

TAX RETURN FILING INSTRUCTIONS

** FORM 990 PUBLIC DISCLOSURE COPY **

FOR THE YEAR ENDING
JUNE 30, 2022

PREPARED FOR:

DAVE THOMAS FOUNDATION FOR ADOPTION
4900 TUTTLE CROSSING BLVD.
DUBLIN, OH 43016

PREPARED BY:

SCHNEIDER DOWNS & CO., INC.
65 EAST STATE STREET, SUITE 2000
COLUMBUS, OH 43215

AMOUNT DUE OR REFUND:

NOT APPLICABLE

MAKE CHECK PAYABLE TO:

NOT APPLICABLE

MAIL TAX RETURN AND CHECK (IF APPLICABLE) TO:

NOT APPLICABLE

RETURN MUST BE MAILED ON OR BEFORE:

NOT APPLICABLE

SPECIAL INSTRUCTIONS:

THIS COPY OF THE RETURN IS PROVIDED ONLY FOR PUBLIC DISCLOSURE PURPOSES. ANY CONFIDENTIAL INFORMATION REGARDING LARGE DONORS HAS BEEN REMOVED.

Form **990**

Return of Organization Exempt From Income Tax
Under section 501(c), 527, or 4947(a)(1) of the Internal Revenue Code (except private foundations)

OMB No. 1545-0047

2021

Open to Public Inspection

Department of the Treasury
Internal Revenue Service

▶ Do not enter social security numbers on this form as it may be made public.
▶ Go to www.irs.gov/Form990 for instructions and the latest information.

A For the **2021** calendar year, or tax year beginning **JUL 1, 2021** and ending **JUN 30, 2022**

B Check if applicable: <input type="checkbox"/> Address change <input type="checkbox"/> Name change <input type="checkbox"/> Initial return <input type="checkbox"/> Final return/terminated <input type="checkbox"/> Amended return <input type="checkbox"/> Application pending	C Name of organization DAVE THOMAS FOUNDATION FOR ADOPTION Doing business as Number and street (or P.O. box if mail is not delivered to street address) Room/suite 4900 TUTTLE CROSSING BLVD. City or town, state or province, country, and ZIP or foreign postal code DUBLIN, OH 43016	D Employer identification number 31-1356151 E Telephone number (800)275-3832
	F Name and address of principal officer: RITA L. SORONEN SAME AS C ABOVE	G Gross receipts \$ 45,960,768. H(a) Is this a group return for subordinates? <input type="checkbox"/> Yes <input checked="" type="checkbox"/> No H(b) Are all subordinates included? <input type="checkbox"/> Yes <input type="checkbox"/> No If "No," attach a list. See instructions H(c) Group exemption number ▶
	I Tax-exempt status: <input checked="" type="checkbox"/> 501(c)(3) <input type="checkbox"/> 501(c) () ◀ (insert no.) <input type="checkbox"/> 4947(a)(1) or <input type="checkbox"/> 527	
	J Website: ▶ WWW.DAVETHOMASFOUNDATION.ORG	
	K Form of organization: <input checked="" type="checkbox"/> Corporation <input type="checkbox"/> Trust <input type="checkbox"/> Association <input type="checkbox"/> Other ▶	L Year of formation: 1992 M State of legal domicile: OH

Part I Summary

	1	Briefly describe the organization's mission or most significant activities: THE DAVE THOMAS FOUNDATION FOR ADOPTION WILL DRAMATICALLY INCREASE THE NUMBER OF ADOPTIONS OF		
	2	Check this box <input type="checkbox"/> if the organization discontinued its operations or disposed of more than 25% of its net assets.		
Activities & Governance	3	Number of voting members of the governing body (Part VI, line 1a)	3	24
	4	Number of independent voting members of the governing body (Part VI, line 1b)	4	23
	5	Total number of individuals employed in calendar year 2021 (Part V, line 2a)	5	59
	6	Total number of volunteers (estimate if necessary)	6	50
	7a	Total unrelated business revenue from Part VIII, column (C), line 12	7a	0.
	7b	Net unrelated business taxable income from Form 990-T, Part I, line 11	7b	0.
	Revenue	8	Contributions and grants (Part VIII, line 1h)	38,616,876.
9		Program service revenue (Part VIII, line 2g)	71,789.	134,181.
10		Investment income (Part VIII, column (A), lines 3, 4, and 7d)	465,180.	453,436.
11		Other revenue (Part VIII, column (A), lines 5, 6d, 8c, 9c, 10c, and 11e)	53,295.	704,062.
12		Total revenue - add lines 8 through 11 (must equal Part VIII, column (A), line 12)	39,207,140.	45,774,004.
Expenses		13	Grants and similar amounts paid (Part IX, column (A), lines 1-3)	20,497,260.
	14	Benefits paid to or for members (Part IX, column (A), line 4)	0.	0.
	15	Salaries, other compensation, employee benefits (Part IX, column (A), lines 5-10)	5,224,881.	6,307,990.
	16a	Professional fundraising fees (Part IX, column (A), line 11e)	861,006.	1,283,526.
	b	Total fundraising expenses (Part IX, column (D), line 25) ▶ 2,985,957.		
	17	Other expenses (Part IX, column (A), lines 11a-11d, 11f-24e)	2,238,804.	4,376,092.
	18	Total expenses. Add lines 13-17 (must equal Part IX, column (A), line 25)	28,821,951.	36,840,238.
	19	Revenue less expenses. Subtract line 18 from line 12	10,385,189.	8,933,766.
Net Assets or Fund Balances	20	Total assets (Part X, line 16)	65,372,837.	82,316,858.
	21	Total liabilities (Part X, line 26)	7,975,671.	10,216,508.
	22	Net assets or fund balances. Subtract line 21 from line 20	57,397,166.	72,100,350.

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 RITA L. SORONEN, PRESIDENT & CEO Type or print name and title	Date			
Paid Preparer Use Only	Print/Type preparer's name SARAH R. PIOT	Preparer's signature SARAH R. PIOT	Date	Check if self-employed <input type="checkbox"/>	PTIN P01358891
	Firm's name ▶ SCHNEIDER DOWNS & CO., INC.	Firm's EIN ▶ 25-1408703	Phone no. 614-621-4060		
	Firm's address ▶ 65 EAST STATE STREET, SUITE 2000 COLUMBUS, OH 43215				

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

Part III Statement of Program Service Accomplishments

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

1 Briefly describe the organization's mission: THE DAVE THOMAS FOUNDATION FOR ADOPTION IS A NATIONAL NONPROFIT PUBLIC CHARITY DEDICATED EXCLUSIVELY TO FINDING PERMANENT HOMES FOR MORE THAN 140,000 CHILDREN WAITING IN NORTH AMERICA'S FOSTER CARE SYSTEMS. CREATED BY WENDY'S FOUNDER DAVE THOMAS, WHO WAS ADOPTED, THE

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

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

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

4a (Code:) (Expenses \$ 28,292,200. including grants of \$ 24,243,630.) (Revenue \$) WENDY'S WONDERFUL KIDS:

WENDY'S WONDERFUL KIDS, A SIGNATURE PROGRAM OF THE FOUNDATION, IS MAKING A DIFFERENCE FOR THOUSANDS OF CHILDREN ACROSS THE NATION - ONE CHILD AT A TIME. THE DAVE THOMAS FOUNDATION FOR ADOPTION AWARDS GRANTS TO PUBLIC AND PRIVATE AGENCIES TO HIRE ADOPTION PROFESSIONALS WHO IMPLEMENT A PROACTIVE, CHILD-FOCUSED RECRUITMENT STRATEGY TARGETED EXCLUSIVELY ON MOVING AMERICA'S LONGEST-WAITING CHILDREN FROM FOSTER CARE INTO ADOPTIVE FAMILIES. RESEARCH RELEASED IN 2011 FROM A FIVE-YEAR RIGOROUS EVALUATION OF WENDY'S WONDERFUL KIDS CHILD-FOCUSED RECRUITMENT MODEL SHOWED THAT CHILDREN SERVED BY THE PROGRAM ARE UP TO THREE TIMES MORE LIKELY TO GET ADOPTED.

4b (Code:) (Expenses \$ 2,802,868. including grants of \$ 629,000.) (Revenue \$) PROGRAM GRANTS & AWARENESS:

THE FOUNDATION IS COMMITTED TO NATIONALLY COMMUNICATING THE URGENCY OF FOSTER CARE ADOPTION AND TO ENCOURAGING EVERYONE TO BECOME AN AMBASSADOR FOR WAITING CHILDREN. YEAR-ROUND AWARENESS EFFORTS INCLUDE DAILY SOCIAL MEDIA COMMUNICATIONS; MARKETING PROGRAMS DISPELLING MYTHS AND MISPERCEPTIONS SURROUNDING THE ISSUE OF FOSTER CARE ADOPTION AND THE CHILDREN WAITING TO BE ADOPTED; THE DEVELOPMENT AND DISTRIBUTION OF FREE EDUCATIONAL RESOURCES; THE PRODUCTION OF NATIONAL TELEVISION ANNOUNCEMENTS; MEDIA ENGAGEMENT AND THOUGHT LEADER SPEAKING AND KEYNOTE OPPORTUNITIES; AND PARTICIPATION IN A NUMBER OF EVENTS ACROSS THE UNITED STATES. ADDITIONALLY, SINCE 2002, THE FOUNDATION HAS

4c (Code:) (Expenses \$ 184,868. including grants of \$) (Revenue \$) ADOPTION-FRIENDLY WORKPLACE:

IN 1990, PRESIDENT GEORGE H.W. BUSH ASKED DAVE THOMAS, FOUNDER OF WENDY'S, TO BE THE SPOKESPERSON FOR A NEW ADOPTION INITIATIVE. DAVE, AN ADOPTEE AND ADOPTION ADVOCATE, ENTHUSIASTICALLY ACCEPTED THE CHALLENGE AND BEGAN TO SPEAK OUT PUBLICLY, ASKING PEOPLE TO CONSIDER FOSTER CARE ADOPTION AND ENCOURAGING OTHER BUSINESS LEADERS TO OFFER ADOPTION AS A PART OF THEIR EMPLOYEE BENEFIT PLANS. ADOPTION-FRIENDLY WORKPLACE WAS DEVELOPED TO KEEP DAVE THOMAS' WORK IN MOTION. THIS SIGNATURE PROGRAM OFFERS FREE TOOLKITS AND EXPERT GUIDANCE TO EMPLOYERS ACROSS THE NATION. THE GOAL IS TO PROVIDE COMPANIES WITH THE TOOLS AND SUPPORT NEEDED TO SET UP AND PROVIDE THEIR EMPLOYEES ADOPTION BENEFITS,

4d Other program services (Describe on Schedule O.) (Expenses \$ 68,139. including grants of \$ 0.) (Revenue \$ 134,181.)

4e Total program service expenses 31,348,075.

Part IV Checklist of Required Schedules

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

Part IV Checklist of Required Schedules (continued)

Table with 3 columns: Question ID, Question Text, Yes, No. Rows include questions 22 through 38 regarding organizational reporting, compensation, bond issues, and transactions.

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 3 columns: Question ID, Question Text, Yes, No. Rows include questions 1a, 1b, and 1c regarding Form 1096, Forms W-2G, and backup withholding rules.

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

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

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

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

Section A. Governing Body and Management

		Yes	No
1a	Enter the number of voting members of the governing body at the end of the tax year If there are material differences in voting rights among members of the governing body, or if the governing body delegated broad authority to an executive committee or similar committee, explain on Schedule O.		
	1a 24		
b	Enter the number of voting members included on line 1a, above, who are independent		
	1b 23		
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?	X	
3	Did the organization delegate control over management duties customarily performed by or under the direct supervision of officers, directors, trustees, or key employees to a management company or other person?		X
4	Did the organization make any significant changes to its governing documents since the prior Form 990 was filed?		X
5	Did the organization become aware during the year of a significant diversion of the organization's assets?		X
6	Did the organization have members or stockholders?		X
7a	Did the organization have members, stockholders, or other persons who had the power to elect or appoint one or more members of the governing body?		X
b	Are any governance decisions of the organization reserved to (or subject to approval by) members, stockholders, or persons other than the governing body?		X
8	Did the organization contemporaneously document the meetings held or written actions undertaken during the year by the following:		
a	The governing body?	X	
b	Each committee with authority to act on behalf of the governing body?	X	
9	Is there any officer, director, trustee, or key employee listed in Part VII, Section A, who cannot be reached at the organization's mailing address? If "Yes," provide the names and addresses on Schedule O		X

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

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

Section C. Disclosure

- 17** List the states with which a copy of this Form 990 is required to be filed **SEE SCHEDULE O**
- 18** Section 6104 requires an organization to make its Forms 1023 (1024 or 1024-A, if applicable), 990, and 990-T (section 501(c)(3)s only) available for public inspection. Indicate how you made these available. Check all that apply.
 Own website Another's website Upon request Other (explain on Schedule O)
- 19** Describe on Schedule O whether (and if so, how) the organization made its governing documents, conflict of interest policy, and financial statements available to the public during the tax year.
- 20** State the name, address, and telephone number of the person who possesses the organization's books and records **ERIC E SPIRES JR, SVP, CHIEF FINANCIAL OFFICER - 614-350-4736**
4900 TUTTLE CROSSING BLVD., DUBLIN, OH 43016

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

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

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

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

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

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

(A) Name and title	(B) Average hours per week (list any hours for related organizations below line)	(C) Position (do not check more than one box, unless person is both an officer and a director/trustee)						(D) Reportable compensation from the organization (W-2/1099-MISC/1099-NEC)	(E) Reportable compensation from related organizations (W-2/1099-MISC/1099-NEC)	(F) Estimated amount of other compensation from the organization and related organizations
		Individual trustee or director	Institutional trustee	Officer	Key employee	Highest compensated employee	Former			
(1) RITA L. SORONEN PRESIDENT & CEO	40.00 0.00	X		X				406,287.	0.	19,045.
(2) JENNIFER JUSTICE SVP, STRATEGIC PROGRAM DEVELOPMENT	40.00 0.00				X			191,515.	0.	26,593.
(3) JILL CRUMBACHER SVP, MARKETING & DEVELOPMENT	40.00 0.00				X			190,448.	0.	27,128.
(4) DAVID FRISSORA SVP, BUSINESS DEVELOPMENT	40.00 0.00				X			182,488.	0.	32,635.
(5) SCOTT KRISS SENIOR VP, CFO (EXITED 03/31/2022)	40.00 0.00			X				188,989.	0.	22,982.
(6) MELINDA HAGGERTY SVP & GENERAL COUNSEL	40.00 0.00				X			176,059.	0.	27,581.
(7) JULIANNE NICHOLS VP, MARKETING & COMMUNICATIONS	40.00 0.00					X		123,573.	0.	21,955.
(8) MAREE WHITLOW VP, HUMAN RESOURCES	40.00 0.00					X		124,352.	0.	20,417.
(9) ANGELA MARSHALL DIRECTOR, WENDY'S WONDERFUL KIDS	40.00 0.00					X		112,094.	0.	17,431.
(10) ANDREA GLASS VP, PROGRAMS	40.00 0.00					X		106,510.	0.	18,740.
(11) JENNIFER BLANK SENIOR DIRECTOR, DEVELOPMENT	40.00 0.00					X		103,309.	0.	9,976.
(12) ERIC SPIRES SENIOR VP, CFO (ENTERED 04/18/2022)	40.00 0.00			X				0.	0.	0.
(13) JOE TURNER CHAIRMAN	4.00 0.00	X		X				0.	0.	0.
(14) ROBERT GEEN VICE CHAIRMAN	1.00 0.00	X		X				0.	0.	0.
(15) BRAD CONNER TREASURER	1.00 0.00	X		X				0.	0.	0.
(16) MIKE O'MALLEY SECRETARY	1.00 0.00	X		X				0.	0.	0.
(17) DEEPAK AJMANI TRUSTEE	1.00 0.00	X						0.	0.	0.

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

(A) Name and title	(B) Average hours per week (list any hours for related organizations below line)	(C) Position (do not check more than one box, unless person is both an officer and a director/trustee)						(D) Reportable compensation from the organization (W-2/1099-MISC/1099-NEC)	(E) Reportable compensation from related organizations (W-2/1099-MISC/1099-NEC)	(F) Estimated amount of other compensation from the organization and related organizations
		Individual trustee or director	Institutional trustee	Officer	Key employee	Highest compensated employee	Former			
(18) JULIE BIESZCZAT TRUSTEE	1.00 0.00	X						0.	0.	0.
(19) LEIGH BURNSIDE TRUSTEE	1.00 0.00	X						0.	0.	0.
(20) LAURA BUTRICO TRUSTEE	1.00 0.00	X						0.	0.	0.
(21) ERIC DALY TRUSTEE	1.00 0.00	X						0.	0.	0.
(22) LILIANA ESPOSITO TRUSTEE	1.00 0.00	X						0.	0.	0.
(23) PAMELA FARBER TRUSTEE	1.00 0.00	X						0.	0.	0.
(24) KURT KANE TRUSTEE	1.00 0.00	X						0.	0.	0.
(25) JHONNY MERCADO TRUSTEE	1.00 0.00	X						0.	0.	0.
(26) BLAIR MILLER TRUSTEE	1.00 0.00	X						0.	0.	0.
1b Subtotal								1,905,624.	0.	244,483.
c Total from continuation sheets to Part VII, Section A								0.	0.	0.
d Total (add lines 1b and 1c)								1,905,624.	0.	244,483.

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 **12**

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

Section B. Independent Contractors

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

(A) Name and business address	(B) Description of services	(C) Compensation
M&R STRATEGIC SERVICES, INC., 1101 CONNECTICUT AVE. NW, WASHINGTON, DC 20036	FUNDRAISING CONSULTANT	663,525.
CHILD TRENDS, INC., 7315 WISCONSIN AVE., STE. 1200 W, BETHESDA, MD 20814	DATABASE MANAGEMENT AND PROGRAM EVALUATI	331,612.
PRODUCTION SOLUTIONS, 1953 GALLOWS ROAD, SUITE 500, VIENNA, VA 22182	APPEALS PRINTING & POSTAGE	266,215.
HARRIS INSIGHTS & ANALYTICS, LLC, 300 N. LASALLE STREET, SUITE 5575, CHICAGO, IL	RESEARCH ON PUBLIC ATTITUDES & AWARENES	184,000.
FACEBOOK, INC. 1601 WILLOW ROAD, MENLO PARK, CA 94025	FUNDRAISING AWARENESS	183,735.

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 **9**

SEE PART VII, SECTION A CONTINUATION SHEETS

Part VIII Statement of Revenue

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

			(A)	(B)	(C)	(D)	
			Total revenue	Related or exempt function revenue	Unrelated business revenue	Revenue excluded from tax under sections 512 - 514	
Contributions, Gifts, Grants and Other Similar Amounts	1 a	Federated campaigns	1a				
	b	Membership dues	1b				
	c	Fundraising events	1c	377.			
	d	Related organizations	1d				
	e	Government grants (contributions)	1e	9,604,466.			
	f	All other contributions, gifts, grants, and similar amounts not included above	1f	34,877,482.			
	g	Noncash contributions included in lines 1a-1f	1g	\$ 288,051.			
	h	Total. Add lines 1a-1f		44,482,325.			
Program Service Revenue	2 a	PROGRAM SERVICE ASSISTANCE	Business Code				
			900099	134,181.	134,181.		
	b						
	c						
	d						
	e						
	f	All other program service revenue					
g	Total. Add lines 2a-2f		134,181.				
Other Revenue	3	Investment income (including dividends, interest, and other similar amounts)		377,912.		377,912.	
	4	Income from investment of tax-exempt bond proceeds					
	5	Royalties		1,938.		1,938.	
	6 a	Gross rents	(i) Real				
			(ii) Personal				
	b	Less: rental expenses	6b				
	c	Rental income or (loss)	6c				
	d	Net rental income or (loss)					
	7 a	Gross amount from sales of assets other than inventory	(i) Securities				
			(ii) Other				
				213,301.			
	b	Less: cost or other basis and sales expenses	7b	137,777.			
	c	Gain or (loss)	7c	75,524.			
d	Net gain or (loss)		75,524.		75,524.		
8 a	Gross income from fundraising events (not including \$ 377. of contributions reported on line 1c). See Part IV, line 18						
			751,111.				
			48,987.				
b	Less: direct expenses	8b					
c	Net income or (loss) from fundraising events		702,124.		702,124.		
9 a	Gross income from gaming activities. See Part IV, line 19						
b	Less: direct expenses	9b					
c	Net income or (loss) from gaming activities						
10 a	Gross sales of inventory, less returns and allowances						
b	Less: cost of goods sold	10b					
c	Net income or (loss) from sales of inventory						
Miscellaneous Revenue	11 a		Business Code				
	b						
	c						
	d	All other revenue					
	e	Total. Add lines 11a-11d					
12	Total revenue. See instructions		45,774,004.	134,181.	0.	1157498.	

Part IX Statement of Functional Expenses

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

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

Do not include amounts reported on lines 6b, 7b, 8b, 9b, and 10b of Part VIII.	(A) Total expenses	(B) Program service expenses	(C) Management and general expenses	(D) Fundraising expenses
1 Grants and other assistance to domestic organizations and domestic governments. See Part IV, line 21	24,738,449.	24,738,449.		
2 Grants and other assistance to domestic individuals. See Part IV, line 22				
3 Grants and other assistance to foreign organizations, foreign governments, and foreign individuals. See Part IV, lines 15 and 16	134,181.	134,181.		
4 Benefits paid to or for members				
5 Compensation of current officers, directors, trustees, and key employees	1,491,750.	716,410.	568,235.	207,105.
6 Compensation not included above to disqualified persons (as defined under section 4958(f)(1)) and persons described in section 4958(c)(3)(B)				
7 Other salaries and wages	3,618,434.	2,022,441.	936,223.	659,770.
8 Pension plan accruals and contributions (include section 401(k) and 403(b) employer contributions)	106,631.	57,566.	23,385.	25,680.
9 Other employee benefits	808,922.	468,088.	183,980.	156,854.
10 Payroll taxes	282,253.	152,581.	79,809.	49,863.
11 Fees for services (nonemployees):				
a Management				
b Legal	11.		11.	
c Accounting	50,721.		50,721.	
d Lobbying				
e Professional fundraising services. See Part IV, line 17	1,283,526.			1,283,526.
f Investment management fees	79,505.		79,505.	
g Other. (If line 11g amount exceeds 10% of line 25, column (A), amount, list line 11g expenses on Sch O.)	492,753.	300,697.	192,056.	
12 Advertising and promotion	818,186.	748,254.	67,574.	2,358.
13 Office expenses	144,180.	49,598.	18,810.	75,772.
14 Information technology	573,238.	513,509.	56,730.	2,999.
15 Royalties				
16 Occupancy	304,459.	161,495.	91,505.	51,459.
17 Travel	110,362.	42,694.	5,099.	62,569.
18 Payments of travel or entertainment expenses for any federal, state, or local public officials				
19 Conferences, conventions, and meetings	27,530.	8,670.	11,255.	7,605.
20 Interest				
21 Payments to affiliates				
22 Depreciation, depletion, and amortization	289,230.	269,852.	8,098.	11,280.
23 Insurance	53,285.		53,285.	
24 Other expenses. Itemize expenses not covered above. (List miscellaneous expenses on line 24e. If line 24e amount exceeds 10% of line 25, column (A), amount, list line 24e expenses on Schedule O.)				
a FUNDRAISING EXPENSE	360,011.			360,011.
b PROGRAM TRAINING	292,011.	292,011.		
c RESEARCH & PROGRAM EVAL	249,034.	249,034.		
d ADVOCACY EXPENSES	202,150.	202,150.		
e All other expenses	329,426.	220,395.	79,925.	29,106.
25 Total functional expenses. Add lines 1 through 24e	36,840,238.	31,348,075.	2,506,206.	2,985,957.
26 Joint costs. Complete this line only if the organization reported in column (B) joint costs from a combined educational campaign and fundraising solicitation.				
Check here <input type="checkbox"/> if following SOP 98-2 (ASC 958-720)				

Part X Balance Sheet

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

		(A) Beginning of year		(B) End of year
Assets	1 Cash - non-interest-bearing	111,643.	1	27,323.
	2 Savings and temporary cash investments	33,680,578.	2	46,220,773.
	3 Pledges and grants receivable, net	3,149,687.	3	1,737,671.
	4 Accounts receivable, net		4	
	5 Loans and other receivables from any current or former officer, director, trustee, key employee, creator or founder, substantial contributor, or 35% controlled entity or family member of any of these persons		5	
	6 Loans and other receivables from other disqualified persons (as defined under section 4958(f)(1)), and persons described in section 4958(c)(3)(B)		6	
	7 Notes and loans receivable, net		7	
	8 Inventories for sale or use	139,107.	8	120,761.
	9 Prepaid expenses and deferred charges	102,363.	9	116,892.
	10a Land, buildings, and equipment: cost or other basis. Complete Part VI of Schedule D	10a 8,396,000.		
	b Less: accumulated depreciation	10b 1,222,091.	7,125,596.	10c 7,173,909.
	11 Investments - publicly traded securities	20,985,358.	11	26,915,085.
	12 Investments - other securities. See Part IV, line 11		12	
	13 Investments - program-related. See Part IV, line 11		13	
	14 Intangible assets		14	
	15 Other assets. See Part IV, line 11	78,505.	15	4,444.
16 Total assets. Add lines 1 through 15 (must equal line 33)	65,372,837.	16	82,316,858.	
Liabilities	17 Accounts payable and accrued expenses	30,591.	17	207,850.
	18 Grants payable	7,395,755.	18	9,598,016.
	19 Deferred revenue	35,000.	19	0.
	20 Tax-exempt bond liabilities		20	
	21 Escrow or custodial account liability. Complete Part IV of Schedule D		21	
	22 Loans and other payables to any current or former officer, director, trustee, key employee, creator or founder, substantial contributor, or 35% controlled entity or family member of any of these persons		22	
	23 Secured mortgages and notes payable to unrelated third parties		23	
	24 Unsecured notes and loans payable to unrelated third parties		24	
	25 Other liabilities (including federal income tax, payables to related third parties, and other liabilities not included on lines 17-24). Complete Part X of Schedule D	514,325.	25	410,642.
	26 Total liabilities. Add lines 17 through 25	7,975,671.	26	10,216,508.
Net Assets or Fund Balances	Organizations that follow FASB ASC 958, check here <input checked="" type="checkbox"/> and complete lines 27, 28, 32, and 33.			
	27 Net assets without donor restrictions	48,380,373.	27	67,743,984.
	28 Net assets with donor restrictions	9,016,793.	28	4,356,366.
	Organizations that do not follow FASB ASC 958, check here <input type="checkbox"/> and complete lines 29 through 33.			
	29 Capital stock or trust principal, or current funds		29	
	30 Paid-in or capital surplus, or land, building, or equipment fund		30	
	31 Retained earnings, endowment, accumulated income, or other funds		31	
	32 Total net assets or fund balances	57,397,166.	32	72,100,350.
	33 Total liabilities and net assets/fund balances	65,372,837.	33	82,316,858.

Part XI Reconciliation of Net Assets

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

1	Total revenue (must equal Part VIII, column (A), line 12)	1	45,774,004.
2	Total expenses (must equal Part IX, column (A), line 25)	2	36,840,238.
3	Revenue less expenses. Subtract line 2 from line 1	3	8,933,766.
4	Net assets or fund balances at beginning of year (must equal Part X, line 32, column (A))	4	57,397,166.
5	Net unrealized gains (losses) on investments	5	4,398,200.
6	Donated services and use of facilities	6	
7	Investment expenses	7	
8	Prior period adjustments	8	
9	Other changes in net assets or fund balances (explain on Schedule O)	9	1,371,218.
10	Net assets or fund balances at end of year. Combine lines 3 through 9 (must equal Part X, line 32, column (B))	10	72,100,350.

Part XII Financial Statements and Reporting

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

- 1 Accounting method used to prepare the Form 990: Cash Accrual Other _____
If the organization changed its method of accounting from a prior year or checked "Other," explain on Schedule O.
- 2a Were the organization's financial statements compiled or reviewed by an independent accountant?
If "Yes," check a box below to indicate whether the financial statements for the year were compiled or reviewed on a separate basis, consolidated basis, or both:
 Separate basis Consolidated basis Both consolidated and separate basis
- b Were the organization's financial statements audited by an independent accountant?
If "Yes," check a box below to indicate whether the financial statements for the year were audited on a separate basis, consolidated basis, or both:
 Separate basis Consolidated basis Both consolidated and separate basis
- c If "Yes" to line 2a or 2b, does the organization have a committee that assumes responsibility for oversight of the audit, review, or compilation of its financial statements and selection of an independent accountant?
If the organization changed either its oversight process or selection process during the tax year, explain on Schedule O.
- 3a As a result of a federal award, was the organization required to undergo an audit or audits as set forth in the Single Audit Act and OMB Circular A-133?
- b If "Yes," did the organization undergo the required audit or audits? If the organization did not undergo the required audit or audits, explain why on Schedule O and describe any steps taken to undergo such audits

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

Form 990 (2021)

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

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

Section A. Public Support

Calendar year (or fiscal year beginning in) ▶	(a) 2017	(b) 2018	(c) 2019	(d) 2020	(e) 2021	(f) Total
1 Gifts, grants, contributions, and membership fees received. (Do not include any "unusual grants.")	31215257.	28203595.	27238414.	38616876.	44482325.	169756467
2 Tax revenues levied for the organization's benefit and either paid to or expended on its behalf						
3 The value of services or facilities furnished by a governmental unit to the organization without charge						
4 Total. Add lines 1 through 3	31215257.	28203595.	27238414.	38616876.	44482325.	169756467
5 The portion of total contributions by each person (other than a governmental unit or publicly supported organization) included on line 1 that exceeds 2% of the amount shown on line 11, column (f)						38771673.
6 Public support. Subtract line 5 from line 4.						130984794

Section B. Total Support

Calendar year (or fiscal year beginning in) ▶	(a) 2017	(b) 2018	(c) 2019	(d) 2020	(e) 2021	(f) Total
7 Amounts from line 4	31215257.	28203595.	27238414.	38616876.	44482325.	169756467
8 Gross income from interest, dividends, payments received on securities loans, rents, royalties, and income from similar sources	420,149.	735,058.	601,733.	270,192.	379,850.	2406982.
9 Net income from unrelated business activities, whether or not the business is regularly carried on						
10 Other income. Do not include gain or loss from the sale of capital assets (Explain in Part VI.)						
11 Total support. Add lines 7 through 10						172163449
12 Gross receipts from related activities, etc. (see instructions)					12	603,487.
13 First 5 years. If the Form 990 is for the organization's first, second, third, fourth, or fifth tax year as a section 501(c)(3) organization, check this box and stop here						<input type="checkbox"/>

Section C. Computation of Public Support Percentage

14 Public support percentage for 2021 (line 6, column (f), divided by line 11, column (f))	14	76.08 %
15 Public support percentage from 2020 Schedule A, Part II, line 14	15	74.91 %
16a 33 1/3% support test - 2021. If the organization did not check the box on line 13, and line 14 is 33 1/3% or more, check this box and stop here. The organization qualifies as a publicly supported organization		<input checked="" type="checkbox"/>
b 33 1/3% support test - 2020. If the organization did not check a box on line 13 or 16a, and line 15 is 33 1/3% or more, check this box and stop here. The organization qualifies as a publicly supported organization		<input type="checkbox"/>
17a 10% -facts-and-circumstances test - 2021. If the organization did not check a box on line 13, 16a, or 16b, and line 14 is 10% or more, and if the organization meets the facts-and-circumstances test, check this box and stop here. Explain in Part VI how the organization meets the facts-and-circumstances test. The organization qualifies as a publicly supported organization		<input type="checkbox"/>
b 10% -facts-and-circumstances test - 2020. If the organization did not check a box on line 13, 16a, 16b, or 17a, and line 15 is 10% or more, and if the organization meets the facts-and-circumstances test, check this box and stop here. Explain in Part VI how the organization meets the facts-and-circumstances test. The organization qualifies as a publicly supported organization		<input type="checkbox"/>
18 Private foundation. If the organization did not check a box on line 13, 16a, 16b, 17a, or 17b, check this box and see instructions		<input type="checkbox"/>

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

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

Section A. Public Support

Calendar year (or fiscal year beginning in) ►	(a) 2017	(b) 2018	(c) 2019	(d) 2020	(e) 2021	(f) Total
1 Gifts, grants, contributions, and membership fees received. (Do not include any "unusual grants.")						
2 Gross receipts from admissions, merchandise sold or services performed, or facilities furnished in any activity that is related to the organization's tax-exempt purpose						
3 Gross receipts from activities that are not an unrelated trade or business under section 513						
4 Tax revenues levied for the organization's benefit and either paid to or expended on its behalf						
5 The value of services or facilities furnished by a governmental unit to the organization without charge						
6 Total. Add lines 1 through 5						
7a Amounts included on lines 1, 2, and 3 received from disqualified persons						
b Amounts included on lines 2 and 3 received from other than disqualified persons that exceed the greater of \$5,000 or 1% of the amount on line 13 for the year						
c Add lines 7a and 7b						
8 Public support. (Subtract line 7c from line 6.)						

Section B. Total Support

Calendar year (or fiscal year beginning in) ►	(a) 2017	(b) 2018	(c) 2019	(d) 2020	(e) 2021	(f) Total
9 Amounts from line 6						
10a Gross income from interest, dividends, payments received on securities loans, rents, royalties, and income from similar sources						
b Unrelated business taxable income (less section 511 taxes) from businesses acquired after June 30, 1975						
c Add lines 10a and 10b						
11 Net income from unrelated business activities not included on line 10b, whether or not the business is regularly carried on						
12 Other income. Do not include gain or loss from the sale of capital assets (Explain in Part VI.)						
13 Total support. (Add lines 9, 10c, 11, and 12.)						

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

Section C. Computation of Public Support Percentage

15 Public support percentage for 2021 (line 8, column (f), divided by line 13, column (f))	15	%
16 Public support percentage from 2020 Schedule A, Part III, line 15	16	%

Section D. Computation of Investment Income Percentage

17 Investment income percentage for 2021 (line 10c, column (f), divided by line 13, column (f))	17	%
18 Investment income percentage from 2020 Schedule A, Part III, line 17	18	%

19a 33 1/3% support tests - 2021. If the organization did not check the box on line 14, and line 15 is more than 33 1/3%, and line 17 is not more than 33 1/3%, check this box and **stop here**. The organization qualifies as a publicly supported organization

b 33 1/3% support tests - 2020. If the organization did not check a box on line 14 or line 19a, and line 16 is more than 33 1/3%, and line 18 is not more than 33 1/3%, check this box and **stop here**. The organization qualifies as a publicly supported organization

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

Part IV Supporting Organizations

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

Section A. All Supporting Organizations

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

Part IV Supporting Organizations (continued)

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

Section B. Type I Supporting Organizations

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

Section C. Type II Supporting Organizations

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

Section D. All Type III Supporting Organizations

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

Section E. Type III Functionally Integrated Supporting Organizations

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

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

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

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

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

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

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

Section D - Distributions		Current Year
1	Amounts paid to supported organizations to accomplish exempt purposes	1
2	Amounts paid to perform activity that directly furthers exempt purposes of supported organizations, in excess of income from activity	2
3	Administrative expenses paid to accomplish exempt purposes of supported organizations	3
4	Amounts paid to acquire exempt-use assets	4
5	Qualified set-aside amounts (prior IRS approval required - provide details in Part VI)	5
6	Other distributions (describe in Part VI). See instructions.	6
7	Total annual distributions. Add lines 1 through 6.	7
8	Distributions to attentive supported organizations to which the organization is responsive (provide details in Part VI). See instructions.	8
9	Distributable amount for 2021 from Section C, line 6	9
10	Line 8 amount divided by line 9 amount	10

Section E - Distribution Allocations (see instructions)	(i) Excess Distributions	(ii) Underdistributions Pre-2021	(iii) Distributable Amount for 2021
1	Distributable amount for 2021 from Section C, line 6		
2	Underdistributions, if any, for years prior to 2021 (reasonable cause required - explain in Part VI). See instructions.		
3	Excess distributions carryover, if any, to 2021		
a	From 2016		
b	From 2017		
c	From 2018		
d	From 2019		
e	From 2020		
f	Total of lines 3a through 3e		
g	Applied to underdistributions of prior years		
h	Applied to 2021 distributable amount		
i	Carryover from 2016 not applied (see instructions)		
j	Remainder. Subtract lines 3g, 3h, and 3i from line 3f.		
4	Distributions for 2021 from Section D, line 7: \$		
a	Applied to underdistributions of prior years		
b	Applied to 2021 distributable amount		
c	Remainder. Subtract lines 4a and 4b from line 4.		
5	Remaining underdistributions for years prior to 2021, if any. Subtract lines 3g and 4a from line 2. For result greater than zero, explain in Part VI. See instructions.		
6	Remaining underdistributions for 2021. Subtract lines 3h and 4b from line 1. For result greater than zero, explain in Part VI. See instructions.		
7	Excess distributions carryover to 2022. Add lines 3j and 4c.		
8	Breakdown of line 7:		
a	Excess from 2017		
b	Excess from 2018		
c	Excess from 2019		
d	Excess from 2020		
e	Excess from 2021		

Schedule A (Form 990) 2021

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.)

Multiple horizontal lines for supplemental information.

Schedule B
(Form 990)

Department of the Treasury
Internal Revenue Service

Schedule of Contributors

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

OMB No. 1545-0047

2021

Name of the organization

DAVE THOMAS FOUNDATION FOR ADOPTION

Employer identification number

31-1356151

Organization type (check one):

Filers of:

Section:

Form 990 or 990-EZ

501(c)(3) (enter number) organization

4947(a)(1) nonexempt charitable trust **not** treated as a private foundation

527 political organization

Form 990-PF

501(c)(3) exempt private foundation

4947(a)(1) nonexempt charitable trust treated as a private foundation

501(c)(3) taxable private foundation

Check if your organization is covered by the **General Rule** or a **Special Rule**.

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

General Rule

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

Special Rules

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

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

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

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

Name of organization DAVE THOMAS FOUNDATION FOR ADOPTION	Employer identification number 31-1356151
--	---

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

(a) No.	(b) Name, address, and ZIP + 4	(c) Total contributions	(d) Type of contribution
1	_____ _____ _____	\$ <u>20,000,000.</u>	Person <input checked="" type="checkbox"/> Payroll <input type="checkbox"/> Noncash <input type="checkbox"/> (Complete Part II for noncash contributions.)
2	_____ _____ _____	\$ <u>6,393,448.</u>	Person <input checked="" type="checkbox"/> Payroll <input type="checkbox"/> Noncash <input type="checkbox"/> (Complete Part II for noncash contributions.)
3	_____ _____ _____	\$ <u>2,200,000.</u>	Person <input checked="" type="checkbox"/> Payroll <input type="checkbox"/> Noncash <input type="checkbox"/> (Complete Part II for noncash contributions.)
4	_____ _____ _____	\$ <u>1,286,761.</u>	Person <input checked="" type="checkbox"/> Payroll <input type="checkbox"/> Noncash <input type="checkbox"/> (Complete Part II for noncash contributions.)
5	_____ _____ _____	\$ <u>1,283,244.</u>	Person <input checked="" type="checkbox"/> Payroll <input type="checkbox"/> Noncash <input type="checkbox"/> (Complete Part II for noncash contributions.)
_____	_____ _____ _____	\$ _____	Person <input type="checkbox"/> Payroll <input type="checkbox"/> Noncash <input type="checkbox"/> (Complete Part II for noncash contributions.)

Name of organization DAVE THOMAS FOUNDATION FOR ADOPTION	Employer identification number 31-1356151
--	---

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

(a) No. from Part I	(b) Description of noncash property given	(c) FMV (or estimate) (See instructions.)	(d) Date received
	_____	\$ _____	_____
	_____	\$ _____	_____
	_____	\$ _____	_____
	_____	\$ _____	_____
	_____	\$ _____	_____
	_____	\$ _____	_____
	_____	\$ _____	_____
	_____	\$ _____	_____

Name of organization DAVE THOMAS FOUNDATION FOR ADOPTION	Employer identification number 31-1356151
--	---

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

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

(e) Transfer of gift	
Transferee's name, address, and ZIP + 4	Relationship of transferor to transferee

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

(e) Transfer of gift	
Transferee's name, address, and ZIP + 4	Relationship of transferor to transferee

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

(e) Transfer of gift	
Transferee's name, address, and ZIP + 4	Relationship of transferor to transferee

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

(e) Transfer of gift	
Transferee's name, address, and ZIP + 4	Relationship of transferor to transferee

SCHEDULE C
(Form 990)

Political Campaign and Lobbying Activities

OMB No. 1545-0047

2021

Open to Public Inspection

Department of the Treasury
Internal Revenue Service

For Organizations Exempt From Income Tax Under section 501(c) and section 527
 ▶ Complete if the organization is described below. ▶ Attach to Form 990 or Form 990-EZ.
 ▶ Go to www.irs.gov/Form990 for instructions and the latest information.

If the organization answered "Yes," on Form 990, Part IV, line 3, or Form 990-EZ, Part V, line 46 (Political Campaign Activities), then

- Section 501(c)(3) organizations: Complete Parts I-A and B. Do not complete Part I-C.
- Section 501(c) (other than section 501(c)(3)) organizations: Complete Parts I-A and C below. Do not complete Part I-B.
- Section 527 organizations: Complete Part I-A only.

If the organization answered "Yes," on Form 990, Part IV, line 4, or Form 990-EZ, Part VI, line 47 (Lobbying Activities), then

- Section 501(c)(3) organizations that have filed Form 5768 (election under section 501(h)): Complete Part II-A. Do not complete Part II-B.
- Section 501(c)(3) organizations that have NOT filed Form 5768 (election under section 501(h)): Complete Part II-B. Do not complete Part II-A.

If the organization answered "Yes," on Form 990, Part IV, line 5 (Proxy Tax) (See separate instructions) or Form 990-EZ, Part V, line 35c (Proxy Tax) (See separate instructions), then

- Section 501(c)(4), (5), or (6) organizations: Complete Part III.

Name of organization DAVE THOMAS FOUNDATION FOR ADOPTION	Employer identification number 31-1356151
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Part I-A Complete if the organization is exempt under section 501(c) or is a section 527 organization.

- 1 Provide a description of the organization's direct and indirect political campaign activities in Part IV.
- 2 Political campaign activity expenditures ▶ \$ _____
- 3 Volunteer hours for political campaign activities _____

Part I-B Complete if the organization is exempt under section 501(c)(3).

- 1 Enter the amount of any excise tax incurred by the organization under section 4955 ▶ \$ _____
- 2 Enter the amount of any excise tax incurred by organization managers under section 4955 ▶ \$ _____
- 3 If the organization incurred a section 4955 tax, did it file Form 4720 for this year? Yes No
- 4a Was a correction made? Yes No
- b If "Yes," describe in Part IV.

Part I-C Complete if the organization is exempt under section 501(c), except section 501(c)(3).

- 1 Enter the amount directly expended by the filing organization for section 527 exempt function activities ▶ \$ _____
- 2 Enter the amount of the filing organization's funds contributed to other organizations for section 527 exempt function activities ▶ \$ _____
- 3 Total exempt function expenditures. Add lines 1 and 2. Enter here and on Form 1120-POL, line 17b ▶ \$ _____
- 4 Did the filing organization file Form 1120-POL for this year? Yes No
- 5 Enter the names, addresses and employer identification number (EIN) of all section 527 political organizations to which the filing organization made payments. For each organization listed, enter the amount paid from the filing organization's funds. Also enter the amount of political contributions received that were promptly and directly delivered to a separate political organization, such as a separate segregated fund or a political action committee (PAC). If additional space is needed, provide information in Part IV.

(a) Name	(b) Address	(c) EIN	(d) Amount paid from filing organization's funds. If none, enter -0-.	(e) Amount of political contributions received and promptly and directly delivered to a separate political organization. If none, enter -0-.

For Paperwork Reduction Act Notice, see the Instructions for Form 990 or 990-EZ. Schedule C (Form 990) 2021

Part II-A Complete if the organization is exempt under section 501(c)(3) and filed Form 5768 (election under section 501(h)).

- A** Check if the filing organization belongs to an affiliated group (and list in Part IV each affiliated group member's name, address, EIN, expenses, and share of excess lobbying expenditures).
- B** Check if the filing organization checked box A and "limited control" provisions apply.

Limits on Lobbying Expenditures (The term "expenditures" means amounts paid or incurred.)		(a) Filing organization's totals	(b) Affiliated group totals												
1a	Total lobbying expenditures to influence public opinion (grassroots lobbying)	0.													
b	Total lobbying expenditures to influence a legislative body (direct lobbying)	0.													
c	Total lobbying expenditures (add lines 1a and 1b)	0.													
d	Other exempt purpose expenditures	36,840,238.													
e	Total exempt purpose expenditures (add lines 1c and 1d)	36,840,238.													
f	Lobbying nontaxable amount. Enter the amount from the following table in both columns.	1,000,000.													
<table border="1" style="width: 100%; border-collapse: collapse;"> <thead> <tr> <th style="text-align: left;">If the amount on line 1e, column (a) or (b) is:</th> <th style="text-align: left;">The lobbying nontaxable amount is:</th> </tr> </thead> <tbody> <tr> <td>Not over \$500,000</td> <td>20% of the amount on line 1e.</td> </tr> <tr> <td>Over \$500,000 but not over \$1,000,000</td> <td>\$100,000 plus 15% of the excess over \$500,000.</td> </tr> <tr> <td>Over \$1,000,000 but not over \$1,500,000</td> <td>\$175,000 plus 10% of the excess over \$1,000,000.</td> </tr> <tr> <td>Over \$1,500,000 but not over \$17,000,000</td> <td>\$225,000 plus 5% of the excess over \$1,500,000.</td> </tr> <tr> <td>Over \$17,000,000</td> <td>\$1,000,000.</td> </tr> </tbody> </table>		If the amount on line 1e, column (a) or (b) is:	The lobbying nontaxable amount is:	Not over \$500,000	20% of the amount on line 1e.	Over \$500,000 but not over \$1,000,000	\$100,000 plus 15% of the excess over \$500,000.	Over \$1,000,000 but not over \$1,500,000	\$175,000 plus 10% of the excess over \$1,000,000.	Over \$1,500,000 but not over \$17,000,000	\$225,000 plus 5% of the excess over \$1,500,000.	Over \$17,000,000	\$1,000,000.		
If the amount on line 1e, column (a) or (b) is:	The lobbying nontaxable amount is:														
Not over \$500,000	20% of the amount on line 1e.														
Over \$500,000 but not over \$1,000,000	\$100,000 plus 15% of the excess over \$500,000.														
Over \$1,000,000 but not over \$1,500,000	\$175,000 plus 10% of the excess over \$1,000,000.														
Over \$1,500,000 but not over \$17,000,000	\$225,000 plus 5% of the excess over \$1,500,000.														
Over \$17,000,000	\$1,000,000.														
g	Grassroots nontaxable amount (enter 25% of line 1f)	250,000.													
h	Subtract line 1g from line 1a. If zero or less, enter -0-	0.													
i	Subtract line 1f from line 1c. If zero or less, enter -0-	0.													
j	If there is an amount other than zero on either line 1h or line 1i, did the organization file Form 4720 reporting section 4911 tax for this year?		<input type="checkbox"/> Yes <input type="checkbox"/> No												

4-Year Averaging Period Under Section 501(h)
(Some organizations that made a section 501(h) election do not have to complete all of the five columns below. See the separate instructions for lines 2a through 2f.)

Lobbying Expenditures During 4-Year Averaging Period					
Calendar year (or fiscal year beginning in)	(a) 2018	(b) 2019	(c) 2020	(d) 2021	(e) Total
2a Lobbying nontaxable amount	1,000,000.	1,000,000.	1,000,000.	1,000,000.	4,000,000.
b Lobbying ceiling amount (150% of line 2a, column(e))					6,000,000.
c Total lobbying expenditures					
d Grassroots nontaxable amount	250,000.	250,000.	250,000.	250,000.	1,000,000.
e Grassroots ceiling amount (150% of line 2d, column (e))					1,500,000.
f Grassroots lobbying expenditures					

Part II-B Complete if the organization is exempt under section 501(c)(3) and has NOT filed Form 5768 (election under section 501(h)).

	(a)		(b)
	Yes	No	Amount
1 During the year, did the filing organization attempt to influence foreign, national, state, or local legislation, including any attempt to influence public opinion on a legislative matter or referendum, through the use of:			
a Volunteers?			
b Paid staff or management (include compensation in expenses reported on lines 1c through 1i)? ..			
c Media advertisements?			
d Mailings to members, legislators, or the public?			
e Publications, or published or broadcast statements?			
f Grants to other organizations for lobbying purposes?			
g Direct contact with legislators, their staffs, government officials, or a legislative body?			
h Rallies, demonstrations, seminars, conventions, speeches, lectures, or any similar means?			
i Other activities?			
j Total. Add lines 1c through 1i			
2a Did the activities in line 1 cause the organization to be not described in section 501(c)(3)?			
b If "Yes," enter the amount of any tax incurred under section 4912			
c If "Yes," enter the amount of any tax incurred by organization managers under section 4912			
d If the filing organization incurred a section 4912 tax, did it file Form 4720 for this year?			

Part III-A Complete if the organization is exempt under section 501(c)(4), section 501(c)(5), or section 501(c)(6).

	Yes	No
1 Were substantially all (90% or more) dues received nondeductible by members?	1	
2 Did the organization make only in-house lobbying expenditures of \$2,000 or less?	2	
3 Did the organization agree to carry over lobbying and political campaign activity expenditures from the prior year?	3	

Part III-B Complete if the organization is exempt under section 501(c)(4), section 501(c)(5), or section 501(c)(6) and if either (a) BOTH Part III-A, lines 1 and 2, are answered "No" OR (b) Part III-A, line 3, is answered "Yes."

1 Dues, assessments and similar amounts from members	1
2 Section 162(e) nondeductible lobbying and political expenditures (do not include amounts of political expenses for which the section 527(f) tax was paid).	
a Current year	2a
b Carryover from last year	2b
c Total	2c
3 Aggregate amount reported in section 6033(e)(1)(A) notices of nondeductible section 162(e) dues	3
4 If notices were sent and the amount on line 2c exceeds the amount on line 3, what portion of the excess does the organization agree to carryover to the reasonable estimate of nondeductible lobbying and political expenditure next year?	4
5 Taxable amount of lobbying and political expenditures. See instructions	5

Part IV Supplemental Information

Provide the descriptions required for Part I-A, line 1; Part I-B, line 4; Part I-C, line 5; Part II-A (affiliated group list); Part II-A, lines 1 and 2 (See instructions); and Part II-B, line 1. Also, complete this part for any additional information.

SCHEDULE D (Form 990)

Department of the Treasury Internal Revenue Service

Supplemental Financial Statements

Complete if the organization answered "Yes" on Form 990, Part IV, line 6, 7, 8, 9, 10, 11a, 11b, 11c, 11d, 11e, 11f, 12a, or 12b. Attach to Form 990.

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

OMB No. 1545-0047

2021

Open to Public Inspection

Name of the organization: DAVE THOMAS FOUNDATION FOR ADOPTION; Employer identification number: 31-1356151

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.

Table with 2 columns: (a) Donor advised funds, (b) Funds and other accounts. Rows include: 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.

Table with 2 columns: Held at the End of the Tax Year. Rows include: 1 Purpose(s) of conservation easements held by the organization (check all that apply), 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 (2a Total number of conservation easements, 2b Total acreage restricted by conservation easements, 2c Number of conservation easements on a certified historic structure included in (a), 2d Number of conservation easements included in (c) acquired after 7/25/06, and not on a historic structure listed in the National Register), 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.

Table with 2 columns: Revenue, Assets. Rows include: 1a If the organization elected, as permitted under FASB ASC 958, not to report in its revenue statement and balance sheet works of art, historical treasures, or other similar assets held for public exhibition, education, or research in furtherance of public service, provide in Part XIII the text of the footnote to its financial statements that describes these items. 1b If the organization elected, as permitted under FASB ASC 958, to report in its revenue statement and balance sheet works of art, historical treasures, or other similar assets held for public exhibition, education, or research in furtherance of public service, provide the following amounts relating to these items: (i) Revenue included on Form 990, Part VIII, line 1; (ii) Assets included in Form 990, Part X. 2 If the organization received or held works of art, historical treasures, or other similar assets for financial gain, provide the following amounts required to be reported under FASB ASC 958 relating to these items: a Revenue included on Form 990, Part VIII, line 1; b Assets included in Form 990, Part X.

LHA For Paperwork Reduction Act Notice, see the Instructions for Form 990. Schedule D (Form 990) 2021

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

- 3 Using the organization's acquisition, accession, and other records, check any of the following that make significant use of its collection items (check all that apply):
- a Public exhibition
 - b Scholarly research
 - c Preservation for future generations
 - d Loan or exchange program
 - e Other _____
- 4 Provide a description of the organization's collections and explain how they further the organization's exempt purpose in Part XIII.
- 5 During the year, did the organization solicit or receive donations of art, historical treasures, or other similar assets to be sold to raise funds rather than to be maintained as part of the organization's collection? Yes No

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

- 1a Is the organization an agent, trustee, custodian or other intermediary for contributions or other assets not included on Form 990, Part X? Yes No
- b If "Yes," explain the arrangement in Part XIII and complete the following table:
- | | Amount |
|---------------------------------|--------|
| c Beginning balance | 1c |
| d Additions during the year | 1d |
| e Distributions during the year | 1e |
| f Ending balance | 1f |
- 2a Did the organization include an amount on Form 990, Part X, line 21, for escrow or custodial account liability? Yes No
- b If "Yes," explain the arrangement in Part XIII. Check here if the explanation has been provided on Part XIII

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

	(a) Current year	(b) Prior year	(c) Two years back	(d) Three years back	(e) Four years back
1a Beginning of year balance	5,078,408.	4,084,609.	3,916,811.	3,558,324.	3,310,437.
b Contributions	25,000.		106,000.	65,000.	
c Net investment earnings, gains, and losses	-613,954.	1,102,799.	61,798.	293,487.	258,469.
d Grants or scholarships	108,000.	109,000.			
e Other expenditures for facilities and programs					
f Administrative expenses					10,582.
g End of year balance	4,381,454.	5,078,408.	4,084,609.	3,916,811.	3,558,324.

- 2 Provide the estimated percentage of the current year end balance (line 1g, column (a)) held as:
- a Board designated or quasi-endowment 100 %
 - b Permanent endowment .0000 %
 - c Term endowment .0000 %
- The percentages on lines 2a, 2b, and 2c should equal 100%.
- 3a Are there endowment funds not in the possession of the organization that are held and administered for the organization by:
- | | Yes | No |
|---|-----|----|
| (i) Unrelated organizations | | X |
| (ii) Related organizations | | X |
| b If "Yes" on line 3a(ii), are the related organizations listed as required on Schedule R? <input type="checkbox"/> | 3b | |
- 4 Describe in Part XIII the intended uses of the organization's endowment funds.

Part VI Land, Buildings, and Equipment.

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

Description of property	(a) Cost or other basis (investment)	(b) Cost or other basis (other)	(c) Accumulated depreciation	(d) Book value
1a Land				
b Buildings		7,359,997.	490,666.	6,869,331.
c Leasehold improvements		164,612.	164,612.	0.
d Equipment				
e Other		871,391.	566,813.	304,578.
Total. Add lines 1a through 1e. (Column (d) must equal Form 990, Part X, column (B), line 10c.)				7,173,909.

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)		
Total. (Col. (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)		
Total. (Col. (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)	
(2)	
(3)	
(4)	
(5)	
(6)	
(7)	
(8)	
(9)	
Total. (Column (b) must equal Form 990, Part X, col. (B) line 15.) ▶	

Part X Other Liabilities.

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

1. (a) Description of liability	(b) Book value
(1) Federal income taxes	
(2) ACCRUED LIABILITIES	410,642.
(3)	
(4)	
(5)	
(6)	
(7)	
(8)	
(9)	
Total. (Column (b) must equal Form 990, Part X, col. (B) line 25.) ▶	410,642.

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

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

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

1	Total revenue, gains, and other support per audited financial statements	1	70,608,067.
2	Amounts included on line 1 but not on Form 990, Part VIII, line 12:		
a	Net unrealized gains (losses) on investments	2a	4,398,200.
b	Donated services and use of facilities	2b	20,466,381.
c	Recoveries of prior year grants	2c	
d	Other (Describe in Part XIII.)	2d	48,987.
e	Add lines 2a through 2d	2e	24,913,568.
3	Subtract line 2e from line 1	3	45,694,499.
4	Amounts included on Form 990, Part VIII, line 12, but not on line 1:		
a	Investment expenses not included on Form 990, Part VIII, line 7b	4a	79,505.
b	Other (Describe in Part XIII.)	4b	
c	Add lines 4a and 4b	4c	79,505.
5	Total revenue. Add lines 3 and 4c . (This must equal Form 990, Part I, line 12.)	5	45,774,004.

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

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

1	Total expenses and losses per audited financial statements	1	55,904,883.
2	Amounts included on line 1 but not on Form 990, Part IX, line 25:		
a	Donated services and use of facilities	2a	20,466,381.
b	Prior year adjustments	2b	
c	Other losses	2c	
d	Other (Describe in Part XIII.)	2d	48,987.
e	Add lines 2a through 2d	2e	20,515,368.
3	Subtract line 2e from line 1	3	35,389,515.
4	Amounts included on Form 990, Part IX, line 25, but not on line 1:		
a	Investment expenses not included on Form 990, Part VIII, line 7b	4a	79,505.
b	Other (Describe in Part XIII.)	4b	1,371,218.
c	Add lines 4a and 4b	4c	1,450,723.
5	Total expenses. Add lines 3 and 4c . (This must equal Form 990, Part I, line 18.)	5	36,840,238.

Part XIII Supplemental Information.

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

PART X, LINE 2:

INCOME TAX - THE FOUNDATION IS EXEMPT FROM FEDERAL INCOME TAXES UNDER SECTION 501(C)(3) OF THE INTERNAL REVENUE CODE. THE FOUNDATION HAS NOT IDENTIFIED ANY MATERIAL UNCERTAIN TAX POSITIONS REQUIRING ACCRUAL OR DISCLOSURE IN THE FINANCIAL STATEMENTS. THERE WAS NO INTEREST OR PENALTIES RECOGNIZED DURING 2022 OR 2021. THE FOUNDATION'S TAX YEARS SINCE 2018 REMAIN SUBJECT TO EXAMINATION.

PART XI, LINE 2D - OTHER ADJUSTMENTS:

SPECIAL EVENTS DIRECT EXPENSES - DEDUCTED AGAINST INCOME 48,987.

PART XII, LINE 2D - OTHER ADJUSTMENTS:

Part XIII Supplemental Information (continued)

SPECIAL EVENTS DIRECT EXPENSES - DEDUCTED AGAINST INCOME 48,987.

PART XII, LINE 4B - OTHER ADJUSTMENTS:

GRANT RECOVERY 1,371,218.

PART V, LINE 4

THE FOUNDATION'S QUASI-ENDOWMENT WAS ESTABLISHED IN 2017 AND CONSISTS OF VARIOUS INVESTMENT FUNDS ESTABLISHED PRIMARILY FOR SUPPORT OF THE FOUNDATION'S MISSION. ITS QUASI-ENDOWMENT REPRESENTS BOARD-DESIGNATED ENDOWMENT FUNDS. AS REQUIRED BY ACCOUNTING PRINCIPLES GENERALLY ACCEPTED IN THE UNITED STATES OF AMERICA, NET ASSETS ASSOCIATED WITH ENDOWMENT FUNDS, INCLUDING FUNDS DESIGNATED BY THE BOARD TO FUNCTION AS ENDOWMENTS, ARE CLASSIFIED AND REPORTED BASED ON THE EXISTENCE OR ABSENCE OF DONOR-IMPOSED RESTRICTIONS.

TOGETHER, THE ENDOWMENT AND QUASI-ENDOWMENT REPRESENT THE ENDOWMENT FUNDS ("ENDOWMENT FUNDS"). THE FOUNDATION MANAGES ITS ENDOWMENT FUNDS IN ACCORDANCE WITH UNIFORM PRUDENT MANAGEMENT OF INSTITUTIONAL FUNDS ACT (UPMIFA). UPMIFA PERMITS A NONPROFIT ORGANIZATION TO APPROPRIATE INVESTMENT INCOME AND APPRECIATION ON ENDOWMENT FUNDS FOR OPERATIONS IN ABSENCE OF DONOR RESTRICTIONS.

ANNUAL DISTRIBUTIONS WILL BE SPENT IN ACCORDANCE WITH THE ENDOWMENT FUNDS SPENDING POLICY. THE FOUNDATION'S SPENDING POLICY PERMITS WITHDRAWALS NOT TO EXCEED 3% OF THE AVERAGE MARKET VALUE OF THE FUND'S ASSETS FOR THE 12 CONSECUTIVE CALENDAR QUARTERS ENDING DECEMBER 31 OF THE YEAR PRECEDING THE CURRENT FISCAL YEAR. THE DISTRIBUTION OF INCOME REMAINS AT THE DISCRETION OF THE EXECUTIVE BOARD WITHIN THE DIRECTION OF THE BUDGET PROCESS.

Part XIII Supplemental Information (continued)

IN ADDITION, THE FOUNDATION'S INVESTMENT POLICY IS INTENDED TO OUTLINE A PHILOSOPHY AND ATTITUDE THAT WILL GUIDE THE INVESTMENT MANAGEMENT OF THE ASSETS TOWARD THE DESIRED RESULTS. IT IS INTENDED TO BE SUFFICIENTLY SPECIFIC TO BE MEANINGFUL, YET FLEXIBLE ENOUGH TO BE PRACTICAL. TO SATISFY ITS LONG-TERM RATE-OF-RETURN OBJECTIVES, THE FOUNDATION RELIES ON A TOTAL RETURN STRATEGY IN WHICH INVESTMENT RETURNS ARE ACHIEVED THROUGH BOTH CAPITAL APPRECIATION (REALIZED AND UNREALIZED) AND CURRENT YIELD (INTEREST AND DIVIDENDS). THE FOUNDATION TARGETS A DIVERSIFIED ASSET ALLOCATION THAT PLACES A GREATER EMPHASIS ON EQUITY-BASED INVESTMENTS TO ACHIEVE ITS LONG-TERM RETURN OBJECTIVES WITHIN PRUDENT RISK CONSTRAINTS.

Part II **Grants and Other Assistance to Organizations or Entities Outside the United States.** Complete if the organization answered "Yes" on Form 990, Part IV, line 15, for any recipient who received more than \$5,000. Part II can be duplicated if additional space is needed.

1 (a) Name of organization	(b) IRS code section and EIN (if applicable)	(c) Region	(d) Purpose of grant	(e) Amount of cash grant	(f) Manner of cash disbursement	(g) Amount of noncash assistance	(h) Description of noncash assistance	(i) Method of valuation (book, FMV, appraisal, other)
		NORTH AMERICA	GENERAL GRANT	134,181.	WIRE	0.	N/A	N/A

2 Enter total number of recipient organizations listed above that are recognized as charities by the foreign country, recognized as a tax exempt 501(c)(3) organization by the IRS, or for which the grantee or counsel has provided a section 501(c)(3) equivalency letter **1**

3 Enter total number of other organizations or entities **0**

Part IV Foreign Forms

- 1 Was the organization a U.S. transferor of property to a foreign corporation during the tax year? *If "Yes," the organization may be required to file Form 926, Return by a U.S. Transferor of Property to a Foreign Corporation (see Instructions for Form 926)* Yes No
- 2 Did the organization have an interest in a foreign trust during the tax year? *If "Yes," the organization may be required to separately file Form 3520, Annual Return To Report Transactions With Foreign Trusts and Receipt of Certain Foreign Gifts, and/or Form 3520-A, Annual Information Return of Foreign Trust With a U.S. Owner (see Instructions for Forms 3520 and 3520-A; don't file with Form 990)* Yes No
- 3 Did the organization have an ownership interest in a foreign corporation during the tax year? *If "Yes," the organization may be required to file Form 5471, Information Return of U.S. Persons With Respect to Certain Foreign Corporations (see Instructions for Form 5471)* Yes No
- 4 Was the organization a direct or indirect shareholder of a passive foreign investment company or a qualified electing fund during the tax year? *If "Yes," the organization may be required to file Form 8621, Information Return by a Shareholder of a Passive Foreign Investment Company or Qualified Electing Fund (see Instructions for Form 8621)* Yes No
- 5 Did the organization have an ownership interest in a foreign partnership during the tax year? *If "Yes," the organization may be required to file Form 8865, Return of U.S. Persons With Respect to Certain Foreign Partnerships (see Instructions for Form 8865)* Yes No
- 6 Did the organization have any operations in or related to any boycotting countries during the tax year? *If "Yes," the organization may be required to separately file Form 5713, International Boycott Report (see Instructions for Form 5713; don't file with Form 990)* Yes No

Part V Supplemental Information

Provide the information required by Part I, line 2 (monitoring of funds); Part I, line 3, column (f) (accounting method; amounts of investments vs. expenditures per region); Part II, line 1 (accounting method); Part III (accounting method); and Part III, column (c) (estimated number of recipients), as applicable. Also complete this part to provide any additional information. See instructions.

PART I, LINE 1:

DAVE THOMAS FOUNDATION FOR ADOPTION PROVIDES GRANT SUPPORT TO ITS RELATED ORGANIZATION. GIVEN THIS CLOSE CONNECTION, THE FOUNDATION IS ABLE TO MONITOR ALL FUNDS DISTRIBUTED TO ENSURE THEY ARE USED APPROPRIATELY.

**SCHEDULE G
(Form 990)**

Supplemental Information Regarding Fundraising or Gaming Activities

OMB No. 1545-0047

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

2021

Department of the Treasury
Internal Revenue Service

▶ Attach to Form 990 or Form 990-EZ.

Open to Public Inspection

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

Name of the organization **DAVE THOMAS FOUNDATION FOR ADOPTION** Employer identification number **31-1356151**

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

- 1 Indicate whether the organization raised funds through any of the following activities. Check all that apply.
- a Mail solicitations
 - b Internet and email solicitations
 - c Phone solicitations
 - d In-person solicitations
 - e Solicitation of non-government grants
 - f Solicitation of government grants
 - g Special fundraising events
- 2 a Did the organization have a written or oral agreement with any individual (including officers, directors, trustees, or key employees listed in Form 990, Part VII) or entity in connection with professional fundraising services? Yes No
- b If "Yes," list the 10 highest paid individuals or entities (fundraisers) pursuant to agreements under which the fundraiser is to be compensated at least \$5,000 by the organization.

(i) Name and address of individual or entity (fundraiser)	(ii) Activity	(iii) Did fundraiser have custody or control of contributions?		(iv) Gross receipts from activity	(v) Amount paid to (or retained by) fundraiser listed in col. (i)	(vi) Amount paid to (or retained by) organization
		Yes	No			
M&R STRATEGIC SERVICES, INC. - 1101 CONNECTICUT AVE, NW,	PROFESSIONAL FUNDRAISING CONSULTANT		X	1,020,342.	825,337.	195,005.
AVALON CONSULTING GROUP - 805 15TH STREET, NW SUITE 700,	PROFESSIONAL FUNDRAISING CONSULTANT		X	305,025.	194,232.	110,793.
Total				1,325,367.	1,019,569.	305,798.

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

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

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

		(a) Event #1	(b) Event #2	(c) Other events	(d) Total events (add col. (a) through col. (c))
		WENDY'S CONVENTION L (event type)	THE DAVE GOLF TOURNAM (event type)	NONE (total number)	
Revenue	1	Gross receipts	117,990.	633,498.	751,488.
	2	Less: Contributions		377.	377.
	3	Gross income (line 1 minus line 2)	117,990.	633,121.	751,111.
Direct Expenses	4	Cash prizes			
	5	Noncash prizes			
	6	Rent/facility costs			
	7	Food and beverages			
	8	Entertainment			
	9	Other direct expenses	13,274.	35,713.	48,987.
	10	Direct expense summary. Add lines 4 through 9 in column (d)			48,987.
	11	Net income summary. Subtract line 10 from line 3, column (d)			702,124.

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

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

9 Enter the state(s) in which the organization conducts gaming activities: _____
 a Is the organization licensed to conduct gaming activities in each of these states? Yes No
 b If "No," explain: _____

10a Were any of the organization's gaming licenses revoked, suspended, or terminated during the tax year? Yes No
 b If "Yes," explain: _____

- 11 Does the organization conduct gaming activities with nonmembers? Yes No
- 12 Is the organization a grantor, beneficiary or trustee of a trust, or a member of a partnership or other entity formed to administer charitable gaming? Yes No
- 13 Indicate the percentage of gaming activity conducted in:

a The organization's facility	13a	%
b An outside facility	13b	%
- 14 Enter the name and address of the person who prepares the organization's gaming/special events books and records:

Name ▶ _____

Address ▶ _____

- 15a Does the organization have a contract with a third party from whom the organization receives gaming revenue? Yes No
- b If "Yes," enter the amount of gaming revenue received by the organization ▶ \$ _____ and the amount of gaming revenue retained by the third party ▶ \$ _____
- c If "Yes," enter name and address of the third party:

Name ▶ _____

Address ▶ _____

16 Gaming manager information:

Name ▶ _____

Gaming manager compensation ▶ \$ _____

Description of services provided ▶ _____

- Director/officer
- Employee
- Independent contractor

17 Mandatory distributions:

- a Is the organization required under state law to make charitable distributions from the gaming proceeds to retain the state gaming license? Yes No
- b Enter the amount of distributions required under state law to be distributed to other exempt organizations or spent in the organization's own exempt activities during the tax year ▶ \$ _____

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

SCHEDULE G, PART I, LINE 2B, LIST OF TEN HIGHEST PAID FUNDRAISERS:

(I) NAME OF FUNDRAISER: M&R STRATEGIC SERVICES, INC.

(I) ADDRESS OF FUNDRAISER: 1101 CONNECTICUT AVE, NW, WASHINGTON, DC 20032

(I) NAME OF FUNDRAISER: AVALON CONSULTING GROUP

(I) ADDRESS OF FUNDRAISER:

805 15TH STREET, NW SUITE 700, WASHINGTON, DC 20005

**SCHEDULE I
(Form 990)**

Department of the Treasury
Internal Revenue Service

**Grants and Other Assistance to Organizations,
Governments, and Individuals in the United States**
Complete if the organization answered "Yes" on Form 990, Part IV, line 21 or 22.

▶ **Attach to Form 990.**

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

OMB No. 1545-0047

2021

**Open to Public
Inspection**

Name of the organization **DAVE THOMAS FOUNDATION FOR ADOPTION** Employer identification number **31-1356151**

Part I General Information on Grants and Assistance

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

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

1 (a) Name and address of organization or government	(b) EIN	(c) IRC section (if applicable)	(d) Amount of cash grant	(e) Amount of noncash assistance	(f) Method of valuation (book, FMV, appraisal, other)	(g) Description of noncash assistance	(h) Purpose of grant or assistance
ABBOTT HOUSE 100 NORTH BROADWAY IRVINGTON, NY 10533	13-1991946	501(C)(3)	29,412.	0.	N/A	N/A	WENDY'S WONDERFUL KIDS GRANTS
ADOPT AMERICA NETWORK, INC. 1500 N. SUPERIOR STREET, SUITE 303 TOLEDO, OH 43604	34-1396924	501(C)(3)	904,600.	0.	N/A	N/A	WENDY'S WONDERFUL KIDS GRANTS
ADOPTION CENTER OF THE DELAWARE VALLEY - 1500 WALNUT STREET, SUITE 701 - PHILADELPHIA, PA 19102	23-2484926	501(C)(3)	70,000.	0.	N/A	N/A	WENDY'S WONDERFUL KIDS GRANTS
ADOPTION RHODE ISLAND 2 BRADFORD STREET PROVIDENCE, RI 02903	22-2543833	501(C)(3)	140,000.	0.	N/A	N/A	WENDY'S WONDERFUL KIDS GRANTS
AID TO ADOPTION OF SPECIAL KIDS (AASK) - AZ - 2320 NORTH 20TH STREET - PHOENIX, AZ 85006	86-0611935	501(C)(3)	210,000.	0.	N/A	N/A	WENDY'S WONDERFUL KIDS GRANTS
ALASKA ADOPTION SERVICES 123 W. SPRING STREET LIMA, OH 45801	84-1831744	501(C)(3)	70,000.	0.	N/A	N/A	WENDY'S WONDERFUL KIDS GRANTS

2 Enter total number of section 501(c)(3) and government organizations listed in the line 1 table **123.**

3 Enter total number of other organizations listed in the line 1 table **0.**

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

Schedule I (Form 990) 2021

Part II Continuation of Grants and Other Assistance to Domestic Organizations and Domestic Governments (Schedule I (Form 990), Part II.)

(a) Name and address of organization or government	(b) EIN	(c) IRC section if applicable	(d) Amount of cash grant	(e) Amount of noncash assistance	(f) Method of valuation (book, FMV, appraisal, other)	(g) Description of non-cash assistance	(h) Purpose of grant or assistance
ALLEN COUNTY CHILDREN SERVICES BOARD - 123 W. SPRING STREET - LIMA, OH 45801	34-6400019	GOVERNMENT	83,600.	0.	N/A	N/A	WENDY'S WONDERFUL KIDS GRANTS
ALLIANCE FOR CHILDREN'S RIGHTS 3333 WILSHIRE BOULEVARD LOS ANGELES, CA 90010	95-4358213	501(C)(3)	50,000.	0.	N/A	N/A	GENERAL GRANT
ALLIES FOR EVERY CHILD 5721 W. SLAUSON AVENUE, SUITE 140 CULVER CITY, CA 90230	95-4117747	501(C)(3)	420,000.	0.	N/A	N/A	WENDY'S WONDERFUL KIDS GRANTS
ARIZONA'S CHILDREN ASSOCIATION 3716 E. COLUMBIA STREET TUCSON, AZ 85714	86-0096772	501(C)(3)	70,000.	0.	N/A	N/A	WENDY'S WONDERFUL KIDS GRANTS
BERKSHIRE FARM CENTER AND SERVICES FOR YOUTH - 500 NEW KARNER ROAD, 3RD FLOOR - ALBANY, NY 12205	14-1368125	501(C)(3)	150,000.	0.	N/A	N/A	WENDY'S WONDERFUL KIDS GRANTS
BETHANY CHRISTIAN SERVICES OF GEORGIA - 6645 PEACHTREE DUNWOODY ROAD, N.E. - ATLANTA, GA 30328-6633	31-1284895	501(C)(3)	418,800.	0.	N/A	N/A	WENDY'S WONDERFUL KIDS GRANTS
BETHANY CHRISTIAN SERVICES OF NEW ENGLAND - P.O. BOX 320 - CANDIA, NH 03034	04-2863717	501(C)(3)	70,000.	0.	N/A	N/A	WENDY'S WONDERFUL KIDS GRANTS
CAMELOT COMMUNITY CARE INC. 4910-D CREEKSIDE DRIVE CLEARWATER, FL 33760	31-1659302	501(C)(3)	70,000.	0.	N/A	N/A	WENDY'S WONDERFUL KIDS GRANTS
CARING FOR KIDS, INC. 650 GRAHAM ROAD, SUITE 101 CUYAHOGA FALLS, OH 44221	34-1796454	501(C)(3)	1,240,220.	0.	N/A	N/A	WENDY'S WONDERFUL KIDS GRANTS

Schedule I (Form 990)

Part II Continuation of Grants and Other Assistance to Domestic Organizations and Domestic Governments (Schedule I (Form 990), Part II.)

(a) Name and address of organization or government	(b) EIN	(c) IRC section if applicable	(d) Amount of cash grant	(e) Amount of noncash assistance	(f) Method of valuation (book, FMV, appraisal, other)	(g) Description of non-cash assistance	(h) Purpose of grant or assistance
CATHOLIC CHARITIES NORTH DAKOTA, AASK - 5201 S. BISHOPS BOULEVARD, SUITE B - FARGO, ND 58104	45-0226416	501(C)(3)	140,000.	0.	N/A	N/A	WENDY'S WONDERFUL KIDS GRANTS
CATHOLIC GUARDIAN SERVICES 1011 1ST. AVENUE, 10TH FLOOR NEW YORK, NY 10022	13-5562186	501(C)(3)	58,824.	0.	N/A	N/A	WENDY'S WONDERFUL KIDS GRANTS
CHILDNET, INC. 313 NORTH STATE ROAD 7 PLANTATION, FL 33317	65-1149351	501(C)(3)	140,000.	0.	N/A	N/A	WENDY'S WONDERFUL KIDS GRANTS
CHILDREN AWAITING PARENTS, INC. 274 N. GOODMAN STREET, SUITE D-103 ROCHESTER, NY 14607	16-1047933	501(C)(3)	75,000.	0.	N/A	N/A	WENDY'S WONDERFUL KIDS GRANTS
CHILDREN'S AID AND FAMILY SERVICES, INC. - 200 ROBIN ROAD - PARAMUS, NJ 07652	22-1487147	501(C)(3)	74,800.	0.	N/A	N/A	WENDY'S WONDERFUL KIDS GRANTS
CHILDREN'S HOME OF WYOMING CONFERENCE - 1182 CHENANGO STREET - BINGHAMTON, NY 13901	15-0532090	501(C)(3)	225,000.	0.	N/A	N/A	WENDY'S WONDERFUL KIDS GRANTS
CHILDREN'S HOME SOCIETY OF AMERICA 125 S. WACKER DRIVE 14TH FLOOR CHICAGO, IL 60606	20-0444863	501(C)(3)	10,000.	0.	N/A	N/A	DISCRETIONARY GRANT
CHILDREN'S HOME SOCIETY OF FLORIDA 3333 FOREST HILL BOULEVARD WEST PALM BEACH, FL 33406	59-0192430	501(C)(3)	70,000.	0.	N/A	N/A	WENDY'S WONDERFUL KIDS GRANTS
CHILDREN'S HOME SOCIETY OF NORTH CAROLINA - P.O. BOX 14608 - GREENSBORO, NC 27415	56-0529946	501(C)(3)	450,000.	0.	N/A	N/A	WENDY'S WONDERFUL KIDS GRANTS

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Part II Continuation of Grants and Other Assistance to Domestic Organizations and Domestic Governments (Schedule I (Form 990), Part II.)

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CHILDREN'S HOME SOCIETY OF SOUTH DAKOTA - P.O. BOX 1749 - SIOUX FALLS, SD 57101-1749	46-0224542	501(C)(3)	100,000.	0.	N/A	N/A	WENDY'S WONDERFUL KIDS GRANTS
CHILDREN'S HOME SOCIETY OF VIRGINIA - 4200 FITZHUGH AVENUE - RICHMOND, VA 23230	54-0505884	501(C)(3)	70,000.	0.	N/A	N/A	WENDY'S WONDERFUL KIDS GRANTS
CHILDREN'S NETWORK OF HILLSBOROUGH, LLC - PO BOX 82189 - TAMPA, FL 33682	88-1516696	501(C)(3)	208,824.	0.	N/A	N/A	WENDY'S WONDERFUL KIDS GRANTS
CHILDREN'S NETWORK OF SOUTHWEST FLORIDA LLC - 2232 ALTAMOUNT AVENUE - FT. MYERS, FL 33901	20-4968228	501(C)(3)	105,000.	0.	N/A	N/A	WENDY'S WONDERFUL KIDS GRANTS
CHILDREN'S SERVICE CENTER OF WYOMING VALLEY, INC. - 335 SOUTH FRANKLIN STREET - WILKES-BARRE, PA 18702-3897	24-0795404	501(C)(3)	70,000.	0.	N/A	N/A	WENDY'S WONDERFUL KIDS GRANTS
CHILDREN'S WISCONSIN 9000 W. WISCONSIN AVENUE SUITE C760 MILWAUKEE, WI 53226	39-0806380	501(C)(3)	70,000.	0.	N/A	N/A	WENDY'S WONDERFUL KIDS GRANTS
CITRUS FAMILY CARE NETWORK 4175 WEST 20 AVENUE HIALEAH, FL 33012	59-1865751	501(C)(3)	140,000.	0.	N/A	N/A	WENDY'S WONDERFUL KIDS GRANTS
CLERMONT COUNTY DEPARTMENT OF JOB AND FAMILY SERVICES - 2400 CLERMONT CENTER DRIVE - BATAVIA, OH 45103	31-6000067	GOVERNMENT	84,900.	0.	N/A	N/A	WENDY'S WONDERFUL KIDS GRANTS
CONGRESSIONAL COALITION ON ADOPTION INSTITUTE - 311 MASSACHUSETTS AVENUE N.E. - WASHINGTON, DC 20002	54-2035617	501(C)(3)	75,000.	0.	N/A	N/A	GENERAL GRANT

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CORNERSTONES OF CARE 300 E. 36TH STREET KANSAS CITY, MO 64111	43-1689138	501(C)(3)	134,900.	0.	N/A	N/A	WENDY'S WONDERFUL KIDS GRANTS
COUNTY OF SANTA CLARA SOCIAL SERVICES AGENCY - 333 WEST JULIAN AVENUE - SAN JOSE, CA 95110	94-6000533	GOVERNMENT	84,000.	0.	N/A	N/A	WENDY'S WONDERFUL KIDS GRANTS
DEPARTMENT FOR COMMUNITY-BASED SERVICES SPECIAL NEEDS ADOPTION PROGRAM - 275 EAST MAIN STREET, 3W-A - FRANKFORT, KY 40621	61-0600439	GOVERNMENT	375,000.	0.	N/A	N/A	WENDY'S WONDERFUL KIDS GRANTS
DEPAUL COMMUNITY RESOURCES 5650 HOLLINS ROAD ROANOKE, VA 24019	54-1108079	501(C)(3)	70,000.	0.	N/A	N/A	WENDY'S WONDERFUL KIDS GRANTS
DIAKON LUTHERAN SOCIAL MINISTRIES 798 HAUSMAN ROAD, SUITE 300 ALLEN TOWN, PA 18104-9108	23-1857015	501(C)(3)	70,000.	0.	N/A	N/A	WENDY'S WONDERFUL KIDS GRANTS
EASTERN WASHINGTON UNIVERSITY 210 SHOWALTER HALL CHENEY, WA 99004	91-1019819	501(C)(3)	140,000.	0.	N/A	N/A	WENDY'S WONDERFUL KIDS GRANTS
FAIRFIELD COUNTY JOB & FAMILY SERVICES - 239 W. MAIN STREET - LANCASTER, OH 43130	31-6400066	GOVERNMENT	92,800.	0.	N/A	N/A	WENDY'S WONDERFUL KIDS GRANTS
FAMILY AND CHILDREN'S SERVICE 201 23RD AVENUE NORTH NASHVILLE, TN 37203	62-0499284	501(C)(3)	140,000.	0.	N/A	N/A	WENDY'S WONDERFUL KIDS GRANTS
FAMILY BUILDERS BY ADOPTION 1900 EMBARCADERO, SUITE 303 OAKLAND, CA 94606	94-2936989	501(C)(3)	83,000.	0.	N/A	N/A	WENDY'S WONDERFUL KIDS GRANTS

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FAMILY EQUALITY 475 PARK AVENUE SOUTH, SUITE 2100 NEW YORK, NY 10016	52-1438455	501(C)(3)	25,000.	0.	N/A	N/A	GENERAL GRANT
FAMILY PROGRAMS HAWAII 250 VINEYARD STREET HONOLULU, HI 96813	99-0280498	501(C)(3)	70,000.	0.	N/A	N/A	WENDY'S WONDERFUL KIDS GRANTS
FAMILY SUPPORT SERVICES OF NORTH FLORIDA, INC. - 4057 CARMICHAEL STREET, SUITE 101 - JACKSONVILLE, FL 32207	59-3759863	501(C)(3)	70,000.	0.	N/A	N/A	WENDY'S WONDERFUL KIDS GRANTS
FIRST FOCUS 1400 EYE STREET NW, SUITE 650 WASHINGTON, DC 20005	81-3185002	501(C)(3)	20,000.	0.	N/A	N/A	GENERAL GRANT
FOCUS ON YOUTH, INC. 8904 BROOKSIDE AVENUE WEST CHESTER, OH 45069	31-1346995	501(C)(3)	367,300.	0.	N/A	N/A	WENDY'S WONDERFUL KIDS GRANTS
FORESTDALE, INC. 67-35 112TH STREET FOREST HILLS, NY 11375	11-1631747	501(C)(3)	29,412.	0.	N/A	N/A	WENDY'S WONDERFUL KIDS GRANTS
FOSTERING MEDIA CONNECTIONS 100 MONTGOMERY STREET, THE PRESIDIO SAN FRANCISCO, CA 94129	45-3860344	501(C)(3)	50,000.	0.	N/A	N/A	GENERAL GRANT
FOUR OAKS FAMILY AND CHILDREN'S SERVICES - 5400 KIRKWOOD BOULEVARD S.W. - CEDAR RAPIDS, IA 52404	42-1358316	501(C)(3)	140,000.	0.	N/A	N/A	WENDY'S WONDERFUL KIDS GRANTS
FRANKLIN COUNTY CHILDREN SERVICES 855 WEST MOUND STREET COLUMBUS, OH 43223	31-6400067	GOVERNMENT	519,500.	0.	N/A	N/A	WENDY'S WONDERFUL KIDS GRANTS

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GATEWAY-LONGVIEW INC. 10 SYMPHONY CIRCLE BUFFALO, NY 14201	16-1559402	501(C)(3)	225,000.	0.	N/A	N/A	WENDY'S WONDERFUL KIDS GRANTS
GENERATIONS UNITED, INC. 25 E. STREET N.W., 3RD FLOOR WASHINGTON, DC 20001	31-1542973	501(C)(3)	40,000.	0.	N/A	N/A	GENERAL GRANT
GOOD SHEPHERD SERVICES 305 7TH AVENUE, 9TH FLOOR NEW YORK, NY 10001	13-5598710	501(C)(3)	58,824.	0.	N/A	N/A	WENDY'S WONDERFUL KIDS GRANTS
GOODWILL INDUSTRIES OF WYOMING, INC. - 612 W. 17TH STREET - CHEYENNE, WY 82001	83-0207663	501(C)(3)	70,000.	0.	N/A	N/A	WENDY'S WONDERFUL KIDS GRANTS
GRAHAM WINDHAM ONE PIERREPOINT PLAZA, SUITE 901 BROOKLYN, NY 11201	13-2926426	501(C)(3)	58,824.	0.	N/A	N/A	WENDY'S WONDERFUL KIDS GRANTS
GREENE COUNTY DEPARTMENT OF JOB & FAMILY SERVICES - 541 LEDBETTER ROAD - XENIA, OH 45385	31-6000271	GOVERNMENT	91,100.	0.	N/A	N/A	WENDY'S WONDERFUL KIDS GRANTS
GREENLIGHT FAMILY SERVICES 4256 RAVENSWOOD AVENUE, SUITE 201 CHICAGO, IL 60613	83-0408830	501(C)(3)	140,000.	0.	N/A	N/A	WENDY'S WONDERFUL KIDS GRANTS
GROWING HOME SOUTHEAST 440 KNOX ABBOTT DRIVE, SUITE 250 CAYCE, SC 29033	20-1093091	501(C)(3)	560,000.	0.	N/A	N/A	WENDY'S WONDERFUL KIDS GRANTS
HAMILTON COUNTY DEPARTMENT OF JOB AND FAMILY SERVICES - 222 EAST CENTRAL PARKWAY - CINCINNATI, OH 45202	31-6000063	GOVERNMENT	810,000.	0.	N/A	N/A	WENDY'S WONDERFUL KIDS GRANTS

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HEARTSHARE ST. VINCENT'S SERVICES 66 BOERUM PLACE BROOKLYN, NY 11201	11-1631823	501(C)(3)	88,236.	0.	N/A	N/A	WENDY'S WONDERFUL KIDS GRANTS
HELPING HAND HOME FOR CHILDREN, INC. - 3804 AVENUE B - AUSTIN, TX 78751	74-1144638	501(C)(3)	140,000.	0.	N/A	N/A	WENDY'S WONDERFUL KIDS GRANTS
HILLSIDE CHILDREN'S CENTER 215 WYOMING STREET SYRACUSE, NY 13204	16-1493404	501(C)(3)	225,000.	0.	N/A	N/A	WENDY'S WONDERFUL KIDS GRANTS
HOPE FOR YOUTH INC. 201 DIXON AVENUE AMITYVILLE, NY 11701	11-2199918	501(C)(3)	150,000.	0.	N/A	N/A	WENDY'S WONDERFUL KIDS GRANTS
JEWISH CHILD CARE ASSOCIATION OF NEW YORK - 120 WALL STREET, 12TH FLOOR - NEW YORK, NY 10005	13-1624060	501(C)(3)	117,648.	0.	N/A	N/A	WENDY'S WONDERFUL KIDS GRANTS
KIDS ABOVE ALL 3753 S. COTTAGE GROVE AVENUE CHICAGO, IL 60653	36-2171716	501(C)(3)	70,000.	0.	N/A	N/A	WENDY'S WONDERFUL KIDS GRANTS
KLINGBERG FAMILY CENTERS 370 LINWOOD STREET NEW BRITAIN, CT 06052	06-1370693	501(C)(3)	210,000.	0.	N/A	N/A	WENDY'S WONDERFUL KIDS GRANTS
KVC BEHAVIORAL HEALTHCARE, INC. 21350 W. 153RD STREET OLATHE, KS 66061	48-0770308	501(C)(3)	70,000.	0.	N/A	N/A	WENDY'S WONDERFUL KIDS GRANTS
LICKING COUNTY DEPARTMENT OF JOB AND FAMILY SERVICES - 74 S. 2ND STREET, P.O. BOX 5030 - NEWARK, OH 43058	31-6400074	GOVERNMENT	190,000.	0.	N/A	N/A	WENDY'S WONDERFUL KIDS GRANTS

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LITTLE FLOWER CHILDREN & FAMILY SERVICES OF NEW YORK - 2450 NORTH WADING RIVER ROAD - WADING RIVER, NY 11792	11-1633572	501(C)(3)	58,824.	0.	N/A	N/A	WENDY'S WONDERFUL KIDS GRANTS
LOUISIANA DEPARTMENT OF CHILDREN AND FAMILY SERVICES - 627 N. 4TH STREET - BATON ROUGE, LA 70802	72-6000800	GOVERNMENT	600,000.	0.	N/A	N/A	WENDY'S WONDERFUL KIDS GRANTS
LUND FAMILY CENTER, INC. P.O. BOX 4009 BURLINGTON, VT 05406-4009	03-0179434	501(C)(3)	105,000.	0.	N/A	N/A	WENDY'S WONDERFUL KIDS GRANTS
LUTHERAN FAMILY SERVICES OF NEBRASKA INC. - 124 SOUTH 24TH STREET, SUITE 230 - OMAHA, NE 68102	23-7267972	501(C)(3)	210,000.	0.	N/A	N/A	WENDY'S WONDERFUL KIDS GRANTS
MASSACHUSETTS ADOPTION RESOURCE EXCHANGE, INC. - 45 FRANKLIN STREET, 5TH FLOOR - BOSTON, MA 02110	04-2227431	501(C)(3)	150,000.	0.	N/A	N/A	WENDY'S WONDERFUL KIDS GRANTS
MERCYFIRST 525 CONVENT ROAD SYOSSET, NY 11791	11-1635089	501(C)(3)	29,412.	0.	N/A	N/A	WENDY'S WONDERFUL KIDS GRANTS
MICHIGAN DEPARTMENT OF HEALTH & HUMAN SERVICES - 235 S. GRAND AVENUE, SUITE 801 - LANSING, MI 48933	38-6000134	GOVERNMENT	660,000.	0.	N/A	N/A	WENDY'S WONDERFUL KIDS GRANTS
MISSION WEST VIRGINIA, INC. 168 MIDLAND TRAIL, SUITE 1 HURRICANE, WV 25526	31-1553133	501(C)(3)	140,000.	0.	N/A	N/A	WENDY'S WONDERFUL KIDS GRANTS
MISSISSIPPI DEPARTMENT OF CHILD PROTECTION SERVICES - 750 N. STATE STREET - JACKSON, MS 39205	64-6000807	GOVERNMENT	637,500.	0.	N/A	N/A	WENDY'S WONDERFUL KIDS GRANTS

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MISSISSIPPI FAMILIES FOR KIDS 407 BRIARWOOD DRIVE, SUITE 209 JACKSON, MS 39206	72-1371828	501(C)(3)	70,000.	0.	N/A	N/A	WENDY'S WONDERFUL KIDS GRANTS
MONTGOMERY COUNTY DEPT OF JOB & FAMILY SERVICES CHILDREN SERVICES DIVISION - 1111 S. EDWIN C. MOSES BOULEVARD - DAYTON, OH 45422	31-6000172	GOVERNMENT	343,200.	0.	N/A	N/A	WENDY'S WONDERFUL KIDS GRANTS
NATIONAL CASA/GAL ASSOCIATION 100 W. HARRISTON STREET, SUITE N500 SEATTLE, WA 98119	91-1255818	501(C)(3)	10,000.	0.	N/A	N/A	DISCRETIONARY GRANT
NATIONAL COUNCIL FOR ADOPTION 225 N. WASHINGTON STREET ALEXANDRIA, VA 22314-2561	75-1721671	501(C)(3)	24,000.	0.	N/A	N/A	GENERAL GRANT
NEXUS-KINDRED FAMILY HEALING 9766 FALLON AVENUE N.E., SUITE 104 MONTICELLO, MN 55362	36-4494704	501(C)(3)	224,000.	0.	N/A	N/A	WENDY'S WONDERFUL KIDS GRANTS
NORTH AMERICAN COUNCIL ON ADOPTABLE CHILDREN - 970 RAYMOND AVENUE, SUITE 106 - ST PAUL, MN 55114	51-0188951	501(C)(3)	75,000.	0.	N/A	N/A	GENERAL GRANT
NORTHEAST OHIO ADOPTION SERVICES 5000 E. MARKET STREET, SUITE 26 WARREN, OH 44484	34-1255887	501(C)(3)	765,200.	0.	N/A	N/A	WENDY'S WONDERFUL KIDS GRANTS
OKLAHOMA DEPARTMENT OF HUMAN SERVICES - P.O. BOX 25352 - OKLAHOMA CITY, OK 73125	73-6017987	GOVERNMENT	50,000.	0.	N/A	N/A	WENDY'S WONDERFUL KIDS GRANTS
ONE HOPE UNITED - FLORIDA REGION, INC. - 5405 DIPLOMAT CIRCLE, SUITE 200 - ORLANDO, FL 32810	54-2082539	501(C)(3)	75,000.	0.	N/A	N/A	WENDY'S WONDERFUL KIDS GRANTS

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PARSONS CHILD AND FAMILY CENTER 60 ACADEMY ROAD ALBANY, NY 12208	14-1347440	501(C)(3)	225,000.	0.	N/A	N/A	WENDY'S WONDERFUL KIDS GRANTS
PARTNERSHIP FOR STRONG FAMILIES 5950 N.W. 1ST PLACE, SUITE A GAINESVILLE, FL 32607	03-0423150	501(C)(3)	70,000.	0.	N/A	N/A	WENDY'S WONDERFUL KIDS GRANTS
RAISE THE FUTURE 14232 EAST EVANS AVENUE AURORA, CO 80014	84-0793576	501(C)(3)	3,044,242.	0.	N/A	N/A	WENDY'S WONDERFUL KIDS GRANTS
RISING GROND, INC. 463 HAWTHORNE AVENUE YONKERS, NY 10705	13-1860451	501(C)(3)	58,824.	0.	N/A	N/A	WENDY'S WONDERFUL KIDS GRANTS
SAINT DOMINIC'S FAMILY SERVICES 500 WESTERN HIGHWAY BLAUVELT, NY 10913	13-1740399	501(C)(3)	29,412.	0.	N/A	N/A	WENDY'S WONDERFUL KIDS GRANTS
SCO FAMILY OF SERVICES 1 ALEXANDER PLACE GLEN COVE, NY 11542	11-2777066	501(C)(3)	117,648.	0.	N/A	N/A	WENDY'S WONDERFUL KIDS GRANTS
SECOND NATURE 2389 MAIN STREET, SUITE 100 GLASTONBURY, CT 06033	81-0898315	501(C)(3)	50,000.	0.	N/A	N/A	GENERAL GRANT
SHELTERING ARMS CHILDREN AND FAMILY SERVICES, INC. - 305 SEVENTH AVENUE, 4TH FLOOR - NEW YORK, NY 10001	13-3709095	501(C)(3)	29,412.	0.	N/A	N/A	WENDY'S WONDERFUL KIDS GRANTS
SPAULDING FOR CHILDREN (MI) 16250 NORTHLAND DRIVE, SUITE 120 SOUTHFIELD, MI 48075	38-1871660	501(C)(3)	156,000.	0.	N/A	N/A	WENDY'S WONDERFUL KIDS GRANTS

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SPAULDING FOR CHILDREN (TX) 8582 KATY FREEWAY, SUITE 100 HOUSTON, TX 77024	74-2116380	501(C)(3)	140,000.	0.	N/A	N/A	WENDY'S WONDERFUL KIDS GRANTS
SPECIALIZED ALTERNATIVES FOR FAMILIES AND YOUTH - 10100 ELIDA ROAD - DELPHOS, OH 45833	34-1630267	501(C)(3)	250,400.	0.	N/A	N/A	WENDY'S WONDERFUL KIDS GRANTS
ST. JOHN'S LUTHERAN MINISTRIES 2429 MISSION WAY BILLINGS, MT 59102	81-0288768	501(C)(3)	70,000.	0.	N/A	N/A	WENDY'S WONDERFUL KIDS GRANTS
STANFORD YOUTH SOLUTIONS 8912 VOLUNTEER LANE SACRAMENTO, CA 95826	68-0002878	501(C)(3)	105,000.	0.	N/A	N/A	WENDY'S WONDERFUL KIDS GRANTS
STARK COUNTY JOB & FAMILY SERVICES 221 3RD STREET S.E. CANTON, OH 44702	34-6002718	GOVERNMENT	171,500.	0.	N/A	N/A	WENDY'S WONDERFUL KIDS GRANTS
STATE OF ALABAMA DEPARTMENT OF HUMAN RESOURCES FAMILY SERVICES DIVISION - 50 RIPLEY STREET - MONTGOMERY, AL 36130	63-6000619	GOVERNMENT	140,000.	0.	N/A	N/A	WENDY'S WONDERFUL KIDS GRANTS
SUMMIT COUNTY CHILDREN SERVICES 264 S. ARLINGTON STREET AKRON, OH 44306	34-6002767	GOVERNMENT	520,795.	0.	N/A	N/A	WENDY'S WONDERFUL KIDS GRANTS
TABOR CHILDREN'S SERVICES, INC. 57 EAST ARMAT STREET PHILADELPHIA, PA 19144	23-2148612	501(C)(3)	140,000.	0.	N/A	N/A	WENDY'S WONDERFUL KIDS GRANTS
THE BOYS & GIRLS AID SOCIETY OF OREGON - 018 S.W. BOUNDARY COURT - PORTLAND, OR 97239-3939	93-0386791	501(C)(3)	279,900.	0.	N/A	N/A	WENDY'S WONDERFUL KIDS GRANTS

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THE CENTER FOR ADOPTION SUPPORT AND EDUCATION - 4000 BLACKBURN LANE, SUITE 260 - BURTONSVILLE, MD 20866	52-2100734	501(C)(3)	200,000.	0.	N/A	N/A	GENERAL GRANT & WENDY'S WONDERFUL KIDS GRANTS
THE CHILDREN'S AID SOCIETY 711 THIRD AVENUE, 7TH FLOOR NEW YORK, NY 10017	13-5562191	501(C)(3)	58,824.	0.	N/A	N/A	WENDY'S WONDERFUL KIDS GRANTS
THE CHILDREN'S HOME OF POUGHKEEPSIE - 10 CHILDREN'S WAY - POUGHKEEPSIE, NY 12601	14-1364662	501(C)(3)	150,000.	0.	N/A	N/A	WENDY'S WONDERFUL KIDS GRANTS
THE CHILDREN'S VILLAGE ONE ECHO HILLS DOBBS FERRY, NY 10522	13-1739945	501(C)(3)	238,236.	0.	N/A	N/A	WENDY'S WONDERFUL KIDS GRANTS
THE CONTINGENT 809 N. RUSSELL STREET, SUITE 203 PORTLAND, OR 97227	26-4224606	501(C)(3)	20,000.	0.	N/A	N/A	DISCRETIONARY GRANT
THE NEW YORK FOUNDLING 590 AVENUE OF THE AMERICAS NEW YORK, NY 10011	13-1624123	501(C)(3)	88,236.	0.	N/A	N/A	WENDY'S WONDERFUL KIDS GRANTS
THE VILLAGES OF INDIANA, INC. 3833 NORTH MERIDIAN STREET INDIANAPOLIS, IN 46208	35-1708240	501(C)(3)	1,174,260.	0.	N/A	N/A	WENDY'S WONDERFUL KIDS GRANTS
TRAC SERVICES FOR FAMILIES 1600 WEST CARSON STREET PITTSBURGH, PA 15219	25-1383638	501(C)(3)	70,000.	0.	N/A	N/A	WENDY'S WONDERFUL KIDS GRANTS
TRUMBULL COUNTY CHILDREN SERVICES 2282 REEVES ROAD N.E. WARREN, OH 44484	54-0505969	GOVERNMENT	89,100.	0.	N/A	N/A	WENDY'S WONDERFUL KIDS GRANTS

Schedule I (Form 990)

Part II Continuation of Grants and Other Assistance to Domestic Organizations and Domestic Governments (Schedule I (Form 990), Part II.)

(a) Name and address of organization or government	(b) EIN	(c) IRC section if applicable	(d) Amount of cash grant	(e) Amount of noncash assistance	(f) Method of valuation (book, FMV, appraisal, other)	(g) Description of non-cash assistance	(h) Purpose of grant or assistance
UNITED METHODIST FAMILY SERVICES OF VIRGINIA - 3900 WEST BROAD STREET - RICHMOND, VA 23320	54-0505969	501(C)(3)	70,000.	0.	N/A	N/A	WENDY'S WONDERFUL KIDS GRANTS
UPBRING PO BOX 140767 (8305 CROSS PARK) AUSTIN, TX 78714	74-1109745	501(C)(3)	210,000.	0.	N/A	N/A	WENDY'S WONDERFUL KIDS GRANTS
VALLEY BEIT MIDRASH 4645 EAST MARILYN ROAD PHOENIX, AZ 80532	45-5443715	501(C)(3)	20,000.	0.	N/A	N/A	DISCRETIONARY GRANT
VOICE FOR ADOPTION 1220 L STREET N.W., SUITE 100-344 WASHINGTON, DC 20005	52-2011711	501(C)(3)	10,000.	0.	N/A	N/A	GENERAL GRANT
WASHINGTON STATE DEPARTMENT OF CHILDREN, YOUTH & FAMILIES - 1500 JEFFERSON STREET S.E. - OLYMPIA, WA 98501	82-3847397	GOVERNMENT	225,000.	0.	N/A	N/A	WENDY'S WONDERFUL KIDS GRANTS
WAYNE COUNTY CHILDREN SERVICES BOARD - 2534 BURBANK ROAD - WOOSTER, OH 44691	34-6003005	GOVERNMENT	90,000.	0.	N/A	N/A	WENDY'S WONDERFUL KIDS GRANTS
WOODFORDS FAMILY SERVICES 15 SAUNDERS WAY, SUITE 900 WESTBROOK, ME 04092	01-0278395	501(C)(3)	150,000.	0.	N/A	N/A	WENDY'S WONDERFUL KIDS GRANTS
YELLOWSTONE BOYS AND GIRLS RANCH INC. - 1732 SOUTH 72ND ST. WEST - BILLINGS, MT 59106	81-0262019	501(C)(3)	70,000.	0.	N/A	N/A	WENDY'S WONDERFUL KIDS GRANTS

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

(a) Type of grant or assistance	(b) Number of recipients	(c) Amount of cash grant	(d) Amount of non-cash assistance	(e) Method of valuation (book, FMV, appraisal, other)	(f) Description of noncash assistance

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

PART I, LINE 2:

THE FOUNDATION REQUIRES ALL GRANTEES TO COMPLETE A BUDGET DETAILING HOW THEY WILL UTILIZE FOUNDATION GRANT FUNDS.

- WENDY'S WONDERFUL KIDS GRANTEES ARE SUPPLIED A BUDGET TEMPLATE WHICH INCLUDES INSTRUCTIONS AS TO THE APPROPRIATE USES OF FUNDS. THIS BUDGET IS REVIEWED AND CONTENTS ARE NEGOTIATED WITH THE GRANTEE PRIOR TO THE ISSUANCE OF A GRANT CONTRACT. ONCE AGREED UPON, THIS BUDGET BECOMES PART OF THE GRANT CONTRACT. ON A SEMI-ANNUAL BASIS, THE GRANTEES ARE REQUIRED TO SUBMIT

Part IV Supplemental Information

AN UPDATE ON THE USE OF FUNDS. THESE SEMI-ANNUAL REPORTS ARE REVIEWED AND ANY ISSUES ARE DISCUSSED WITH THE GRANTEE. AT THE END OF THE GRANT, A FINAL ACCOUNTING OF GRANT FUNDS IS SUBMITTED AND ANY UNSPENT FUNDS ARE REQUIRED TO BE RETURNED TO THE FOUNDATION. THE WENDY'S WONDERFUL KIDS GRANTS BUDGET IS REVIEWED AND APPROVED BY THE FULL BOARD OF TRUSTEES.

- GENERAL GRANTEES ARE REQUIRED TO COMPLETE A BUDGET AS TO HOW THEY PROPOSE THE GRANT FUNDS ARE TO BE UTILIZED. GRANT BUDGETS AND ACCOUNTABILITIES ARE APPROVED BY THE STAFF, EXPENDITURES ARE MONITORED SEMI-ANNUALLY AND GENERAL GRANT COMMITMENTS ARE REPORTED TO THE BOARD ANNUALLY. AT THE END OF THE CONTRACTED GRANT PERIOD, THE GRANTEES ARE REQUIRED TO SUBMIT A FINAL ACCOUNTING OF FUNDS. ANY UNSPENT FUNDS ARE REQUIRED TO BE RETURNED TO THE FOUNDATION.

**SCHEDULE J
(Form 990)**

Compensation Information

OMB No. 1545-0047

2021

Open to Public Inspection

For certain Officers, Directors, Trustees, Key Employees, and Highest Compensated Employees

▶ Complete if the organization answered "Yes" on Form 990, Part IV, line 23.

▶ Attach to Form 990.

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

Department of the Treasury
Internal Revenue Service

Name of the organization

DAVE THOMAS FOUNDATION FOR ADOPTION

Employer identification number

31-1356151

Part I Questions Regarding Compensation

1a Check the appropriate box(es) if the organization provided any of the following to or for a person listed on Form 990, Part VII, Section A, line 1a. Complete Part III to provide any relevant information regarding these items.

- | | |
|--|--|
| <input type="checkbox"/> First-class or charter travel | <input type="checkbox"/> 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 (such as maid, chauffeur, chef) |

b If any of the boxes on line 1a are checked, did the organization follow a written policy regarding payment or reimbursement or provision of all of the expenses described above? If "No," complete Part III to explain

2 Did the organization require substantiation prior to reimbursing or allowing expenses incurred by all directors, trustees, and officers, including the CEO/Executive Director, regarding the items checked on line 1a?

3 Indicate which, if any, of the following the organization used to establish the compensation of the organization's CEO/Executive Director. Check all that apply. Do not check any boxes for methods used by a related organization to establish compensation of the CEO/Executive Director, but explain in Part III.

- | | |
|---|---|
| <input type="checkbox"/> Compensation committee | <input checked="" type="checkbox"/> Written employment contract |
| <input checked="" type="checkbox"/> Independent compensation consultant | <input checked="" type="checkbox"/> Compensation survey or study |
| <input type="checkbox"/> Form 990 of other organizations | <input checked="" type="checkbox"/> Approval by the board or compensation committee |

4 During the year, did any person listed on Form 990, Part VII, Section A, line 1a, with respect to the filing organization or a related organization:

- a** Receive a severance payment or change-of-control payment?
- b** Participate in or receive payment from a supplemental nonqualified retirement plan?
- c** 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.

Only section 501(c)(3), 501(c)(4), and 501(c)(29) organizations must complete lines 5-9.

5 For persons listed on Form 990, Part VII, Section A, line 1a, did the organization pay or accrue any compensation contingent on the revenues of:

- a** The organization?
- b** Any related organization?
- If "Yes" on line 5a or 5b, describe in Part III.

6 For persons listed on Form 990, Part VII, Section A, line 1a, did the organization pay or accrue any compensation contingent on the net earnings of:

- a** The organization?
- b** Any related organization?
- If "Yes" on line 6a or 6b, describe in Part III.

7 For persons listed on Form 990, Part VII, Section A, line 1a, did the organization provide any nonfixed payments not described on lines 5 and 6? If "Yes," describe in Part III

8 Were any amounts reported on Form 990, Part VII, paid or accrued pursuant to a contract that was subject to the initial contract exception described in Regulations section 53.4958-4(a)(3)? If "Yes," describe in Part III

9 If "Yes" on line 8, did the organization also follow the rebuttable presumption procedure described in Regulations section 53.4958-6(c)?

	Yes	No
1b		
2		
4a		X
4b		X
4c		X
5a		X
5b		X
6a		X
6b		X
7	X	
8		X
9		

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

Schedule J (Form 990) 2021

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

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

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

(A) Name and Title		(B) Breakdown of W-2 and/or 1099-MISC and/or 1099-NEC compensation			(C) Retirement and other deferred compensation	(D) Nontaxable benefits	(E) Total of columns (B)(i)-(D)	(F) Compensation in column (B) reported as deferred on prior Form 990
		(i) Base compensation	(ii) Bonus & incentive compensation	(iii) Other reportable compensation				
(1) RITA L. SORONEN PRESIDENT & CEO	(i)	345,782.	50,505.	10,000.	13,000.	6,045.	425,332.	0.
	(ii)	0.	0.	0.	0.	0.	0.	0.
(2) JENNIFER JUSTICE SVP, STRATEGIC PROGRAM DEVELOPMENT	(i)	175,963.	15,000.	552.	8,271.	18,322.	218,108.	0.
	(ii)	0.	0.	0.	0.	0.	0.	0.
(3) JILL CRUMBACHER SVP, MARKETING & DEVELOPMENT	(i)	175,088.	15,000.	360.	8,519.	18,609.	217,576.	0.
	(ii)	0.	0.	0.	0.	0.	0.	0.
(4) DAVID FRISSORA SVP, BUSINESS DEVELOPMENT	(i)	166,936.	15,000.	552.	8,527.	24,108.	215,123.	0.
	(ii)	0.	0.	0.	0.	0.	0.	0.
(5) SCOTT KRISS SENIOR VP, CFO (EXITED 03/31/2022)	(i)	173,989.	15,000.	0.	4,472.	18,510.	211,971.	0.
	(ii)	0.	0.	0.	0.	0.	0.	0.
(6) MELINDA HAGGERTY SVP & GENERAL COUNSEL	(i)	160,843.	15,000.	216.	8,472.	19,109.	203,640.	0.
	(ii)	0.	0.	0.	0.	0.	0.	0.
	(i)							
	(ii)							
	(i)							
	(ii)							
	(i)							
	(ii)							
	(i)							
	(ii)							
	(i)							
	(ii)							
	(i)							
	(ii)							
	(i)							
	(ii)							

Part III Supplemental Information

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

PART I, LINE 3:

THE EXECUTIVE COMMITTEE OF THE BOARD OF TRUSTEES IS RESPONSIBLE FOR ESTABLISHING COMPENSATION FOR THE FOUNDATION'S CEO; THE FULL BOARD IS RESPONSIBLE FOR APPROVAL. ON AN ANNUAL BASIS, THE EXECUTIVE COMMITTEE ESTABLISHES THE COMPENSATION OF THE PRESIDENT & CEO BASED UPON PRIOR YEAR PERFORMANCE AND DATA COMPARING SIMILAR ORGANIZATIONS, REGION OF THE COUNTRY AND BUDGET CAPACITY. THE BOARD ALSO USES AN INDEPENDENT COMPENSATION CONSULTANT.

PART I, LINE 4:

THE EXECUTIVE COMMITTEE AND FULL BOARD OF TRUSTEES REVIEWS AND APPROVES THE ANNUAL BUDGET THAT INCLUDES BUDGETED INCREASES FOR THE REMAINDER OF THE STAFF. THE PRESIDENT & CEO THEN DETERMINES, WITHIN THE PARAMETERS SET BY THE BOARD, WHAT THE INDIVIDUAL SALARIES OF THE STAFF WILL BE, INCLUDING INCREASED COMPENSATION BASED ON COST OF LIVING, MERIT, AND/OR POSITION AMENDMENTS.

PART I, LINE 7:

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.

THE PRESIDENT & CEO RECEIVED A BONUS OF \$50,505

THE SENIOR VP & CFO RECEIVED A BONUS OF \$15,000.

THE SENIOR VP OF MARKETING & DEVELOPMENT RECEIVED A BONUS OF \$15,000.

THE SENIOR VP OF STRATEGIC PROGRAM DEVELOPMENT RECEIVED A BONUS OF \$15,000.

THE SENIOR VP OF GENERAL COUNSEL RECEIVED A BONUS OF \$15,000.

THE SENIOR VP OF BUSINESS DEVELOPMENT RECEIVED A BONUS OF \$15,000.

THE VP OF MARKETING AND COMMUNICATIONS RECEIVED A BONUS OF \$5,000.

THE DIRECTOR OF WENDY'S WONDERFUL KIDS RECEIVED A BONUS OF \$3,000.

THE SENIOR DIRECTOR OF DEVELOPMENT RECEIVED A BONUS OF \$4,000.

THE VP OF STRATEGIC PROGRAM DEVELOPMENT RECEIVED A BONUS OF \$5,000.

THE VP OF HUMAN RESOURCES RECEIVED A BONUS OF \$5,000.

**SCHEDULE M
(Form 990)**

Noncash Contributions

OMB No. 1545-0047

2021

Open to Public Inspection

Department of the Treasury
Internal Revenue Service

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

Name of the organization **DAVE THOMAS FOUNDATION FOR ADOPTION** Employer identification number **31-1356151**

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	4	188,550.	FAIR MARKET VALUE
10 Securities - Closely held stock				
11 Securities - Partnership, LLC, or trust interests				
12 Securities - Miscellaneous				
13 Qualified conservation contribution - Historic structures				
14 Qualified conservation contribution - Other				
15 Real estate - Residential				
16 Real estate - Commercial				
17 Real estate - Other				
18 Collectibles				
19 Food inventory				
20 Drugs and medical supplies				
21 Taxidermy				
22 Historical artifacts				
23 Scientific specimens				
24 Archeological artifacts				
25 Other (CRYPTO CURREN)	X	2	99,501.	FAIR MARKET VALUE
26 Other ()				
27 Other ()				
28 Other ()				

29 Number of Forms 8283 received by the organization during the tax year for contributions for which the organization completed Form 8283, Part V, Donee Acknowledgement **29** **0**

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

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

Schedule M (Form 990) 2021

**SCHEDULE O
(Form 990)**

Department of the Treasury
Internal Revenue Service

Supplemental Information to Form 990 or 990-EZ

Complete to provide information for responses to specific questions on
Form 990 or 990-EZ or to provide any additional information.

▶ Attach to Form 990 or Form 990-EZ.

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

OMB No. 1545-0047

2021

Open to Public
Inspection

Name of the organization

DAVE THOMAS FOUNDATION FOR ADOPTION

Employer identification number

31-1356151

FORM 990, PART I, LINE 1, DESCRIPTION OF ORGANIZATION MISSION:

WAITING CHILDREN FROM NORTH AMERICA'S FOSTER CARE SYSTEMS.

FORM 990, PART III, LINE 1, DESCRIPTION OF ORGANIZATION MISSION:

FOUNDATION IMPLEMENTS EVIDENCE-BASED, RESULTS-DRIVEN NATIONAL SERVICE
PROGRAMS, FOSTER CARE ADOPTION AWARENESS CAMPAIGNS AND INNOVATIVE
GRANTMAKING INITIATIVES, AND OFFERS FREE RESOURCES TO ORGANIZATIONS AND
PROSPECTIVE PARENTS.

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

WENDY'S WONDERFUL KIDS RECRUITERS WORK WITH CHILDREN AND YOUTH AT
GREATEST RISK OF AGING OUT OF FOSTER CARE WITHOUT AN ADOPTIVE FAMILY.
THE RECRUITERS HAVE SMALLER CASELOADS, TO ENSURE THEY HAVE THE TIME AND
RESOURCES TO GIVE EACH CHILD THE ATTENTION THAT CHILD DESERVES AND
EMPLOY AN AGGRESSIVE EVIDENCE-BASED PRACTICE MODEL FOCUSED ON FINDING
THE BEST HOME FOR A CHILD.

THE DAVE THOMAS FOUNDATION FOR ADOPTION SUPPORTS 505 WENDY'S WONDERFUL
KIDS RECRUITERS WORKING FOR CHILDREN IN THE U.S. MORE THAN 12,300
CHILDREN HAVE BEEN ADOPTED AS A RESULT OF WENDY'S WONDERFUL KIDS, AND
ANOTHER 705 ARE IN THEIR PRE-ADOPTIVE PLACEMENTS SIMPLY WAITING FOR A
FINAL COURT HEARING.

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

COMMISSIONED SEVERAL GROUNDBREAKING STUDIES TO MEASURE AMERICANS'

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

Schedule O (Form 990) 2021

Name of the organization DAVE THOMAS FOUNDATION FOR ADOPTION	Employer identification number 31-1356151
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PERCEPTIONS OF FOSTER CARE ADOPTION.

IN ADDITION TO FUNDING WENDY'S WONDERFUL KIDS GRANTS, RESOURCES GENERATED BY THE FOUNDATION HELP TO AWARD STRATEGIC NATIONAL GRANTS TO ADOPTION AGENCIES AND ORGANIZATIONS THAT SHARE THE FOUNDATION'S MISSION. THESE GRANTS PROVIDE CRITICAL FOSTER CARE ADOPTION SERVICES AND SUPPORT, PROMOTE BEST PRACTICES IN FOSTER CARE ADOPTION, AND ASSIST WITH EDUCATIONAL MATERIALS AND STRATEGIES FOR PARENTS AND CHILD WELFARE PROFESSIONALS.

THIRTEEN ORGANIZATIONS WERE FUNDED UNDER THE NATIONAL GRANTS EFFORT, INCLUDING VOICE FOR ADOPTION (WASHINGTON, D.C.), THE CENTER FOR ADOPTION SUPPORT AND EDUCATION (BURTONSVILLE, MD), THE CONGRESSIONAL COALITION ON ADOPTION, INC. (WASHINGTON, D.C.), FOSTERING MEDIA CONNECTIONS (SAN FRANCISCO, CA), THE NATIONAL COUNCIL FOR ADOPTION (ALEXANDRIA, VA), THE NORTH AMERICAN COUNCIL ON ADOPTABLE CHILDREN (MINNEAPOLIS, MN), ALLIANCE FOR CHILDREN'S RIGHTS (LOS ANGELES, CA), GENERATIONS UNITED, INC. (WASHINGTON, D.C.), FAMILY EQUALITY COUNCIL (NEW YORK, NY), ADOPT AMERICA NETWORK (COLUMBUS, OH), SECOND NURTURE (GLASTONBURY, CT), YATOM THE JEWISH FOSTER & ADOPTION NEWTORK, INC. (PHOENIX, AZ), FIRST FOCUS (WASHINGTON, D.C.).

FORM 990, PART III, LINE 4C, PROGRAM SERVICE ACCOMPLISHMENTS: INCLUDING FINANCIAL REIMBURSEMENT AND PAID LEAVE. THE FOUNDATION COMPILES AND PUBLISHES AN ANNUAL LIST OF THE NATION'S 100 BEST ADOPTION-FRIENDLY WORKPLACES LIST AND HIGHLIGHTS THE FORWARD-THINKING EMPLOYERS THAT HAVE ADOPTION BENEFITS IN PLACE.

Name of the organization DAVE THOMAS FOUNDATION FOR ADOPTION	Employer identification number 31-1356151
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FORM 990, PART III, LINE 4D, OTHER PROGRAM SERVICES:

OTHER PROGRAMS:

NATIONAL ADOPTION MONTH AND DAY

EXPENSES \$44,142 INCLUDING GRANTS OF \$0 REVENUE \$134,181

NOVEMBER IS NATIONAL ADOPTION AWARENESS MONTH, A TIME TO CELEBRATE AND RAISE AWARENESS ABOUT FOSTER CARE ADOPTION. THE FOUNDATION JOINS THIS IMPORTANT CONVERSATION BY IMPLEMENTING A MONTH-LONG STRATEGIC EFFORT THAT FOCUSES ON OUTREACH AND EDUCATION, RESOURCE DISTRIBUTION, AND MEDIA COVERAGE TO INCREASE AWARENESS OF FOSTER CARE ADOPTION ACROSS THE COUNTRY.

NATIONAL ADOPTION DAY IS HELD EACH YEAR ON THE SATURDAY BEFORE THANKSGIVING. ON THIS DAY DURING NATIONAL ADOPTION AWARENESS MONTH, COURTS AND COMMUNITY ORGANIZATIONS ACROSS THE COUNTRY MAKE IT A PRIORITY TO FINALIZE PENDING FOSTER CARE ADOPTIONS, WHILE CELEBRATING ALL FAMILIES WHO ADOPT. THE FOUNDATION IS HONORED TO BE A LEAD FOUNDRING AND FUNDING PARTNER OF THIS EFFORT.

POST ADOPTION

EXPENSES : \$23,997 INCLUDING GRANTS OF \$0

ROBUST POST-ADOPTION SERVICES ARE CRITICAL FOR MANY FAMILIES WHO ADOPT FROM FOSTER CARE AND OTHER VENUES. THE DAVE THOMAS FOUNDATION FOR ADOPTION HAS DEVELOPED A FREE RESOURCE BOOKLET, "A STEP-BY-STEP GUIDE TO POST-ADOPTION" FOR DISTRIBUTION THAT DEFINES THE TYPES OF RESOURCES

Name of the organization DAVE THOMAS FOUNDATION FOR ADOPTION	Employer identification number 31-1356151
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AVAILABLE FOR PARENTS AFTER AN ADOPTION IS FINALIZED, HOW TO SELECT AND LOCATE PROVIDERS, AND WHAT TO DO IF RESOURCES DO NOT EXIST IN THEIR COMMUNITIES. IT ALSO INCLUDES RECOMMENDATIONS OF OTHER NATIONAL NON-PROFIT ORGANIZATIONS THAT CAN HELP. IN ADDITION, THE FOUNDATION HAS FUNDED THE CENTER FOR ADOPTION SUPPORT AND EDUCATION (BURTONSVILLE, MD) TO SUPPORT THE CONTINUED DEVELOPMENT OF A CURRICULUM FOR ADOPTION-COMPETENT MENTAL HEALTH PROVIDERS; HAS FUNDED ADOPT AMERICA NETWORK TO CREATE AND OPERATE THE ONGOING ADOPTION AND KINSHIP SUPPORT PROGRAM TO PROVIDE SUPPORTS FOR WWK FAMILIES FROM PRE-FINALIZATION MATCH AND AFTER FINALIZATION; HAS WORKED IN PARTNERSHIP WITH THE AMERICAN ACADEMY OF PEDIATRICS (CHICAGO, IL) TO PRODUCE AND DISTRIBUTE A CRITICAL RESOURCE FOR PEDIATRICIANS WORKING WITH ADOPTIVE FAMILIES; HAS PARTNERED WITH OTHER ORGANIZATIONS ON A NATIONAL POST-ADOPTION CONFERENCE FOR CHILD WELFARE PROFESSIONALS; AND HAS ENGAGED CHILD TRENDS (WASHINGTON, D.C.) TO FURTHER RESEARCH FAMILIES ADOPTED THROUGH WENDY'S WONDERFUL KIDS TO IDENTIFY BOTH SUCCESSFUL POST-ADOPTION RESOURCES AND GAPS IN SERVICES FOR FAMILIES.

EXPENSES \$ 68,139. INCLUDING GRANTS OF \$ 0. REVENUE \$ 134,181.

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

WENDY THOMAS MORSE AND PAMELA FARBER ARE SISTERS.

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

THE FORM 990 WAS REVIEWED INTERNALLY BY THE FINANCIAL MANAGEMENT TEAM AND PRESIDENT & CEO. UPON THEIR REVIEW A FINAL DRAFT OF FORM 990 WAS SENT VIA EMAIL TO THE BOARD FOR THEIR REVIEW PRIOR TO FILING WITH THE IRS. THEY WERE ASKED TO SUBMIT ANY QUESTIONS/CONCERNS TO FOUNDATION MANAGEMENT WITHIN 3 BUSINESS DAYS.

Name of the organization DAVE THOMAS FOUNDATION FOR ADOPTION	Employer identification number 31-1356151
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FORM 990, PART VI, SECTION B, LINE 12C:

EACH BOARD MEMBER, STAFF AND KEY VOLUNTEERS SHALL ANNUALLY COMPLETE A DISCLOSURE FORM IDENTIFYING ANY RELATIONSHIPS, POSITIONS OR CIRCUMSTANCES IN WHICH THEY BELIEVE COULD CONTRIBUTE TO A CONFLICT OF INTEREST ARISING. ANY POTENTIAL CONFLICT OF INTEREST SHALL BE TREATED AS CONFIDENTIAL AND SHALL GENERALLY BE MADE AVAILABLE ONLY TO THE BOARD CHAIR, THE PRESIDENT & CEO, AND ANY COMMITTEE APPOINTED TO ADDRESS THE SITUATION.

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

THE EXECUTIVE COMMITTEE OF THE BOARD OF TRUSTEES IS RESPONSIBLE FOR ESTABLISHING COMPENSATION FOR THE FOUNDATION'S CEO; THE FULL BOARD IS RESPONSIBLE FOR APPROVAL. ON AN ANNUAL BASIS, THE EXECUTIVE COMMITTEE ESTABLISHES THE COMPENSATION OF THE PRESIDENT & CEO BASED UPON PRIOR YEAR PERFORMANCE AND DATA COMPARING SIMILAR ORGANIZATIONS, REGION OF THE COUNTRY AND BUDGET CAPACITY. THE EXECUTIVE COMMITTEE AND FULL BOARD OF TRUSTEES REVIEWS AND APPROVES THE ANNUAL BUDGET THAT INCLUDES BUDGETED INCREASES FOR THE REMAINDER OF THE STAFF. THE PRESIDENT & CEO THEN DETERMINES, WITHIN THE PARAMETERS SET BY THE BOARD, WHAT THE INDIVIDUAL SALARIES OF THE STAFF WILL BE, INCLUDING INCREASED COMPENSATION BASED ON COST OF LIVING, MERIT, AND/OR POSITION AMENDMENTS.

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

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

FORM 990, PART VI, SECTION C, LINE 19:

THE FOUNDATION MAINTAINS A COPY OF ITS FORM 990 AND AUDITED FINANCIAL

Name of the organization DAVE THOMAS FOUNDATION FOR ADOPTION	Employer identification number 31-1356151
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STATEMENTS ON ITS WEBSITE. THE GOVERNING DOCUMENTS AND CONFLICT OF INTEREST POLICY ARE AVAILABLE UPON REQUEST.

FORM 990, PART XI, LINE 9, CHANGES IN NET ASSETS:

GRANT RECOVERY	1,371,218.
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FORM 990, PART VII, LINE 2C

THE ORGANIZATION'S OVERSIGHT PROCESS HAS NOT CHANGED FROM THE PRIOR YEAR.

**SCHEDULE R
(Form 990)**

Department of the Treasury
Internal Revenue Service

Related Organizations and Unrelated Partnerships

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

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

OMB No. 1545-0047

2021

Open to Public Inspection

Name of the organization **DAVE THOMAS FOUNDATION FOR ADOPTION** Employer identification number **31-1356151**

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
DAVE THOMAS FOUNDATION FOR ADOPTION CANADA 5515 NORTH SERVICE ROAD, SUITE 201 BURLINGTON, ON, CANADA L7L 664	ADOPTION	CANADA	501(C)(3)		DAVE THOMAS FOUNDATION FOR ADOPTION	X	

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

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

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

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

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

(a) Name of related organization	(b) Transaction type (a-s)	(c) Amount involved	(d) Method of determining amount involved
(1) DAVE THOMAS FOUNDATION FOR ADOPTION CANADA	B	134,181.	FMV
(2) DAVE THOMAS FOUNDATION FOR ADOPTION CANADA	L	134,181.	FMV
(3)			
(4)			
(5)			
(6)			

