTH ISSUES THAT LEAD TO IMPROVED BLOOD PRESSURE, WEIGHT CONTROL AND OTHER SPECIFIC HEALTH INDICATORS UWCF ALSO WORKS TO REDUCE AVOIDABLE HOSPITALIZATIONS AND INCARCERATIONS WITH PREVENTION SERVICES AND TREATMENT FOR THOSE WITH ADDICTION SAFETY NET PROVIDES RELATIVELY SHORT-TERM, CRISIS INTERVENTION SERVICES THAT VARY WIDELY, BUT MEET ONE OR MORE OF THE FOLLOWING, 1) MUST VERIFY THAT THE SERVICE HELPED TO STABILIZE A CRISIS, 2) MUST REFER CLIENTS TO SOURCES OF ON-GOING SUPPORT (COUNSELING, HEALTH CLINIC ETC ) AS NEEDED, 3) MUST VERIFY QUALITY OF SERVICES USING APPROVED INDICATORS SELECTED BY EXPERTS ON A SAFETY NET STEERING TEAM, 4) CRISIS INCLUDES BUT IS NOT LIMITED TO HEALTH EMERGENCY, DOMESTIC VIOLENCE, RAPE, CHILD ABUSE, FIRE, TEENAGED RUNAWAYS, HOSPICE CARE, HUNGER & HOMELESSNESS

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**Form 990, Part III, Line 4b:**

FAMILY FUNDAMENTALS - AN OUTREACH OF SUCCESS BY 6 - IS A "ONE-STOP" PARENT RESOURCE CENTER WHICH MOBILIZES PARTNERSHIPS WITH MORE THAN THIRTY-FIVE HUMAN SERVICE ORGANIZATIONS PROVIDING PARENTS AND FAMILY MEMBERS WITH ACTIVITIES, CLASSES, READING, TUTORING AND OTHER PROGRAMS DESIGNED TO STRENGTHEN THE DEVELOPMENT OF OUR CHILDREN AND FAMILY RELATIONSHIPS MORE THAN 20,000 PARENTS AND CHILDREN SIGNED IN AT CLASSES AND EVENTS SPONSORED BY FAMILY FUNDAMENTALS

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**Form 990, Part III, Line 4c:**

MASTER TEACHER - AN OUTREACH OF SUCCESS BY 6 SCHOOL READINESS - THE EXPANDED MASTER TEACHER INITIATIVE TARGETS NEIGHBORHOODS WHERE CHILDREN CONSIDERED AT-RISK FOR SCHOOL FAILURE RESIDE IT PROVIDES AN INTERNSHIP FOR CHILDCARE INSTRUCTORS USING FOUR MASTER TEACHERS, ALONG WITH PARENT EDUCATION CLASSES, TO HELP INSTRUCTORS AND PARENTS PREPARE CHILDREN TO ENTER KINDERGARTEN READY TO SUCCEED READINESS SKILLS FOR CHILDREN IN CLASSES WITH TEACHERS TRAINED BY A MASTER TEACHER IMPROVED AN AVERAGE OF 3 MONTHS FOR EVERY 1 MONTH WITH THE NEWLY TRAINED CAREGIVER

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Form 990, Part VII - Compensation of Officers, Directors, Trustees, Key Employees, Highest Compensated Employees, and Independent Contractors							(D) Reportable compensation from the organization (W-2/1099-MISC)	(E) Reportable compensation from related organizations (W-2/1099-MISC)	(F) Estimated amount of other compensation from the organization and related organizations	
(A) Name and Title	(B) Average hours per week (list any hours for related organizations below dotted line)	(C) Position (do not check more than one box, unless person is both an officer and a director/trustee)								
		Individual trustee or director	Institutional Trustee	Officer	Key employee	Highest compensated employee	Former			
Deric Feacher BOARD CHAIRMAN	20 .....	X		X				0	0	0
Jennifer Kincart Jonsson CHAIR ELECT	20 .....	X		X				0	0	0
Ashley Barnett CAMPAIGN CHAIR	20 .....	X		X				0	0	0
Joe Tedder TREASURER	20 .....	X		X				0	0	0
Bruce Abels COMMUNITY IMPACT	20 .....	X		X				0	0	0
Don Selvage VICE CHAIR	20 .....	X		X				0	0	0
Greta Dupuy SECRETARY	20 .....	X		X				0	0	0
Jeff Dodson COMMUNITY INVESTMENT	20 .....	X		X				0	0	0
Dusty Johnson HIGHLANDS COUNTY REP	20 .....	X		X				0	0	0
David Acevedo DIRECTOR	10 .....	X						0	0	0



**Form 990, Part VII - Compensation of Officers, Directors, Trustees, Key Employees, Highest Compensated Employees, and Independent Contractors**

(A) Name and Title	(B) Average hours per week (list any hours for related organizations below dotted 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)	(E) Reportable compensation from related organizations (W-2/1099-MISC)	(F) Estimated amount of other compensation from the organization and related organizations
		Individual trustee or director	Institutional Trustee	Officer	Key employee	Highest compensated employee	Former			
Tim Campbell DIRECTOR	10 .....	X						0	0	0
Chris Chaffin DIRECTOR	10 .....	X						0	0	0
Stephanie Colon DIRECTOR	10 .....	X						0	0	0
Kevin Drake DIRECTOR	10 .....	X						0	0	0
Kimberly Elmhorst DIRECTOR	10 .....	X						0	0	0
Gow Fields DIRECTOR	10 .....	X						0	0	0
Robert Fredere Jr DIRECTOR	10 .....	X						0	0	0
Michell Githens DIRECTOR	10 .....	X						0	0	0
Dana Hurley DIRECTOR	10 .....	X						0	0	0
Brad Johnson DIRECTOR	10 .....	X						0	0	0

Form 990, Part VII - Compensation of Officers, Directors, Trustees, Key Employees, Highest Compensated Employees, and Independent Contractors								(D) Reportable compensation from the organization (W-2/1099-MISC)	(E) Reportable compensation from related organizations (W-2/1099-MISC)	(F) Estimated amount of other compensation from the organization and related organizations
(A) Name and Title	(B) Average hours per week (list any hours for related organizations below dotted line)	(C) Position (do not check more than one box, unless person is both an officer and a director/trustee)								
		Individual trustee or director	Institutional Trustee	Officer	Key employee	Highest compensated employee	Former			
Chris Jones DIRECTOR	10 .....	X						0	0	0
Kelly Lonsberry DIRECTOR	10 .....	X						0	0	0
Bill Mutz DIRECTOR	10 .....	X						0	0	0
Marty Oliver DIRECTOR	10 .....	X						0	0	0
David Robinson DIRECTOR	10 .....	X						0	0	0
Martha Santiago DIRECTOR	10 .....	X						0	0	0
Weymon Snuggs III DIRECTOR	10 .....	X						0	0	0
Monti Sommer DIRECTOR	10 .....	X						0	0	0
Jackie Speake DIRECTOR	10 .....	X						0	0	0
Kerry Wilson DIRECTOR	10 .....	X						0	0	0

Form 990, Part VII - Compensation of Officers, Directors, Trustees, Key Employees, Highest Compensated Employees, and Independent Contractors										
(A) Name and Title	(B) Average hours per week (list any hours for related organizations below dotted 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)	(E) Reportable compensation from related organizations (W-2/1099-MISC)	(F) Estimated amount of other compensation from the organization and related organizations
		Individual trustee or director	Institutional Trustee	Officer	Key employee	Highest compensated employee	Former			
Allison Beeman Director	10 .....	X						0	0	0
Alan H Turner II PRESIDENT & CEO	380 .....			X				158,639	0	25,408
Penny Borgia CIO	380 .....			X				101,590	0	24,573
Jill Martin CFO	380 .....			X				93,430	0	17,187
Christina Criser VP RESOURCE DEVELOPMENT	380 .....			X				80,476	0	19,189

**SCHEDULE A**  
**(Form 990 or 990EZ)**

**Public Charity Status and Public Support**

OMB No 1545-0047

**2016**

**Open to Public Inspection**

Complete if the organization is a section 501(c)(3) organization or a section 4947(a)(1) nonexempt charitable trust.  
▶ Attach to Form 990 or Form 990-EZ.  
▶ Information about Schedule A (Form 990 or 990-EZ) and its instructions is at [www.irs.gov/form990](http://www.irs.gov/form990).

Department of the Treasury  
Internal Revenue Service  
Name of the organization  
United Way of Central Florida Inc

Employer identification number  
59-2116280

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

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

- 1  A church, convention of churches, or association of churches described in **section 170(b)(1)(A)(i)**.
- 2  A school described in **section 170(b)(1)(A)(ii)**. (Attach Schedule E (Form 990 or 990-EZ))
- 3  A hospital or a cooperative hospital service organization described in **section 170(b)(1)(A)(iii)**.
- 4  A medical research organization operated in conjunction with a hospital described in **section 170(b)(1)(A)(iii)**. Enter the hospital's name, city, and state \_\_\_\_\_
- 5  An organization operated for the benefit of a college or university owned or operated by a governmental unit described in **section 170(b)(1)(A)(iv)**. (Complete Part II )
- 6  A federal, state, or local government or governmental unit described in **section 170(b)(1)(A)(v)**.
- 7  An organization that normally receives a substantial part of its support from a governmental unit or from the general public described in **section 170(b)(1)(A)(vi)**. (Complete Part II )
- 8  A community trust described in **section 170(b)(1)(A)(vi)** (Complete Part II )
- 9  An agricultural research organization described in **170(b)(1)(A)(ix)** operated in conjunction with a land-grant college or university or a non-land grant college of agriculture See instructions Enter the name, city, and state of the college or university \_\_\_\_\_
- 10  An organization that normally receives (1) more than 33 1/3% of its support from contributions, membership fees, and gross receipts from activities related to its exempt functions—subject to certain exceptions, and (2) no more than 33 1/3% of its support from gross investment income and unrelated business taxable income (less section 511 tax) from businesses acquired by the organization after June 30, 1975 See **section 509(a)(2)**. (Complete Part III )
- 11  An organization organized and operated exclusively to test for public safety See **section 509(a)(4)**.
- 12  An organization organized and operated exclusively for the benefit of, to perform the functions of, or to carry out the purposes of one or more publicly supported organizations described in **section 509(a)(1)** or **section 509(a)(2)**. See **section 509(a)(3)**. Check the box in lines 12a through 12d that describes the type of supporting organization and complete lines 12e, 12f, and 12g
  - a  **Type I.** A supporting organization operated, supervised, or controlled by its supported organization(s), typically by giving the supported organization(s) the power to regularly appoint or elect a majority of the directors or trustees of the supporting organization **You must complete Part IV, Sections A and B.**
  - b  **Type II.** A supporting organization supervised or controlled in connection with its supported organization(s), by having control or management of the supporting organization vested in the same persons that control or manage the supported organization(s) **You must complete Part IV, Sections A and C.**
  - c  **Type III functionally integrated.** A supporting organization operated in connection with, and functionally integrated with, its supported organization(s) (see instructions) **You must complete Part IV, Sections A, D, and E.**
  - d  **Type III non-functionally integrated.** A supporting organization operated in connection with its supported organization(s) that is not functionally integrated The organization generally must satisfy a distribution requirement and an attentiveness requirement (see instructions) **You must complete Part IV, Sections A and D, and Part V.**
  - e  Check this box if the organization received a written determination from the IRS that it is a Type I, Type II, Type III functionally integrated, or Type III non-functionally integrated supporting organization
  - f Enter the number of supported organizations \_\_\_\_\_
  - g Provide the following information about the supported organization(s)

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

**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, 8, or 9 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)2012	(b)2013	(c)2014	(d)2015	(e)2016	(f)Total
<b>1</b> Gifts, grants, contributions, and membership fees received (Do not include any "unusual grant.")	11,187,672	10,369,128	10,242,117	10,186,058	10,390,554	52,375,529
<b>2</b> Tax revenues levied for the organization's benefit and either paid to or expended on its behalf						0
<b>3</b> The value of services or facilities furnished by a governmental unit to the organization without charge						0
<b>4 Total.</b> Add lines 1 through 3	11,187,672	10,369,128	10,242,117	10,186,058	10,390,554	52,375,529
<b>5</b> 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)						12,854,013
<b>6 Public support.</b> Subtract line 5 from line 4						39,521,516

**Section B. Total Support**

Calendar year (or fiscal year beginning in) ▶	(a)2012	(b)2013	(c)2014	(d)2015	(e)2016	(f)Total
<b>7</b> Amounts from line 4	11,187,672	10,369,128	10,242,117	10,186,058	10,390,554	52,375,529
<b>8</b> Gross income from interest, dividends, payments received on securities loans, rents, royalties and income from similar sources	117,778	119,857	141,140	118,618	134,311	631,704
<b>9</b> Net income from unrelated business activities, whether or not the business is regularly carried on						0
<b>10</b> Other income Do not include gain or loss from the sale of capital assets (Explain in Part VI.)	18,595	14,570	14,367	12,875	13,414	73,821
<b>11 Total support.</b> Add lines 7 through 10						53,081,054
<b>12</b> Gross receipts from related activities, etc (see instructions)					<b>12</b>	3,442,911
<b>13 First five years.</b> 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 <b>stop here</b> . . . . . <input type="checkbox"/>						

**Section C. Computation of Public Support Percentage**

<b>14</b> Public support percentage for 2016 (line 6, column (f) divided by line 11, column (f))	<b>14</b>	74.46 %
<b>15</b> Public support percentage for 2015 Schedule A, Part II, line 14	<b>15</b>	74.2 %
<b>16a 33 1/3% support test—2016.</b> If the organization did not check the box on line 13, and line 14 is 33 1/3% or more, check this box and <b>stop here.</b> The organization qualifies as a publicly supported organization <input checked="" type="checkbox"/>		
<b>b 33 1/3% support test—2015.</b> 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 <b>stop here.</b> The organization qualifies as a publicly supported organization <input type="checkbox"/>		
<b>17a 10%-facts-and-circumstances test—2016.</b> 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 <b>stop here.</b> 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>b 10%-facts-and-circumstances test—2015.</b> 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 <b>stop here.</b> 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>18 Private foundation.</b> 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)2012	(b)2013	(c)2014	(d)2015	(e)2016	(f)Total
<b>1</b>	Gifts, grants, contributions, and membership fees received (Do not include any "unusual grants.")						
<b>2</b>	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						
<b>3</b>	Gross receipts from activities that are not an unrelated trade or business under section 513						
<b>4</b>	Tax revenues levied for the organization's benefit and either paid to or expended on its behalf						
<b>5</b>	The value of services or facilities furnished by a governmental unit to the organization without charge						
<b>6</b>	<b>Total.</b> Add lines 1 through 5						
<b>7a</b>	Amounts included on lines 1, 2, and 3 received from disqualified persons						
<b>b</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						
<b>c</b>	Add lines 7a and 7b						
<b>8</b>	<b>Public support.</b> (Subtract line 7c from line 6 )						

**Section B. Total Support**

Calendar year (or fiscal year beginning in) ►		(a)2012	(b)2013	(c)2014	(d)2015	(e)2016	(f)Total
<b>9</b>	Amounts from line 6						
<b>10a</b>	Gross income from interest, dividends, payments received on securities loans, rents, royalties and income from similar sources						
<b>b</b>	Unrelated business taxable income (less section 511 taxes) from businesses acquired after June 30, 1975						
<b>c</b>	Add lines 10a and 10b						
<b>11</b>	Net income from unrelated business activities not included in line 10b, whether or not the business is regularly carried on						
<b>12</b>	Other income Do not include gain or loss from the sale of capital assets (Explain in Part VI )						
<b>13</b>	<b>Total support.</b> (Add lines 9, 10c, 11, and 12 )						
<b>14</b>	<b>First five years.</b> 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 <b>stop here</b> <span style="float: right;">► <input type="checkbox"/></span>						

**Section C. Computation of Public Support Percentage**

<b>15</b>	Public support percentage for 2016 (line 8, column (f) divided by line 13, column (f))	<b>15</b>	
<b>16</b>	Public support percentage from 2015 Schedule A, Part III, line 15	<b>16</b>	

**Section D. Computation of Investment Income Percentage**

<b>17</b>	Investment income percentage for <b>2016</b> (line 10c, column (f) divided by line 13, column (f))	<b>17</b>	
<b>18</b>	Investment income percentage from <b>2015</b> Schedule A, Part III, line 17	<b>18</b>	
<b>19a</b>	<b>33 1/3% support tests—2016.</b> 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 <b>stop here.</b> The organization qualifies as a publicly supported organization <span style="float: right;">► <input type="checkbox"/></span>		
<b>b</b>	<b>33 1/3% support tests—2015.</b> 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 <b>stop here.</b> The organization qualifies as a publicly supported organization <span style="float: right;">► <input type="checkbox"/></span>		
<b>20</b>	<b>Private foundation.</b> If the organization did not check a box on line 14, 19a, or 19b, check this box and see instructions <span style="float: right;">► <input type="checkbox"/></span>		

**Part IV Supporting Organizations**

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

**Section A. All Supporting Organizations**

	Yes	No
<b>1</b> 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>		
<b>2</b> 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>		
<b>3a</b> Did the organization have a supported organization described in section 501(c)(4), (5), or (6)? <i>If "Yes," answer (b) and (c) below.</i>		
<b>b</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>		
<b>c</b> 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>		
<b>4a</b> Was any supported organization not organized in the United States ("foreign supported organization")? <i>If "Yes" and if you checked 12a or 12b in Part I, answer (b) and (c) below.</i>		
<b>b</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>		
<b>c</b> 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>		
<b>5a</b> Did the organization add, substitute, or remove any supported organizations during the tax year? <i>If "Yes," answer (b) and (c) 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>b</b> <b>Type I or Type II only.</b> Was any added or substituted supported organization part of a class already designated in the organization's organizing document?		
<b>c</b> <b>Substitutions only.</b> Was the substitution the result of an event beyond the organization's control?		
<b>6</b> 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>		
<b>7</b> Did the organization provide a grant, loan, compensation, or other similar payment to a substantial contributor (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 or 990-EZ).</i>		
<b>8</b> Did the organization make a loan to a disqualified person (as defined in section 4958) not described in line 7? <i>If "Yes," complete Part I of Schedule L (Form 990 or 990-EZ).</i>		
<b>9a</b> 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>b</b> Did one or more disqualified persons (as defined in 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>		
<b>c</b> Did a disqualified person (as defined in 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>		
<b>10a</b> 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>b</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
<b>11</b>	Has the organization accepted a gift or contribution from any of the following persons?		
<b>a</b>	A person who directly or indirectly controls, either alone or together with persons described in (b) and (c) below, the governing body of a supported organization?		
<b>b</b>	A family member of a person described in (a) above?		
<b>c</b>	A 35% controlled entity of a person described in (a) or (b) above? <i>If "Yes" to a, b, or c, provide detail in Part VI</i>		

**Section B. Type I Supporting Organizations**

		Yes	No
<b>1</b>	Did the directors, trustees, or membership of one or more supported organizations have the power to regularly appoint or elect at least a majority of the organization's 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 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>		
<b>2</b>	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>		

**Section C. Type II Supporting Organizations**

		Yes	No
<b>1</b>	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>		

**Section D. All Type III Supporting Organizations**

		Yes	No
<b>1</b>	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?		
<b>2</b>	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>		
<b>3</b>	By reason of the relationship described in (2), 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>		

**Section E. Type III Functionally-Integrated Supporting Organizations**

<b>1</b>	Check the box next to the method that the organization used to satisfy the Integral Part Test during the year (see instructions)		
<b>a</b>	<input type="checkbox"/> The organization satisfied the Activities Test. Complete <b>line 2</b> below.		
<b>b</b>	<input type="checkbox"/> The organization is the parent of each of its supported organizations. Complete <b>line 3</b> below.		
<b>c</b>	<input type="checkbox"/> The organization supported a governmental entity. Describe in <b>Part VI</b> how you supported a government entity (see instructions).		
<b>2</b>	Activities Test <b>Answer (a) and (b) below.</b>		
<b>a</b>	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>b</b>	Did the activities described in (a) 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>		
<b>3</b>	Parent of Supported Organizations <b>Answer (a) and (b) below.</b>		
<b>a</b>	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>Provide details in Part VI.</i>		
<b>b</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>		



**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. **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)
<b>1</b> Net short-term capital gain	<b>1</b>	
<b>2</b> Recoveries of prior-year distributions	<b>2</b>	
<b>3</b> Other gross income (see instructions)	<b>3</b>	
<b>4</b> Add lines 1 through 3	<b>4</b>	
<b>5</b> Depreciation and depletion	<b>5</b>	
<b>6</b> 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)	<b>6</b>	
<b>7</b> Other expenses (see instructions)	<b>7</b>	
<b>8 Adjusted Net Income</b> (subtract lines 5, 6 and 7 from line 4)	<b>8</b>	

**Section B - Minimum Asset Amount**

	(A) Prior Year	(B) Current Year (optional)
<b>1</b> Aggregate fair market value of all non-exempt-use assets (see instructions for short tax year or assets held for part of year)	<b>1</b>	
<b>a</b> Average monthly value of securities	<b>1a</b>	
<b>b</b> Average monthly cash balances	<b>1b</b>	
<b>c</b> Fair market value of other non-exempt-use assets	<b>1c</b>	
<b>d Total</b> (add lines 1a, 1b, and 1c)	<b>1d</b>	
<b>e Discount</b> claimed for blockage or other factors (explain in detail in Part VI)		
<b>2</b> Acquisition indebtedness applicable to non-exempt use assets	<b>2</b>	
<b>3</b> Subtract line 2 from line 1d	<b>3</b>	
<b>4</b> Cash deemed held for exempt use. Enter 1-1/2% of line 3 (for greater amount, see instructions)	<b>4</b>	
<b>5</b> Net value of non-exempt-use assets (subtract line 4 from line 3)	<b>5</b>	
<b>6</b> Multiply line 5 by .035	<b>6</b>	
<b>7</b> Recoveries of prior-year distributions	<b>7</b>	
<b>8 Minimum Asset Amount</b> (add line 7 to line 6)	<b>8</b>	

**Section C - Distributable Amount**

		Current Year
<b>1</b> Adjusted net income for prior year (from Section A, line 8, Column A)	<b>1</b>	
<b>2</b> Enter 85% of line 1	<b>2</b>	
<b>3</b> Minimum asset amount for prior year (from Section B, line 8, Column A)	<b>3</b>	
<b>4</b> Enter greater of line 2 or line 3	<b>4</b>	
<b>5</b> Income tax imposed in prior year	<b>5</b>	
<b>6 Distributable Amount.</b> Subtract line 5 from line 4, unless subject to emergency temporary reduction (see instructions)	<b>6</b>	
<b>7</b> <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)**

<b>Section D - Distributions</b>	<b>Current Year</b>
<b>1</b> Amounts paid to supported organizations to accomplish exempt purposes	
<b>2</b> Amounts paid to perform activity that directly furthers exempt purposes of supported organizations, in excess of income from activity	
<b>3</b> Administrative expenses paid to accomplish exempt purposes of supported organizations	
<b>4</b> Amounts paid to acquire exempt-use assets	
<b>5</b> Qualified set-aside amounts (prior IRS approval required)	
<b>6</b> Other distributions (describe in Part VI) See instructions	
<b>7 Total annual distributions.</b> Add lines 1 through 6	
<b>8</b> Distributions to attentive supported organizations to which the organization is responsive (provide details in Part VI) See instructions	
<b>9</b> Distributable amount for 2016 from Section C, line 6	
<b>10</b> Line 8 amount divided by Line 9 amount	

<b>Section E - Distribution Allocations (see instructions)</b>	<b>(i) Excess Distributions</b>	<b>(ii) Underdistributions Pre-2016</b>	<b>(iii) Distributable Amount for 2016</b>
<b>1</b> Distributable amount for 2016 from Section C, line 6			
<b>2</b> Underdistributions, if any, for years prior to 2016 (reasonable cause required--see instructions)			
<b>3</b> Excess distributions carryover, if any, to 2016			
<b>a</b>			
<b>b</b>			
<b>c</b> From 2013. . . . .			
<b>d</b> From 2014. . . . .			
<b>e</b> From 2015. . . . .			
<b>f Total</b> of lines 3a through e			
<b>g</b> Applied to underdistributions of prior years			
<b>h</b> Applied to 2016 distributable amount			
<b>i</b> Carryover from 2011 not applied (see instructions)			
<b>j</b> Remainder Subtract lines 3g, 3h, and 3i from 3f			
<b>4</b> Distributions for 2016 from Section D, line 7			
<b>a</b> Applied to underdistributions of prior years			
<b>b</b> Applied to 2016 distributable amount			
<b>c</b> Remainder Subtract lines 4a and 4b from 4			
<b>5</b> Remaining underdistributions for years prior to 2016, if any Subtract lines 3g and 4a from line 2 (if amount greater than zero, see instructions)			
<b>6</b> Remaining underdistributions for 2016 Subtract lines 3h and 4b from line 1 (if amount greater than zero, see instructions)			
<b>7 Excess distributions carryover to 2017.</b> Add lines 3j and 4c			
<b>8</b> Breakdown of line 7			
<b>a</b>			
<b>b</b> Excess from 2013. . . . .			
<b>c</b> Excess from 2014. . . . .			
<b>d</b> Excess from 2015. . . . .			
<b>e</b> Excess from 2016. . . . .			

**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).

<b>Facts And Circumstances Test</b>

**990 Schedule A, Supplemental Information**

Return Reference	Explanation
Schedule A, Part II, Line 10 Other Income	DESCRIPTION - OTHER INCOME, COLUMN A - 18595 0, COLUMN B - 14570 0, COLUMN C - 14367 0, COLUMN D - 12875 0, COLUMN E - 13414 0, COLUMN F - 73821 0,

Schedule A Form 990 of 990-E 2016

**SCHEDULE D**  
(Form 990)

**Supplemental Financial Statements**

OMB No 1545-0047  
**2016**  
**Open to Public Inspection**

▶ 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.

Information about Schedule D (Form 990) and its instructions is at [www.irs.gov/form990](http://www.irs.gov/form990).

Department of the Treasury  
Internal Revenue Service

**Name of the organization**  
United Way of Central Florida Inc

**Employer identification number**  
59-2116280

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

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

- 5 Did the organization inform all donors and donor advisors in writing that the assets held in donor advised funds are the organization's property, subject to the organization's exclusive legal control?  Yes  No
- 6 Did the organization inform all grantees, donors, and donor advisors in writing that grant funds can be used only for charitable purposes and not for the benefit of the donor or donor advisor, or for any other purpose conferring impermissible private benefit?  Yes  No

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

- 1 Purpose(s) of conservation easements held by the organization (check all that apply)
- Preservation of land for public use (e g , recreation or education)
  - Preservation of an 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 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 in (a)	2c
d Number of conservation easements included in (c) acquired after 8/17/06, and not on a historic structure listed in the National Register	2d

- 3 Number of conservation easements modified, transferred, released, extinguished, or terminated by the organization during the tax year ▶ \_\_\_\_\_
- 4 Number of states where property subject to conservation easement is located ▶ \_\_\_\_\_
- 5 Does the organization have a written policy regarding the periodic monitoring, inspection, handling of violations, and enforcement of the conservation easements it holds?  Yes  No
- 6 Staff and volunteer hours devoted to monitoring, inspecting, handling of violations, and enforcing conservation easements during the year ▶ \_\_\_\_\_
- 7 Amount of expenses incurred in monitoring, inspecting, handling of violations, and enforcing conservation easements during the year ▶ \$ \_\_\_\_\_
- 8 Does each conservation easement reported on line 2(d) above satisfy the requirements of section 170(h)(4)(B)(i) and section 170(h)(4)(B)(ii)?  Yes  No
- 9 In Part XIII, describe how the organization reports conservation easements in its revenue and expense statement, and balance sheet, and include, if applicable, the text of the footnote to the organization's financial statements that describes the organization's accounting for conservation easements

**Part III Organizations Maintaining Collections of Art, Historical Treasures, or Other Similar Assets.**  
Complete if the organization answered "Yes" on Form 990, Part IV, line 8.

- 1a If the organization elected, as permitted under SFAS 116 (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 SFAS 116 (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 SFAS 116 (ASC 958) relating to these items
- a Revenue included on Form 990, Part VIII, line 1 ▶ \$ \_\_\_\_\_
- b Assets included in Form 990, Part X ▶ \$ \_\_\_\_\_

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

- 3** Using the organization's acquisition, accession, and other records, check any of the following that are a 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 programs
  - 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 |
|--|--------|
| <b>c</b> Beginning balance             |        |
| <b>d</b> Additions during the year     |        |
| <b>e</b> Distributions during the year |        |
| <b>f</b> Ending balance                |        |
- 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
<b>1a</b> Beginning of year balance . . . . .	2,813,542	2,925,005	2,898,079	2,545,453	1,556,030
<b>b</b> Contributions . . . . .	145,017	15,597	15,186	15,741	978,808
<b>c</b> Net investment earnings, gains, and losses	263,830	-89,259	60,135	371,702	56,986
<b>d</b> Grants or scholarships . . . . .					
<b>e</b> Other expenditures for facilities and programs . . . . .	63,432	37,801	48,395	34,817	46,371
<b>f</b> Administrative expenses . . . . .					
<b>g</b> End of year balance . . . . .	3,158,957	2,813,542	2,925,005	2,898,079	2,545,453

- 2** Provide the estimated percentage of the current year end balance (line 1g, column (a)) held as
- a** Board designated or quasi-endowment ▶ 16 55 %
  - b** Permanent endowment ▶ 38 8 %
  - c** Temporarily restricted endowment ▶ 44 65 %
- 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 |
|--|------------------|----|
| <b>(i)</b> unrelated organizations . . . . .   | <b>3a(i)</b> Yes |    |
| <b>(ii)</b> related organizations . . . . .  | <b>3a(ii)</b>    | No |
| <b>b</b> If "Yes" on 3a(ii), are the related organizations listed as required on Schedule R? . . . . . | <b>3b</b>        |    |
- 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
<b>1a</b> Land . . . . .		100,000		100,000
<b>b</b> Buildings		1,039,094	671,269	367,825
<b>c</b> Leasehold improvements		485,415	480,463	4,952
<b>d</b> Equipment . . . . .		806,650	749,518	57,132
<b>e</b> Other . . . . .				
<b>Total.</b> Add lines 1a through 1e (Column (d) must equal Form 990, Part X, column (B), line 10(c)) . . . ▶				529,909

**Part VII Investments—Other Securities.** Complete if the organization answered 'Yes' on Form 990, Part IV, line 11b. See Form 990, Part X, line 12.

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

**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)		
<b>Total.</b> (Column (b) must equal Form 990, Part X, col (B) line 13.)		

**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) Beneficial Interest in Trusts	1,940,122
(2)	
(3)	
(4)	
(5)	
(6)	
(7)	
(8)	
(9)	
<b>Total.</b> (Column (b) must equal Form 990, Part X, col (B) line 15.)	1,940,122

**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.

(a) Description of liability	(b) Book value
(1) Federal income taxes	
Designations Payable - Split Interest Trust	359,414
(2)	
(3)	
(4)	
(5)	
(6)	
(7)	
(8)	
(9)	
<b>Total.</b> (Column (b) must equal Form 990, Part X, col (B) line 25.)	359,414

**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 FIN 48 (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.

<b>1</b>	Total revenue, gains, and other support per audited financial statements . . . . .	<b>1</b>	10,371,794
<b>2</b>	Amounts included on line 1 but not on Form 990, Part VIII, line 12		
<b>a</b>	Net unrealized gains (losses) on investments . . . . .	<b>2a</b>	81,395
<b>b</b>	Donated services and use of facilities . . . . .	<b>2b</b>	34,694
<b>c</b>	Recoveries of prior year grants . . . . .	<b>2c</b>	
<b>d</b>	Other (Describe in Part XIII) . . . . .	<b>2d</b>	24,874
<b>e</b>	Add lines <b>2a</b> through <b>2d</b> . . . . .	<b>2e</b>	140,963
<b>3</b>	Subtract line <b>2e</b> from line <b>1</b> . . . . .	<b>3</b>	10,230,831
<b>4</b>	Amounts included on Form 990, Part VIII, line 12, but not on line <b>1</b>		
<b>a</b>	Investment expenses not included on Form 990, Part VIII, line 7b . . . . .	<b>4a</b>	41,614
<b>b</b>	Other (Describe in Part XIII) . . . . .	<b>4b</b>	1,404,781
<b>c</b>	Add lines <b>4a</b> and <b>4b</b> . . . . .	<b>4c</b>	1,446,395
<b>5</b>	Total revenue Add lines <b>3</b> and <b>4c</b> . (This must equal Form 990, Part I, line 12) . . . . .	<b>5</b>	11,677,226

**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.

<b>1</b>	Total expenses and losses per audited financial statements . . . . .	<b>1</b>	9,646,044
<b>2</b>	Amounts included on line 1 but not on Form 990, Part IX, line 25		
<b>a</b>	Donated services and use of facilities . . . . .	<b>2a</b>	34,694
<b>b</b>	Prior year adjustments . . . . .	<b>2b</b>	
<b>c</b>	Other losses . . . . .	<b>2c</b>	
<b>d</b>	Other (Describe in Part XIII) . . . . .	<b>2d</b>	0
<b>e</b>	Add lines <b>2a</b> through <b>2d</b> . . . . .	<b>2e</b>	34,694
<b>3</b>	Subtract line <b>2e</b> from line <b>1</b> . . . . .	<b>3</b>	9,611,350
<b>4</b>	Amounts included on Form 990, Part IX, line 25, but not on line <b>1</b> :		
<b>a</b>	Investment expenses not included on Form 990, Part VIII, line 7b . . . . .	<b>4a</b>	41,614
<b>b</b>	Other (Describe in Part XIII) . . . . .	<b>4b</b>	883,353
<b>c</b>	Add lines <b>4a</b> and <b>4b</b> . . . . .	<b>4c</b>	924,967
<b>5</b>	Total expenses Add lines <b>3</b> and <b>4c</b> . (This must equal Form 990, Part I, line 18) . . . . .	<b>5</b>	10,536,317

**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.

Return Reference	Explanation
See Additional Data Table	



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

Return Reference	Explanation

## Additional Data

**Software ID:** 16000421

**Software Version:** 2016v3.0

**EIN:** 59-2116280

**Name:** United Way of Central Florida Inc

## Supplemental Information

Return Reference	Explanation
Schedule D, Part V, Line 4 Intended uses of endowment funds	Spending was made in funds owned and controlled by a 3rd party Trustee, in accordance with donor stipulations

## Supplemental Information

Return Reference	Explanation
Schedule D, Part X, Line 2 FIN 48 (ASC 740) footnote	UWCF has received determination of tax exempt status from the Internal Revenue Service under Code Section 501(c)(3) and, consequently, the earnings of UWCF are not taxed. A tax position is recognized as a benefit only if it is "more likely than not" that the tax position would be sustained in a tax examination, with a tax examination being presumed to occur. The amount recognized is the largest amount of tax benefit that is greater than 50% likely of being realized on examination. For tax positions not meeting the "more likely than not" test, no tax benefit is recorded. UWCF is no longer subject to examination by taxing authorities for years before June 30, 2013. UWCF does not expect the total amount of unrecognized tax benefits to significantly change in the next 12 months. UWCF recognizes interest and/or penalties related to income tax matters in income tax expense. UWCF did not have any amount accrued for interest and penalties at June 30, 2017 or 2016, respectively.

# Supplemental Information

Return Reference	Explanation
Schedule D, Part XI, Line 2(d) Other revenues in audited financial statements not in form 990	CHANGE IN BENEFICIAL INTEREST IN ASSETS HELD BY OTHERS - 24874

## Supplemental Information

Return Reference	Explanation
Schedule D, Part XI, Line 4(b) Other revenues in form 990 not in audited financial statements	UNCOLLECTIBLE PLEDGES - 521428 DONOR DESIGNATIONS - 883353

## Supplemental Information

Return Reference	Explanation
Schedule D, Part XII, Line 4(b) Other expenses in form 990 not in audited financial statements	DONOR DESIGNATIONS - 883353

Schedule I (Form 990)

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

OMB No 1545-0047

2016

Open to Public Inspection

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

Attach to Form 990.

Information about Schedule I (Form 990) and its instructions is at www.irs.gov/form990.

Department of the Treasury Internal Revenue Service

Name of the organization United Way of Central Florida Inc

Employer identification number

59-2116280

Part I General Information on Grants and Assistance

- 1 Does the organization maintain records to substantiate the amount of the grants or assistance...
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.

Table with 8 columns: (a) Name and address of organization or government, (b) EIN, (c) IRC section if applicable, (d) Amount of cash grant, (e) Amount of non-cash assistance, (f) Method of valuation, (g) Description of non-cash assistance, (h) Purpose of grant or assistance. Includes rows for data entry and a 'See Additional Data Table' row.

2 Enter total number of section 501(c)(3) and government organizations listed in the line 1 table. 63
3 Enter total number of other organizations listed in the line 1 table. 0

**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 non-cash assistance
(1) EMERGENCY RELIEF- FOOD,SHELTER,UTILITIES	130	105,262	0	N/A	N/A
(2) EMERGENCY RELIEF, FOOD GIFT CARDS	11	0	5,200	RESALE VALUE	FOOD GIFT CARDS
(2)					
(3)					
(4)					
(5)					
(6)					
(7)					

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

Return Reference	Explanation
Schedule I, Part II Definitions of codes used	General operating cost An unrestricted grant made to an agency in support of its general operating costs Program operating cost A restricted grant made to an agency in support of the costs associated with a specific program that it operates Donor designated for general support An unrestricted grant made to an agency at the direction of the donor (s) in support of its general operating costs Donor designated for program costs An unrestricted grant made to an agency at the direction of the donor (s) in support of the costs associated with a specific program that it operates Donor designated for disaster/emergency relief An unrestricted grant made to an agency at the direction of the donor (s) in support of the costs associated with providing disaster/emergency relief efforts to victims Donor designated, 3rd party processed, for general support An unrestricted grant made to an agency, at the direction of the donor(s), collected and paid directly to the agency by a 3rd party, in support of its general operating costs
Schedule I, Part I, Line 2 Procedures for monitoring use of grant funds	Member agencies of the United Way of Central FL submit an annual application to the Community impact department for review This application proves ongoing eligibility of the agency and its programs For non-member agencies of the United Way of Central FL, an application packet is mailed and eligibility for that agency to receive designated funds is determined Non-member applications are good for three years Each year more than 100 volunteers on 15 teams visit program sites, review previous investments, program goals and outcomes, and make recommendations about the most effective way to meet critical needs The process includes 1 An on-line application process that includes explanation of the proposed use, historic and anticipated results from use of the funding Applications include agency and program budgets, program profile, demographics, specific outcomes and related indicators that measure results Social conditions identify the need for the service in the community A success story provides an example of a client whose life was impacted by the service 2 Financial review of the organization to gain a level of assurance that the organization follows sound policies Partner programs submit budgets 3 A copy of the organization's 990 and audit are also required 4 Verification of compliance with the provisions of the Patriot act are included in the application 5 Verification of current status as an IRS code section 501 (c) (3) nonprofit organization Partner programs are required to provide UWCF with 6 month progress reports that show how the funding has been utilized as well as a final report



**Additional Data**

**Software ID:** 16000421  
**Software Version:** 2016v3.0  
**EIN:** 59-2116280  
**Name:** United Way of Central Florida Inc

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

<b>(a)</b> Name and address of organization or government	<b>(b)</b> EIN	<b>(c)</b> IRC section if applicable	<b>(d)</b> Amount of cash grant	<b>(e)</b> Amount of non-cash assistance	<b>(f)</b> Method of valuation (book, FMV, appraisal, other)	<b>(g)</b> Description of non-cash assistance	<b>(h)</b> Purpose of grant or assistance
Girl Scouts of Gulfcoast Florida Inc 4780 CATTLEMAN ROAD Sarasota, FL 34233	59-0760212	501(c)(3)	7,175	0	N/A	N/A	Program Operating Cost, Donor Designated for General Support and Program Costs
Neighborhood Service Center PO BOX 3311 Winter Haven, FL 33881	59-1363593	501(c)(3)	9,576	0	N/A	N/A	Program Operating Cost, Donor Designated for General Support and Program Costs

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

<b>(a)</b> Name and address of organization or government	<b>(b)</b> EIN	<b>(c)</b> IRC section if applicable	<b>(d)</b> Amount of cash grant	<b>(e)</b> Amount of non-cash assistance	<b>(f)</b> Method of valuation (book, FMV, appraisal, other)	<b>(g)</b> Description of non-cash assistance	<b>(h)</b> Purpose of grant or assistance
United Way of Pasco County 17230 CAMELOT COURT Land O Lakes, FL 34638	59-2193178	501(c)(3)	9,850	0	N/A	N/A	Donor Designated for General Support and Program Costs
Heartland Horses Equine Activities and Learning Inc 4305 Independence St Avon Park, FL 33825	59-3734956	501(c)(3)	11,820	0	N/A	N/A	Program Operating Cost, Donor Designated for General Support and Program Costs

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

<b>(a)</b> Name and address of organization or government	<b>(b)</b> EIN	<b>(c)</b> IRC section if applicable	<b>(d)</b> Amount of cash grant	<b>(e)</b> Amount of non-cash assistance	<b>(f)</b> Method of valuation (book, FMV, appraisal, other)	<b>(g)</b> Description of non-cash assistance	<b>(h)</b> Purpose of grant or assistance
American Red Cross-Highlands Co 106 MEDICAL CENTER AVENUE Sebring, FL 33870	53-0196605	501(c)(3)	12,372	0	N/A	N/A	Program Operating Cost, Donor Designated for General Support and Program Costs
United Way Suncoast - Tampa Bay 5201 WEST KENNEDY BOULEVARD Tampa, FL 33609	59-3725701	501(c)(3)	13,620	0	N/A	N/A	Donor Designated for General Support and Program Costs

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

<b>(a)</b> Name and address of organization or government	<b>(b)</b> EIN	<b>(c)</b> IRC section if applicable	<b>(d)</b> Amount of cash grant	<b>(e)</b> Amount of non-cash assistance	<b>(f)</b> Method of valuation (book, FMV, appraisal, other)	<b>(g)</b> Description of non-cash assistance	<b>(h)</b> Purpose of grant or assistance
Boys and Girls Club of Highlands County PO BOX 1596 Sebring, FL 33870	59-3468588	501(c)(3)	16,211	0	N/A	N/A	Program Operating Cost, Donor Designated for General Support and Program Costs
Big Brothers Big Sisters of Tampa Bay Polk County Division 201 N KENTUCKY AVE 1 Lakeland, FL 33801	59-2173085	501(c)(3)	17,775	0	N/A	N/A	Program Operating Cost, Donor Designated for General Support and Program Costs

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

<b>(a)</b> Name and address of organization or government	<b>(b)</b> EIN	<b>(c)</b> IRC section if applicable	<b>(d)</b> Amount of cash grant	<b>(e)</b> Amount of non-cash assistance	<b>(f)</b> Method of valuation (book, FMV, appraisal, other)	<b>(g)</b> Description of non-cash assistance	<b>(h)</b> Purpose of grant or assistance
Polk State College Foundation 999 AVENUE H Winter Haven, FL 33881	59-1819213	501(c)(3)	22,248	0	N/A	N/A	Program Operating Cost, Donor Designated for General Support and Program Costs
Habitat for Humanity Lakeland 1317 GEORGE JENKINS BOULEVARD Lakeland, FL 33815	59-3000422	501(c)(3)	25,000	0	N/A	N/A	Donor Designated for General Support and Program Costs

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

<b>(a)</b> Name and address of organization or government	<b>(b)</b> EIN	<b>(c)</b> IRC section if applicable	<b>(d)</b> Amount of cash grant	<b>(e)</b> Amount of non-cash assistance	<b>(f)</b> Method of valuation (book, FMV, appraisal, other)	<b>(g)</b> Description of non-cash assistance	<b>(h)</b> Purpose of grant or assistance
Highlands County Family YMCA 100 YMCA LANE Sebring, FL 33870	59-2859656	501(c)(3)	26,219	0	N/A	N/A	Program Operating Cost, Donor Designated for General Support and Program Costs
Hardee Help Center PO BOX 422 Wauchula, FL 33873	59-2993242	501(c)(3)	27,954	0	N/A	N/A	Program Operating Cost, Donor Designated for General Support and Program Costs

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

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Women's Care Center of Bartow Inc PO BOX 1041 Bartow, FL 33830	65-0332777	501(c)(3)	29,944	0	N/A	N/A	Program Operating Cost, Donor Designated for General Support and Program Costs
Heart of Florida United Way 1940 Traylor Blvd Orlando, FL 32804	59-0808854	501(c)(3)	5,018	0	N/A	N/A	Donor Designated for General Support and Program Costs

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

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Ridge Area Arc 120 WEST COLLEGE DRIVE Avon Park, FL 33825	59-0829984	501(c)(3)	31,059	0	N/A	N/A	Program Operating Cost, Donor Designated for General Support and Program Costs
Champion for Children Foundation of Highlands County Inc P O BOX 7125 Sebring, FL 33870	65-0444941	501(c)(3)	36,741	0	N/A	N/A	Program Operating Cost, Donor Designated for General Support and Program Costs



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Family Emergency Services of Winter Haven 320 Ave T NW Winter Haven, FL 33881	59-0609724	501(c)(3)	37,064	0	N/A	N/A	Program Operating Cost, Donor Designated for General Support and Program Costs
Early Learning Coalition of Florida's Heartland - Hardee County 2886 Tamiami Trail Suite 1 Port Charlotte, FL 33952	53-3738819	501(c)(3)	40,378	0	N/A	N/A	Program Operating Cost, Donor Designated for General Support and Program Costs

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

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NU-HOPE Elder Care Services Inc 6414 US HWY 27 SOUTH Sebring, FL 33876	59-1649814	501(c)(3)	40,934	0	N/A	N/A	Program Operating Cost, Donor Designated for General Support and Program Costs
Florida Epilepsy Services 305 S FLORIDA AVE Lakeland, FL 33801	59-3151484	501(c)(3)	50,294	0	N/A	N/A	Program Operating Cost, Donor Designated for General Support and Program Costs

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

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Early Learning Coalition (Highlands Co) 209 N RIDGEWOOD DRIVE Sebring, FL 33870	65-1006254	501(c)(3)	50,491	0	N/A	N/A	Program Operating Cost, Donor Designated for General Support and Program Costs
Hardee Family YMCA 610 WEST ORANGE STREET Wauchula, FL 33873	59-1618413	501(c)(3)	53,124	0	N/A	N/A	Program Operating Cost, Donor Designated for General Support and Program Costs

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

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Youth & Family Alternatives Inc 7524 PLATHE ROAD New Port Richey, FL 34653	59-1545990	501(c)(3)	56,736	0	N/A	N/A	Program Operating Cost, Donor Designated for General Support and Program Costs
Church Service Center 290 E CHURCH Bartow, FL 33830	59-1162397	501(c)(3)	58,782	0	N/A	N/A	Program Operating Cost, Donor Designated for General Support and Program Costs

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InnerAct Alliance 621 S FLORIDA AVE Lakeland, FL 33801	59-2844663	501(c)(3)	64,418	0	N/A	N/A	Program Operating Cost, Donor Designated for General Support and Program Costs
Frostproof Care Center 21 S SCENIC HIGHWAY Frostproof, FL 33843	59-2988744	501(c)(3)	69,279	0	N/A	N/A	Program Operating Cost, Donor Designated for General Support and Program Costs

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Lighthouse for the Blind Polk Division 1106 W Platt St Tampa, FL 33606	59-0637876	501(c)(3)	72,545	0	N/A	N/A	Program Operating Cost, Donor Designated for General Support and Program Costs
Sunrise Community of Central Florida 1339 GOLCONDRA ROAD Lakeland, FL 33801	65-0714062	501(c)(3)	72,897	0	N/A	N/A	Program Operating Cost, Donor Designated for General Support and Program Costs

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Nu-HOPE Elder Care Services - Hardee 310 N 8th Ave Wauchula, FL 33873	59-1634802	501(c)(3)	74,440	0	N/A	N/A	Program Operating Cost, Donor Designated for General Support and Program Costs
Lake Wales Family YMCA 1001 BURNS AVE Lake Wales, FL 33853	59-1741481	501(c)(3)	75,316	0	N/A	N/A	Program Operating Cost, Donor Designated for General Support and Program Costs

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Children's Home Society Greater Lakeland Division - Polk Hardee & Highlands 1010 E Rose St Lakeland, FL 33801	59-0192430	501(c)(3)	76,453	0	N/A	N/A	Program Operating Cost, Donor Designated for General Support and Program Costs
Women's Resource Center 165 AVENUE A NW Winter Haven, FL 33881	59-2344584	501(c)(3)	79,359	0	N/A	N/A	Program Operating Cost, Donor Designated for General Support and Program Costs



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HELP of Fort Meade Inc 121 WEST BROADWAY STREET Fort Meade, FL 33841	59-2993886	501(c)(3)	81,626	0	N/A	N/A	Program Operating Cost, Donor Designated for General Support and Program Costs
Mulberry Community Service Center 301 NE 5TH STREET Mulberry, FL 33860	59-1896141	501(c)(3)	81,672	0	N/A	N/A	Program Operating Cost, Donor Designated for General Support and Program Costs

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Explorations V Children's Museum 109 N KENTUCKY AVENUE Lakeland, FL 33801	59-2994883	501(c)(3)	82,348	0	N/A	N/A	Program Operating Cost, Donor Designated for General Support and Program Costs
The Salvation Army of East Polk PO BOX 1069 Winter Haven, FL 33881	59-0631403	501(c)(3)	84,968	0	N/A	N/A	Program Operating Cost, Donor Designated for General Support and Program Costs

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YMCA of West Central Florida 3620 CLEVELAND HEIGHTS BLVD Lakeland, FL 33803	59-1158144	501(c)(3)	87,048	0	N/A	N/A	Program Operating Cost, Donor Designated for General Support and Program Costs
Heart of Florida Legal Aid Society Inc 510 S BROADWAY AVE SUITE 2 Bartow, FL 33830	59-6215748	501(c)(3)	87,060	0	N/A	N/A	Program Operating Cost, Donor Designated for General Support and Program Costs

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Greater Tampa Bay Area Council Boy Scout 13228 N CENTRAL AVENUE Tampa, FL 33612	59-0624406	501(c)(3)	94,613	0	N/A	N/A	Program Operating Cost, Donor Designated for General Support and Program Costs
Tri-County Human Services 1815 CRYSTAL LAKE DRIVE Lakeland, FL 33801	59-1708182	501(c)(3)	95,529	0	N/A	N/A	Program Operating Cost, Donor Designated for General Support and Program Costs

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Florida Prosperity Partnership - Polk 1021 Lakeland Hills Blvd Lakeland, FL 33805	27-0905144	501(c)(3)	100,319	0	N/A	N/A	Program Operating Cost, Donor Designated for General Support and Program Costs
American Red Cross - Mid-Florida Chapter 147 AVENUE A NORTHWEST Winter Haven, FL 33881	53-0196605	501(c)(3)	108,660	0	N/A	N/A	Program Operating Cost, Donor Designated for General Support and Program Costs

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Polk County Public Schools 1915 SOUTH FLORAL AVENUE Bartow, FL 33830	59-6000807	SCHOOL BOARD	117,562	0	N/A	N/A	Program Operating Cost, Donor Designated for General Support and Program Costs
Camp Fire USA Sunshine Council 2600 BUCKINGHAM AVE Lakeland, FL 33803	59-0637819	501(c)(3)	125,169	0	N/A	N/A	Program Operating Cost, Donor Designated for General Support and Program Costs

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Catholic Charities of Central FL 1801 E Memorial Blvd Lakeland, FL 33801	59-1084272	501(c)(3)	126,917	0	N/A	N/A	Program Operating Cost, Donor Designated for General Support and Program Costs
Big Brothers Big Sisters of the Suncoast Highlands County 1000 S Tamiami Trail Suite C Venice, FL 34285	59-1361826	501(c)(3)	141,999	0	N/A	N/A	Program Operating Cost, Donor Designated for General Support and Program Costs

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Good Shepherd Hospice 105 Arneson Ave Auburndale, FL 33823	20-5276923	501(c)(3)	148,060	0	N/A	N/A	Program Operating Cost, Donor Designated for General Support and Program Costs
Girl Scouts of West Central Florida 4610 Eisenhower Blvd Tampa, FL 33634	59-0895909	501(c)(3)	151,113	0	N/A	N/A	Program Operating Cost, Donor Designated for General Support and Program Costs



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Lakeland Volunteers in Medicine 1021 LAKELAND HILLS BLVD Lakeland, FL 33805	52-2351630	501(c)(3)	153,485	0	N/A	N/A	Program Operating Cost, Donor Designated for General Support and Program Costs
Girls Inc of Winter Haven 400 Havendale Blvd NW Winter Haven, FL 33881	59-1158810	501(c)(3)	168,481	0	N/A	N/A	Program Operating Cost, Donor Designated for General Support and Program Costs

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Learning Resource Center of Polk County Inc 1628 S FLORIDA AVENUE Lakeland, FL 33803	51-0182646	501(c)(3)	171,913	0	N/A	N/A	Program Operating Cost, Donor Designated for General Support and Program Costs
VISTE 1232 EAST MAGNOLIA STREET Lakeland, FL 33801	59-2625297	501(c)(3)	199,108	0	N/A	N/A	Program Operating Cost, Donor Designated for General Support and Program Costs

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Girls Inc of Lakeland 1220 W Highland St Lakeland, FL 33815	23-7101551	501(c)(3)	205,155	0	N/A	N/A	Program Operating Cost, Donor Designated for General Support and Program Costs
Citrus Center Boys & Girls Clubs 2400 Havendale Blvd NW Winter Haven, FL 33881	59-0776417	501(c)(3)	238,286	0	N/A	N/A	Program Operating Cost, Donor Designated for General Support and Program Costs

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Achievement Academy Inc 716 E BELLA VISTA STREET Lakeland, FL 33805	59-0774205	501(c)(3)	246,238	0	N/A	N/A	Program Operating Cost, Donor Designated for General Support and Program Costs
Peace River Center for Personal Development Inc PO BOX 1559 Bartow, FL 33830	59-0818924	501(c)(3)	255,587	0	N/A	N/A	Program Operating Cost, Donor Designated for General Support and Program Costs

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Alliance for Independence Inc 1038 SUNSHINE DRIVE EAST Lakeland, FL 33801	59-0812958	501(c)(3)	266,451	0	N/A	N/A	Program Operating Cost, Donor Designated for General Support and Program Costs
Boys and Girls Club of Lakeland & Mulberry PO BOX 763 Lakeland, FL 33802	59-0171815	501(c)(3)	283,432	0	N/A	N/A	Program Operating Cost, Donor Designated for General Support and Program Costs

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Central Florida Speech & Hearing Center 3020 Lakeland Highlands Rd Lakeland, FL 33803	59-0939466	501(c)(3)	309,730	0	N/A	N/A	Program Operating Cost, Donor Designated for General Support and Program Costs
Talbot House Ministries of Lakeland Inc 814 N Kentucky Ave Lakeland, FL 33801	59-2151802	501(c)(3)	310,600	0	N/A	N/A	Program Operating Cost, Donor Designated for General Support and Program Costs

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Early Learning Coalition of Polk County 115 S Missouri Ave Lakeland, FL 33815	59-3648316	501(c)(3)	341,598	0	N/A	N/A	Program Operating Cost, Donor Designated for General Support and Program Costs
The Salvation Army Serving West Polk 2620 Kathleen Road Lakeland, FL 33810	59-0631403	501(c)(3)	415,828	0	N/A	N/A	Program Operating Cost, Donor Designated for General Support and Program Costs

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Polk Vision 1035 Florida Ave S 208 Lakeland, FL 33803	20-0141870	501(c)(3)	7,500	0	N/A	N/A	Program Operating Cost



**Schedule J**  
**(Form 990)**

Department of the Treasury  
Internal Revenue Service

**Compensation Information**

OMB No 1545-0047

**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.**

**2015**  
**Open to Public Inspection**

**▶ Information about Schedule J (Form 990) and its instructions is at [www.irs.gov/form990](http://www.irs.gov/form990).**

Name of the organization United Way of Central Florida Inc	Employer identification number 59-2116280
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**Part I Questions Regarding Compensation**

	Yes	No								
<p><b>1a</b> 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.</p> <table border="0"> <tr> <td><input type="checkbox"/> First-class or charter travel</td> <td><input type="checkbox"/> Housing allowance or residence for personal use</td> </tr> <tr> <td><input type="checkbox"/> Travel for companions</td> <td><input type="checkbox"/> Payments for business use of personal residence</td> </tr> <tr> <td><input type="checkbox"/> Tax indemnification and gross-up payments</td> <td><input type="checkbox"/> Health or social club dues or initiation fees</td> </tr> <tr> <td><input type="checkbox"/> Discretionary spending account</td> <td><input type="checkbox"/> Personal services (e.g., maid, chauffeur, chef)</td> </tr> </table>	<input type="checkbox"/> First-class or charter travel	<input type="checkbox"/> Housing allowance or residence for personal use	<input type="checkbox"/> Travel for companions	<input type="checkbox"/> Payments for business use of personal residence	<input type="checkbox"/> Tax indemnification and gross-up payments	<input type="checkbox"/> Health or social club dues or initiation fees	<input type="checkbox"/> Discretionary spending account	<input type="checkbox"/> Personal services (e.g., maid, chauffeur, chef)		
<input type="checkbox"/> First-class or charter travel	<input type="checkbox"/> Housing allowance or residence for personal use									
<input type="checkbox"/> Travel for companions	<input type="checkbox"/> Payments for business use of personal residence									
<input type="checkbox"/> Tax indemnification and gross-up payments	<input type="checkbox"/> Health or social club dues or initiation fees									
<input type="checkbox"/> Discretionary spending account	<input type="checkbox"/> Personal services (e.g., maid, chauffeur, chef)									
<b>b</b> If any of the boxes in 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.	<b>1b</b>									
<b>2</b> Did the organization require substantiation prior to reimbursing or allowing expenses incurred by all directors, trustees, officers, including the CEO/Executive Director, regarding the items checked in line 1a?	<b>2</b>									
<p><b>3</b> Indicate which, if any, of the following the filing 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.</p> <table border="0"> <tr> <td><input type="checkbox"/> Compensation committee</td> <td><input type="checkbox"/> Written employment contract</td> </tr> <tr> <td><input type="checkbox"/> Independent compensation consultant</td> <td><input type="checkbox"/> Compensation survey or study</td> </tr> <tr> <td><input type="checkbox"/> Form 990 of other organizations</td> <td><input type="checkbox"/> Approval by the board or compensation committee</td> </tr> </table>	<input type="checkbox"/> Compensation committee	<input type="checkbox"/> Written employment contract	<input type="checkbox"/> Independent compensation consultant	<input type="checkbox"/> Compensation survey or study	<input type="checkbox"/> Form 990 of other organizations	<input type="checkbox"/> Approval by the board or compensation committee				
<input type="checkbox"/> Compensation committee	<input type="checkbox"/> Written employment contract									
<input type="checkbox"/> Independent compensation consultant	<input type="checkbox"/> Compensation survey or study									
<input type="checkbox"/> Form 990 of other organizations	<input type="checkbox"/> Approval by the board or compensation committee									
<b>4</b> 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:										
<b>a</b> Receive a severance payment or change-of-control payment?	<b>4a</b>	No								
<b>b</b> Participate in, or receive payment from, a supplemental nonqualified retirement plan?	<b>4b</b>	No								
<b>c</b> Participate in, or receive payment from, an equity-based compensation arrangement? If "Yes" to any of lines 4a-c, list the persons and provide the applicable amounts for each item in Part III.	<b>4c</b>	No								
<b>Only 501(c)(3), 501(c)(4), and 501(c)(29) organizations must complete lines 5-9.</b>										
<b>5</b> 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:										
<b>a</b> The organization?	<b>5a</b>	No								
<b>b</b> Any related organization? If "Yes," on line 5a or 5b, describe in Part III.	<b>5b</b>	No								
<b>6</b> 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:										
<b>a</b> The organization?	<b>6a</b>	No								
<b>b</b> Any related organization? If "Yes," on line 6a or 6b, describe in Part III.	<b>6b</b>	No								
<b>7</b> For persons listed on Form 990, Part VII, Section A, line 1a, did the organization provide any non-fixed payments not described in lines 5 and 6? If "Yes," describe in Part III.	<b>7</b>	No								
<b>8</b> 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.	<b>8</b>	No								
<b>9</b> If "Yes" on line 8, did the organization also follow the rebuttable presumption procedure described in Regulations section 53.4958-6(c)?	<b>9</b>									

**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 are not 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 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 Alan H Turner II PRESIDENT & CEO	(i)	157,969 -----	0 -----	670 -----	15,811 -----	9,597 -----	184,047 -----	0 -----
	(ii)	0	0	0	0	0	0	0

**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.

Return Reference	Explanation
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**SCHEDULE M**  
**(Form 990)**

Department of the Treasury  
Internal Revenue Service

# Noncash Contributions

▶ **Complete if the organizations answered "Yes" on Form 990, Part IV, lines 29 or 30.**  
▶ **Attach to Form 990.**  
▶ **Information about Schedule M (Form 990) and its instructions is at [www.irs.gov/form990](http://www.irs.gov/form990)**

OMB No 1545-0047

## 2016

**Open to Public Inspection**

Name of the organization  
United Way of Central Florida Inc

**Employer identification number**  
59-2116280

**Part I Types of Property**

	(a) Check if applicable	(b) Number of contributions or items contributed	(c) Noncash contribution amounts reported on Form 990, Part VIII, line 1g	(d) Method of determining noncash contribution amounts
1 Art—Works of art . . . . .				
2 Art—Historical treasures . . . . .				
3 Art—Fractional interests . . . . .				
4 Books and publications . . . . .				
5 Clothing and household goods . . . . .				
6 Cars and other vehicles . . . . .				
7 Boats and planes . . . . .				
8 Intellectual property . . . . .				
9 Securities—Publicly traded . . . . .	X	3	203,213	Market value
10 Securities—Closely held stock . . . . .	X	3	10,515	Opinions of experts
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 ▶ ( Office Supplies ) . . . . .	X	12	288	Cost
26 Other ▶ ( Food gift cards ) . . . . .	X	6	618	Cost
27 Other ▶ ( Rugs ) . . . . .	X	6	2,731	Cost
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 IV, Donee Acknowledgement **29** 0

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

**Part II****Supplemental Information.**

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

Return Reference

Explanation

**SCHEDULE O**  
(Form 990 or 990-EZ)

**Supplemental Information to Form 990 or 990-EZ**

OMB No 1545-0047

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 990-EZ.

▶ Information about Schedule O (Form 990 or 990-EZ) and its instructions is at [www.irs.gov/form990](http://www.irs.gov/form990).

**2016**

**Open to Public Inspection**

Department of the Treasury  
Internal Revenue Service

Name of the organization  
United Way of Central Florida Inc

Employer identification number

59-2116280

**990 Schedule O, Supplemental Information**

Return Reference	Explanation
Form 990, Part I, Line 1 MISSION STATEMENT	(CONTINUED FROM PAGE 1) UWCF FOCUSES ON ROOT CAUSES OF COMMUNITY PROBLEMS IN EDUCATION, INCOME & HEALTH & BRINGS COMMUNITY LEADERS TOGETHER TO IDENTIFY NEEDS, FUND SERVICES AND ACHIEVE RESULTS

**990 Schedule O, Supplemental Information**

Return Reference	Explanation
<p>Form 990, Part III, Line 4d Description of other program services</p>	<p>(Expenses \$ 716,562 including grants of \$)(Revenue \$ 1,250) OTHER PROGRAM SERVICES SUCCE S BY 6 MOBILIZES VOLUNTEERS FROM LOCAL ORGANIZATIONS, BUSINESSES, GOVERNMENT, CHURCHES, C IVIC GROUPS, EDUCATORS AND HUMAN SERVICES TO ENSURE THAT ALL CHILDREN, BY THE AGE OF SIX H AVE THE PHYSICAL, EMOTIONAL, SOCIAL AND MENTAL FOUNDATION TO SUCCEED IN SCHOOL AND IN LIFE SINCE 1995, UWCF'S SB6 HAS FOCUSED ON EARLY LITERACY TO HELP CHILDREN ENTER SCHOOL READY TO SUCCEED MORE THAN 100 PARENT LENDING LIBRARIES WERE IN CHILDCARE CENTERS SERVING LOW- INCOME FAMILIES, WITH AN AVERAGE OF 40,000 BOOKS CHECKED OUT ANNUALLY BORN LEARNING INCRE ASES AWARENESS OF THE IMPORTANCE OF EARLY CHILDHOOD EDUCATION AND PROVIDED MORE THAN 300,0 00 MESSAGES TO CITIZENS 100,000 PARENT RESOURCE GUIDES, WHICH INCLUDE CONTACT INFORMATION FOR CHILDREN AND PARENT SERVICES, WERE DISTRIBUTED 3 TIMES DURING THE FISCAL YEAR 45,000 COPIES WERE HAND DELIVERED TO HEALTH AND HUMAN SERVICES PROFESSIONALS WHO WORK WITH AT-RI SK CHILDREN LET'S GROW FOCUSES ON IMPROVING LANGUAGE SKILLS OF CHILDREN AT-RISK OF SCHO L FAILURE LANGUAGE SKILLS PREDICT THE ABILITY OF CHILDREN TO LEARN TO READ OF MIDDLE/HIG H INCOME CHILDREN, 8 OF 10 ENTER SCHOOL WITH THE SKILLS THEY NEED HOWEVER, ONLY 2 OF 10 L OW INCOME CHILDREN HAVE SUFFICIENT SKILLS CHILDREN WHO ENTER SCHOOL READY TO SUCCEED, LEA RN TO READ AND GRADUATE ON TIME DOLLY PARTON IMAGINATION LIBRARY MAILS BOOKS TO THE HOMES OF PRESCHOOL CHILDREN LET'S GROW PARTONS PROVIDE EARLY LITERACY INTERVENTIONS IMPROVING VOCABULARY SCORES BY AN AVERAGE OF 5 MONTHS FOR EVERY 1 MONTH OF EXPOSURE TO THE INTERVEN TIONS 2-1-1 PROVIDES INFORMATION AND REFERRALS TO FAMILIES/INDIVIDUALS AND COMMUNITY GRO UPS CONCERNING LOCAL SERVICES AND RESOURCES 2-1-1 ALSO IDENTIFIES GAPS IN SERVICES, ASSIS TS IN CREATING REMEDIES TO MEET LOCAL NEEDS, CONNECTS INDIVIDUALS/FAMILIES TO RESOURCES, A ND ADVOCATES FOR ACCESS TO RESOURCES IT ALSO WORKS TO PROVIDE BETTER SERVICE, ACCESSIBILI TY AND INFORMATION TO THE HISPANIC COMMUNITY WOMEN'S LEADERSHIP -EARLY LITERACY INITIATIV E - READINGPALS FOCUSES ON ENGAGING, TRAINING AND DEPLOYING VOLUNTEER TUTORS TO INCREASE T HE NUMBER OF STUDENTS READING AT GRADE LEVEL BY THE END OF 3RD GRADE IT IS IMPORTANT TO O UR COMMUNITY, TO THE BARNETTS, TO ALL BUSINESSES AND FAMILIES IN FLORIDA THAT WE MAKE A UN ITED EFFORT TO REDUCE THE CLOSE TO 40% OF CHILDREN WHO ARE NOT READING AT GRADE LEVEL MOR E THAN 200 READINGPALS OFFERED TUTORING SESSIONS IN 58 CLASSROOMS IN THE 2016/17 SCHOOL YE AR DISASTER RELIEF PROVIDES IMMEDIATE ASSISTANCE AND LONG TERM RECOVERY SUPPORT TO OUR C OMMUNITY'S MOST URGENT DISASTER RELIEF NEEDS UWCF DEVELOPS PARTNERSHIPS TO ADDRESS THE MA NY CHALLENGES AND/OR EMERGENCIES THAT OUR COMMUNITY FACES UWCF MEETS WITH PARTNERS TO COO RDINATE THE EFFORTS OF GOVERNMENT, NON-PROFIT AND FAITH-BASED ORGANIZATIONS INVOLVED IN DI SASTER RESPONSE</p>

**990 Schedule O, Supplemental Information**

<b>Return Reference</b>	<b>Explanation</b>
Form 990, Part VI, Line 15b COMPENSATION OF OTHER OFFICERS	THE ORGANIZATION'S CEO REVIEWS AND APPROVES COMPENSATION FOR THE OTHER OFFICERS THE CEO USES COMPARABILITY DATA TO ENSURE COMPENSATION IS REASONABLE THIS PROCESS IS DOCUMENTED DURING THE ANNUAL BUDGET PROCESS THIS WAS DONE BY THE CEO PRIOR TO THE END OF FYE 6/30/2017



**990 Schedule O, Supplemental Information**

<b>Return Reference</b>	<b>Explanation</b>
Form 990, Part VI, Line 1a Delegate broad authority to a committee	The Executive Committee is composed of all officers of the Board of Directors. The Executive Committee may act broadly on behalf of the full Board whenever the need arises or the full Board is not scheduled or cannot meet.

**990 Schedule O, Supplemental Information**

<b>Return Reference</b>	<b>Explanation</b>
Form 990, Part VI, Line 11b Review of form 990 by governing body	A full electronic copy of the form 990 was e-mailed to the Board including the Finance Committee. The Finance Committee reviewed the form 990 in more depth and reported at the subsequent Board meeting, prior to the 990's filing.

**990 Schedule O, Supplemental Information**

<b>Return Reference</b>	<b>Explanation</b>
Form 990, Part VI, Line 12c Conflict of interest policy	Each year Board members and staff are asked to review and become familiar, or refamiliarize themselves with the organization's conflict of interest policy and to state any existing conflicts as defined in the policy. Directors with conflicts abstain from voting on related issues as noted in the minutes of the meeting. Each fiscal year, a completed questionnaire is also sent to Directors to disclose family and business relationships and establish whether there might be any relationships or business transactions to report or disclose in the form 990 or that affect independence. The responses are reviewed, maintained, and summarized by the administrative assistant to the President.

**990 Schedule O, Supplemental Information**

<b>Return Reference</b>	<b>Explanation</b>
Form 990, Part VI, Line 15a Process to establish compensation of top management official	<p>UWCF adopted an executive compensation program policy guide in June 2009 for performance and compensation of the CEO, CFO and other members of the leadership team. UWCF will strive to provide executive salaries and total compensation levels that are competitive with the marketplace and that are internally equitable. UWCF will reward executive performance based on predetermined goals and objectives supportive of the mission and business objective. Finally, UWCF will strive to provide competitive, affordable, and fair executive perquisites and executive benefits. Enforcement and administrative responsibilities for the program involving the CEO and CFO rests with the executive committee. Those same responsibilities rest with the CEO for all other members of the leadership team. The Executive Committee also serves as the Compensation Committee that meets annually to review the President's performance and compensation. They analyze and compare salaries and benefits of similar size United Ways. Decisions made by the Executive Committee are documented in the employee's file. In the determination of compensation, comparability data provided by United Way Worldwide is used to ensure reasonableness. This process was last done for the CEO position prior to the end of FYE 6/30/2017.</p>

**990 Schedule O, Supplemental Information**

<b>Return Reference</b>	<b>Explanation</b>
Form 990, Part VI, Line 19 Required documents available to the public	The form 990 and audited financial statements are available on the organization's website at <a href="http://www.uwcf.org">www.uwcf.org</a> These documents as well as the conflict of interest policy and governing documents are available upon request by phone, mail or in person

**990 Schedule O, Supplemental Information**

<b>Return Reference</b>	<b>Explanation</b>
Form 990, Part XI, Line 9 Other changes in net assets or fund balances	Changes in Beneficial Interest - 24874, Uncollectible Pledges - -521428,

**SCHEDULE R  
(Form 990)**

**Related Organizations and Unrelated Partnerships**

OMB No 1545-0047

**2016**

**Open to Public  
Inspection**

▶ Complete if the organization answered "Yes" on Form 990, Part IV, line 33, 34, 35b, 36, or 37.

▶ Attach to Form 990. ▶ Information about Schedule R (Form 990) and its instructions is at [www.irs.gov/form990](http://www.irs.gov/form990).

Department of the Treasury  
Internal Revenue Service

Name of the organization  
United Way of Central Florida Inc

**Employer identification number**

59-2116280

**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

**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

**Part III Identification of Related Organizations Taxable as a Partnership** Complete if the organization answered "Yes" on Form 990, Part IV, line 34 because it had one or more related organizations treated as a partnership during the tax year.

(a) Name, address, and EIN of related organization	(b) Primary activity	(c) Legal domicile (state or foreign country)	(d) Direct controlling entity	(e) Predominant income(related, unrelated, excluded from tax under sections 512- 514)	(f) Share of total income	(g) Share of end-of-year assets	(h) Disproportionate allocations?		(i) Code V-UBI amount in box 20 of Schedule K-1 (Form 1065)	(j) General or managing partner?		(k) Percentage ownership
							Yes	No		Yes	No	

**Part IV Identification of Related Organizations Taxable as a Corporation or Trust** Complete if the organization answered "Yes" on Form 990, Part IV, line 34 because it had one or more related organizations treated as a corporation or trust during the tax year.

(a) Name, address, and EIN of related organization	(b) Primary activity	(c) Legal domicile (state or foreign country)	(d) Direct controlling entity	(e) Type of entity (C corp, S corp, or trust)	(f) Share of total income	(g) Share of end-of- year assets	(h) Percentage ownership	(i) Section 512(b) (13) controlled entity?	
								Yes	No
<b>(1)</b> PERPETUAL TRUST P O BOX 1357 HIGHLAND CITY, FL 338461357	TRUST	FL	NA	Trust					No



**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

	Yes	No
<b>1</b> 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?		
<b>a</b> Receipt of <b>(i)</b> interest, <b>(ii)</b> annuities, <b>(iii)</b> royalties, or <b>(iv)</b> rent from a controlled entity . . . . .	<b>1a</b>	No
<b>b</b> Gift, grant, or capital contribution to related organization(s) . . . . .	<b>1b</b>	No
<b>c</b> Gift, grant, or capital contribution from related organization(s) . . . . .	<b>1c</b>	No
<b>d</b> Loans or loan guarantees to or for related organization(s) . . . . .	<b>1d</b>	No
<b>e</b> Loans or loan guarantees by related organization(s) . . . . .	<b>1e</b>	No
<b>f</b> Dividends from related organization(s) . . . . .	<b>1f</b>	No
<b>g</b> Sale of assets to related organization(s) . . . . .	<b>1g</b>	No
<b>h</b> Purchase of assets from related organization(s) . . . . .	<b>1h</b>	No
<b>i</b> Exchange of assets with related organization(s) . . . . .	<b>1i</b>	No
<b>j</b> Lease of facilities, equipment, or other assets to related organization(s) . . . . .	<b>1j</b>	No
<b>k</b> Lease of facilities, equipment, or other assets from related organization(s) . . . . .	<b>1k</b>	No
<b>l</b> Performance of services or membership or fundraising solicitations for related organization(s) . . . . .	<b>1l</b>	No
<b>m</b> Performance of services or membership or fundraising solicitations by related organization(s) . . . . .	<b>1m</b>	No
<b>n</b> Sharing of facilities, equipment, mailing lists, or other assets with related organization(s) . . . . .	<b>1n</b>	No
<b>o</b> Sharing of paid employees with related organization(s) . . . . .	<b>1o</b>	No
<b>p</b> Reimbursement paid to related organization(s) for expenses . . . . .	<b>1p</b>	No
<b>q</b> Reimbursement paid by related organization(s) for expenses . . . . .	<b>1q</b>	No
<b>r</b> Other transfer of cash or property to related organization(s) . . . . .	<b>1r</b>	No
<b>s</b> Other transfer of cash or property from related organization(s) . . . . .	<b>1s</b>	No

**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



**Part VII** **Supplemental Information**

Provide additional information for responses to questions on Schedule R (see instructions)

**Return Reference****Explanation**