

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

A For the 2023 calendar year, or tax year beginning 07/01/23, and ending 06/30/24

B Check if applicable: Address change, Name change, Initial return, Final return/terminated, Amended return, Application pending
C Name of organization: MILE HIGH UNITED WAY, INC.
Doing business as:
Number and street (or P.O. box if mail is not delivered to street address): 711 PARK AVENUE WEST
Room/suite:
City or town, state or province, country, and ZIP or foreign postal code: DENVER CO 80205
D Employer identification number: 84-0404235
E Telephone number: 303-433-8383
G Gross receipts: 33,779,521
F Name and address of principal officer: CHRISTINE BENERO, 711 PARK AVENUE WEST, DENVER CO 80205
H(a) Is this a group return for subordinates? Yes No (X)
H(b) Are all subordinates included? Yes No
I Tax-exempt status: (X) 501(c)(3)
J Website: WWW.UNITEDWAYDENVER.ORG
K Form of organization: (X) Corporation
L Year of formation: 1957
M State of legal domicile: CO

Part I Summary

Table with columns for Activities & Governance, Revenue, Expenses, and Net Assets or Fund Balances. Rows include mission statement, membership counts, revenue breakdown, and expenses.

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 MICHAEL BURKE, CFO
Paid Preparer Use Only: Print/Type preparer's name TIFFANY KNIGHT, Preparer's signature TIFFANY KNIGHT, Date 10/28/24, Firm's name KUNDINGER, CORDER & MONTOYA, P.C., Firm's EIN 84-1255164, Firm's address DENVER, CO 80203, Phone no. 303-534-5953

May the IRS discuss this return with the preparer shown above? See instructions (X) 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

1 Briefly describe the organization's mission:

SEE SCHEDULE O

Public Inspection Copy

2 Did the organization undertake any significant program services during the year which were not listed on the prior Form 990 or 990-EZ?

Yes  No

If "Yes," describe these new services on Schedule O.

3 Did the organization cease conducting, or make significant changes in how it conducts, any program services?

Yes  No

If "Yes," describe these changes on Schedule O.

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

4a (Code: ) (Expenses \$ 10,630,248 including grants of \$ 10,630,248 ) (Revenue \$ 486,706 )

SEE SCHEDULE O

4b (Code: ) (Expenses \$ 10,651,186 including grants of \$ ) (Revenue \$ 5,839,009 )

SEE SCHEDULE O

4c (Code: ) (Expenses \$ 4,244,608 including grants of \$ 4,244,608 ) (Revenue \$ )

MILE HIGH UNITED WAY RESPONSIBLY FULFILLS DONOR INTENT, INCLUDING DONATIONS THAT DONORS DESIGNATE TO NONPROFIT AGENCIES OTHER THAN MILE HIGH UNITED WAY. MILE HIGH UNITED WAY PROCESSED \$4.2 MILLION IN DONOR DESIGNATIONS, DISTRIBUTING FUNDS TO OVER 1,000 NON-PROFIT AGENCIES ACROSS THE UNITED STATES. MILE HIGH UNITED WAY VERIFIES THAT EACH AGENCY IS ELIGIBLE TO RECEIVE CHARITABLE DONATIONS AND REQUIRES EACH AGENCY TO CERTIFY ITS COMPLIANCE WITH THE USA PATRIOT ACT AND OTHER COUNTERTERRORISM LAWS.

4d Other program services (Describe on Schedule O.)

(Expenses \$ including grants of \$ ) (Revenue \$ )

4e Total program service expenses 25,526,042

**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 Schedule B, Schedule of Contributors? 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	<b>Section 501(c)(3) organizations.</b> Did the organization engage in lobbying activities, or have a section 501(h) election in effect during the tax year? <i>If "Yes," complete Schedule C, Part II</i>	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)**

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

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

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

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

Part V Statements Regarding Other IRS Filings and Tax Compliance (continued)		Yes	No		
<b>2a</b>	Enter the number of employees reported on Form W-3, Transmittal of Wage and Tax Statements, filed for the calendar year ending with or within the year covered by this return	<b>2a</b>	189		
<b>b</b>	If at least one is reported on line 2a, did the organization file all required federal employment tax returns?	<b>2b</b>		X	
<b>3a</b>	Did the organization have unrelated business gross income of \$1,000 or more during the year?	<b>3a</b>			X
<b>b</b>	If "Yes," has it filed a Form 990-T for this year? If "No" to line 3b, provide an explanation on Schedule O	<b>3b</b>			
<b>4a</b>	At any time during the calendar year, did the organization have an interest in, or a signature or other authority over, a financial account in a foreign country (such as a bank account, securities account, or other financial account)?	<b>4a</b>			X
<b>b</b>	If "Yes," enter the name of the foreign country See instructions for filing requirements for FinCEN Form 114, Report of Foreign Bank and Financial Accounts (FBAR).				
<b>5a</b>	Was the organization a party to a prohibited tax shelter transaction at any time during the tax year?	<b>5a</b>			X
<b>b</b>	Did any taxable party notify the organization that it was or is a party to a prohibited tax shelter transaction?	<b>5b</b>			X
<b>c</b>	If "Yes" to line 5a or 5b, did the organization file Form 8886-T?	<b>5c</b>			
<b>6a</b>	Does the organization have annual gross receipts that are normally greater than \$100,000, and did the organization solicit any contributions that were not tax deductible as charitable contributions?	<b>6a</b>			X
<b>b</b>	If "Yes," did the organization include with every solicitation an express statement that such contributions or gifts were not tax deductible?	<b>6b</b>			
<b>7</b>	<b>Organizations that may receive deductible contributions under section 170(c).</b>				
<b>a</b>	Did the organization receive a payment in excess of \$75 made partly as a contribution and partly for goods and services provided to the payor?	<b>7a</b>		X	
<b>b</b>	If "Yes," did the organization notify the donor of the value of the goods or services provided?	<b>7b</b>		X	
<b>c</b>	Did the organization sell, exchange, or otherwise dispose of tangible personal property for which it was required to file Form 8282?	<b>7c</b>			X
<b>d</b>	If "Yes," indicate the number of Forms 8282 filed during the year	<b>7d</b>			
<b>e</b>	Did the organization receive any funds, directly or indirectly, to pay premiums on a personal benefit contract?	<b>7e</b>			X
<b>f</b>	Did the organization, during the year, pay premiums, directly or indirectly, on a personal benefit contract?	<b>7f</b>			X
<b>g</b>	If the organization received a contribution of qualified intellectual property, did the organization file Form 8899 as required?	<b>7g</b>			
<b>h</b>	If the organization received a contribution of cars, boats, airplanes, or other vehicles, did the organization file a Form 1098-C?	<b>7h</b>			
<b>8</b>	<b>Sponsoring organizations maintaining donor advised funds.</b> Did a donor advised fund maintained by the sponsoring organization have excess business holdings at any time during the year?	<b>8</b>			
<b>9</b>	<b>Sponsoring organizations maintaining donor advised funds.</b>				
<b>a</b>	Did the sponsoring organization make any taxable distributions under section 4966?	<b>9a</b>			
<b>b</b>	Did the sponsoring organization make a distribution to a donor, donor advisor, or related person?	<b>9b</b>			
<b>10</b>	<b>Section 501(c)(7) organizations.</b> Enter:				
<b>a</b>	Initiation fees and capital contributions included on Part VIII, line 12	<b>10a</b>			
<b>b</b>	Gross receipts, included on Form 990, Part VIII, line 12, for public use of club facilities	<b>10b</b>			
<b>11</b>	<b>Section 501(c)(12) organizations.</b> Enter:				
<b>a</b>	Gross income from members or shareholders	<b>11a</b>			
<b>b</b>	Gross income from other sources. (Do not net amounts due or paid to other sources against amounts due or received from them.)	<b>11b</b>			
<b>12a</b>	<b>Section 4947(a)(1) non-exempt charitable trusts.</b> Is the organization filing Form 990 in lieu of Form 1041?	<b>12a</b>			
<b>b</b>	If "Yes," enter the amount of tax-exempt interest received or accrued during the year	<b>12b</b>			
<b>13</b>	<b>Section 501(c)(29) qualified nonprofit health insurance issuers.</b>				
<b>a</b>	Is the organization licensed to issue qualified health plans in more than one state? <b>Note:</b> See the instructions for additional information the organization must report on Schedule O.	<b>13a</b>			
<b>b</b>	Enter the amount of reserves the organization is required to maintain by the states in which the organization is licensed to issue qualified health plans	<b>13b</b>			
<b>c</b>	Enter the amount of reserves on hand	<b>13c</b>			
<b>14a</b>	Did the organization receive any payments for indoor tanning services during the tax year?	<b>14a</b>			X
<b>b</b>	If "Yes," has it filed a Form 720 to report these payments? If "No," provide an explanation on Schedule O	<b>14b</b>			
<b>15</b>	Is the organization subject to the section 4960 tax on payment(s) of more than \$1,000,000 in remuneration or excess parachute payment(s) during the year? If "Yes," see instructions and file Form 4720, Schedule N.	<b>15</b>			X
<b>16</b>	Is the organization an educational institution subject to the section 4968 excise tax on net investment income? If "Yes," complete Form 4720, Schedule O.	<b>16</b>			X
<b>17</b>	<b>Section 501(c)(21) organizations.</b> Did the trust, any disqualified or other person engage in any activities that would result in the imposition of an excise tax under section 4951, 4952 or 4953? If "Yes," complete Form 6069.	<b>17</b>			

**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
<b>1a</b>	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	50	
<b>1b</b>	Enter the number of voting members included on line 1a, above, who are independent		
	1b	49	
<b>2</b>	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
<b>3</b>	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
<b>4</b>	Did the organization make any significant changes to its governing documents since the prior Form 990 was filed?		X
<b>5</b>	Did the organization become aware during the year of a significant diversion of the organization's assets?		X
<b>6</b>	Did the organization have members or stockholders?		X
<b>7a</b>	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>7b</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
<b>8</b>	Did the organization contemporaneously document the meetings held or written actions undertaken during the year by the following:		
<b>8a</b>	a The governing body?	X	
<b>8b</b>	b Each committee with authority to act on behalf of the governing body?	X	
<b>9</b>	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
<b>10a</b>	Did the organization have local chapters, branches, or affiliates?		X
<b>10b</b>	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?		
<b>11a</b>	Has the organization provided a complete copy of this Form 990 to all members of its governing body before filing the form?	X	
<b>11b</b>	b Describe on Schedule O the process, if any, used by the organization to review this Form 990.		
<b>12a</b>	Did the organization have a written conflict of interest policy? If "No," go to line 13	X	
<b>12b</b>	b Were officers, directors, or trustees, and key employees required to disclose annually interests that could give rise to conflicts?	X	
<b>12c</b>	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	
<b>13</b>	Did the organization have a written whistleblower policy?	X	
<b>14</b>	Did the organization have a written document retention and destruction policy?	X	
<b>15</b>	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?		
<b>15a</b>	a The organization's CEO, Executive Director, or top management official	X	
<b>15b</b>	b Other officers or key employees of the organization. If "Yes" to line 15a or 15b, describe the process on Schedule O. See instructions.	X	
<b>16a</b>	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>16b</b>	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?		

**Section C. Disclosure**

- 17** List the states with which a copy of this Form 990 is required to be filed AL, AR, CA, CO, CT, DC, FL, GA, HI, IL, KS, KY, LA
- 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.  
 MICHAEL BURKE 711 PARK AVENUE WEST  
 DENVER CO 80205 303-433-8383

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

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

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

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

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

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

(A) Name and title	(B) Average hours per week (list any hours for related organizations below dotted line)	(C) Position (do not check more than one box, unless person is both an officer and a director/trustee)						(D) Reportable compensation from the organization (W-2/1099-MISC/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) CHRISTINE BENERO	40.00									
CEO	0.00	X		X			366,790	0	27,603	
(2) MICHAEL BURKE	40.00									
CFO	0.00			X			144,163	0	21,475	
(3) JAMES TREICHLER	40.00									
COO	0.00					X	156,762	0	25,030	
(4) VANECIA KERR	40.00									
CIO	0.00					X	155,504	0	21,047	
(5) ERIC ARTIS	40.00									
CHIEF HR OFFICER	0.00					X	148,455	0	21,426	
(6) CHELSEA CARVER	40.00									
CDO	0.00					X	142,207	0	21,475	
(7) DAWN ROCKY	40.00									
VP PHILANTHROPY	0.00					X	120,734	0	16,231	
(8) DOUGLAS DELL	2.00									
TREASURER	0.00	X		X			0	0	0	
(9) DIANE GARCIA	2.00									
SECRETARY	0.00	X		X			0	0	0	
(10) CHRISTOPHER MCDONALD	2.00									
VICE CHAIR	0.00	X		X			0	0	0	
(11) CARLOS PACHECO	2.00									
BOARD CHAIR	0.00	X		X			0	0	0	

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

(A) Name and title	(B) Average hours per week per week (list any hours for related organizations below dotted line)	(C) Position (do not check more than one box, unless person is both an officer and a director/trustee)						(D) Reportable compensation from the organization (W-2/1099-MISC/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			
(12) KATHY AMBROSE	1.00									
TRUSTEE	0.00	X					0	0	0	
(13) TATIANA ARGUELLO	1.00									
TRUSTEE	0.00	X					0	0	0	
(14) GREG BANTE	1.00									
TRUSTEE	0.00	X					0	0	0	
(15) DAMON BARRY	1.00									
TRUSTEE	0.00	X					0	0	0	
(16) RYAN BEISER	1.00									
TRUSTEE	0.00	X					0	0	0	
(17) MARK BELFANCE	1.00									
TRUSTEE	0.00	X					0	0	0	
(18) DERON BROWN	1.00									
TRUSTEE	0.00	X					0	0	0	
(19) MAGGIE DEHN	1.00									
TRUSTEE	0.00	X					0	0	0	
<b>1b Subtotal</b>							1,234,615		154,287	
<b>c Total from continuation sheets to Part VII, Section A</b>										
<b>d Total (add lines 1b and 1c)</b>							1,234,615		154,287	

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 **7**

	Yes	No
3 Did the organization list any <b>former</b> 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
DIVERGENT BUSINESS CONSULTING LLC 444 N CHICAGO IL 60611	MICHIGAN AVE SUITE 1200 CONSULTING	186,765
INTEGER, LLC 1331 WASHINGTON DC 20004	PENNSYLVANIA AVE. NW STE 725 S. ADVISORY	110,000

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 **2**



**Part VIII Statement of Revenue**

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

		(A) Total revenue	(B) Related or exempt function revenue	(C) Unrelated business revenue	(D) Revenue excluded from tax under sections 512-514	
<b>Contributions, Gifts, Grants and Other Similar Amounts</b>	<b>1a</b> Federated campaigns	<b>1a</b>				
	<b>b</b> Membership dues	<b>1b</b>				
	<b>c</b> Fundraising events	<b>1c</b> 690,318				
	<b>d</b> Related organizations	<b>1d</b>				
	<b>e</b> Government grants (contributions)	<b>1e</b> 4,981,687				
	<b>f</b> All other contributions, gifts, grants, and similar amounts not included above	<b>1f</b> 18,331,616				
	<b>g</b> Noncash contributions included in lines 1a-1f	<b>1g</b> \$ 795,472				
	<b>h Total.</b> Add lines 1a-1f		24,003,621			
<b>Program Service Revenue</b>	<b>2a</b> GOVERNMENT CONTRACTS	Business Code 900099	5,807,978	5,807,978		
	<b>b</b> SERVICE CONTRACTS	900099	486,706	486,706		
	<b>c</b>					
	<b>d</b>					
	<b>e</b>					
	<b>f</b> All other program service revenue					
	<b>g Total.</b> Add lines 2a-2f		6,294,684			
<b>Other Revenue</b>	<b>3</b> Investment income (including dividends, interest, and other similar amounts)		1,101,642		1,101,642	
	<b>4</b> Income from investment of tax-exempt bond proceeds					
	<b>5</b> Royalties					
	<b>6a</b> Gross rents	(i) Real	193,877			
		(ii) Personal				
		<b>6b</b> Less: rental expenses	239,889			
	<b>c</b> Rental inc. or (loss)	<b>6c</b> -46,012				
	<b>d</b> Net rental income or (loss)		-46,012		-46,012	
	<b>7a</b> Gross amount from sales of assets other than inventory	(i) Securities	1,743,273			
		(ii) Other				
		<b>7b</b> Less: cost or other basis and sales exps.	1,888,135	839		
		<b>7c</b> Gain or (loss)	-144,862	-839		
	<b>d</b> Net gain or (loss)		-145,701		-145,701	
	<b>8a</b> Gross income from fundraising events (not including \$ 690,318 of contributions reported on line 1c). See Part IV, line 18	<b>8a</b>	411,393			
<b>8b</b> Less: direct expenses		411,393				
<b>c</b> Net income or (loss) from fundraising events						
<b>9a</b> Gross income from gaming activities. See Part IV, line 19	<b>9a</b>					
	<b>9b</b> Less: direct expenses					
<b>c</b> Net income or (loss) from gaming activities						
<b>10a</b> Gross sales of inventory, less returns and allowances	<b>10a</b>					
	<b>10b</b> Less: cost of goods sold					
<b>c</b> Net income or (loss) from sales of inventory						
<b>Miscellaneous Revenue</b>	<b>11a</b> MISCELLANEOUS	Business Code 900099	31,031	31,031		
	<b>b</b>					
	<b>c</b>					
	<b>d</b> All other revenue					
	<b>e Total.</b> Add lines 11a-11d		31,031			
<b>12 Total revenue.</b> See instructions		31,239,265	6,325,715	0	909,929	

**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	14,874,856	14,874,856		
2 Grants and other assistance to domestic individuals. See Part IV, line 22				
3 Grants and other assistance to foreign organizations, foreign governments, and foreign individuals. See Part IV, lines 15 and 16				
4 Benefits paid to or for members				
5 Compensation of current officers, directors, trustees, and key employees	567,432	174,927	234,926	157,579
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	8,222,156	5,450,317	500,139	2,271,700
8 Pension plan accruals and contributions (include section 401(k) and 403(b) employer contributions)	425,221	290,626	25,118	109,477
9 Other employee benefits	1,072,368	717,059	76,788	278,521
10 Payroll taxes	754,834	535,885	51,672	167,277
11 Fees for services (nonemployees):				
a Management				
b Legal				
c Accounting				
d Lobbying	184,000	184,000		
e Professional fundraising services. See Part IV, line 7				
f Investment management fees	80,843		80,843	
g Other. (If line 11g amount exceeds 10% of line 25, column (A) amount, list line 11g expenses on Schedule O.)	613,834	434,234	60,636	118,964
12 Advertising and promotion	83,793	31,003	838	51,952
13 Office expenses	278,539	109,013	91,318	78,208
14 Information technology	573,757	354,331	67,574	151,852
15 Royalties				
16 Occupancy	558,389	452,067	19,550	86,772
17 Travel	32,282	24,999	1,367	5,916
18 Payments of travel or entertainment expenses for any federal, state, or local public officials				
19 Conferences, conventions, and meetings	131,509	78,009	21,805	31,695
20 Interest				
21 Payments to affiliates	255,478	145,197	37,044	73,237
22 Depreciation, depletion, and amortization	955,079	821,720	34,492	98,867
23 Insurance	140,979	110,159	10,005	20,815
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 PROGRAM COSTS	639,464	630,898	1,977	6,589
b CAMPAIGN MATERIALS	95,464		2,971	92,493
c SEASONAL & TEMP HELP	82,996	50,725	11,225	21,046
d MISCELLANEOUS	60,626	56,017	2,496	2,113
e All other expenses				
25 Total functional expenses. Add lines 1 through 24e	30,683,899	25,526,042	1,332,784	3,825,073
26 Joint costs. Complete this line only if the organization reported in column (B) joint costs from a combined educational campaign and fundraising solicitation. Check here <input type="checkbox"/> if following SOP 98-2 (ASC 958-720)				

**Part X Balance Sheet**

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

		(A)		(B)
		Beginning of year		End of year
Assets	1 Cash—non-interest-bearing	1,692,076	1	2,549,008
	2 Savings and temporary cash investments	4,320,362	2	3,347,745
	3 Pledges and grants receivable, net	5,430,175	3	4,534,749
	4 Accounts receivable, net	116,477	4	75,794
	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	193,000	7	153,000
	8 Inventories for sale or use		8	
	9 Prepaid expenses and deferred charges	594,039	9	663,657
	10a Land, buildings, and equipment: cost or other basis. Complete Part VI of Schedule D	10a 32,098,680		
	b Less: accumulated depreciation	10b 7,255,581	22,068,561	10c 24,843,099
	11 Investments—publicly traded securities	26,716,207	11	33,861,307
	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		15	
16 <b>Total assets.</b> Add lines 1 through 15 (must equal line 33)	61,130,897	16	70,028,359	
Liabilities	17 Accounts payable and accrued expenses	1,597,862	17	1,794,468
	18 Grants payable		18	
	19 Deferred revenue		19	
	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	150,000	23	5,177,324
	24 Unsecured notes and loans payable to unrelated third parties		24	
	25 Other liabilities (including federal income tax, payables to related third parties, and other liabilities not included on lines 17-24). Complete Part X of Schedule D	1,467,247	25	2,293,065
	26 <b>Total liabilities.</b> Add lines 17 through 25	3,215,109	26	9,264,857
Net Assets or Fund Balances	<b>Organizations that follow FASB ASC 958, check here <input checked="" type="checkbox"/> and complete lines 27, 28, 32, and 33.</b>			
	27 Net assets without donor restrictions	52,072,282	27	55,488,955
	28 Net assets with donor restrictions	5,843,506	28	5,274,547
	<b>Organizations that do not follow FASB ASC 958, check here <input type="checkbox"/> and complete lines 29 through 33.</b>			
	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	57,915,788	32	60,763,502	
33 Total liabilities and net assets/fund balances	61,130,897	33	70,028,359	

**Part XI Reconciliation of Net Assets**

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

<b>1</b>	Total revenue (must equal Part VIII, column (A), line 12)	<b>1</b>	31,239,265
<b>2</b>	Total expenses (must equal Part IX, column (A), line 25)	<b>2</b>	30,683,899
<b>3</b>	Revenue less expenses. Subtract line 2 from line 1	<b>3</b>	555,366
<b>4</b>	Net assets or fund balances at beginning of year (must equal Part X, line 32, column (A))	<b>4</b>	57,915,788
<b>5</b>	Net unrealized gains (losses) on investments	<b>5</b>	2,292,348
<b>6</b>	Donated services and use of facilities	<b>6</b>	
<b>7</b>	Investment expenses	<b>7</b>	
<b>8</b>	Prior period adjustments	<b>8</b>	
<b>9</b>	Other changes in net assets or fund balances (explain on Schedule O)	<b>9</b>	
<b>10</b>	Net assets or fund balances at end of year. Combine lines 3 through 9 (must equal Part X, line 32, column (B))	<b>10</b>	60,763,502

**Part XII Financial Statements and Reporting**

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

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

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

(A) Name and title	(B) Average hours per week per week (list any hours for related organizations below dotted line)	(C) Position (do not check more than one box, unless person is both an officer and a director/trustee)						(D) Reportable compensation from the organization (W-2/1099-MISC/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			
(20) CHRISTINA DORFHUBER (12) TRUSTEE	1.00 0.00	X						0	0	0
(21) HELEN DREXLER (13) TRUSTEE	1.00 0.00	X						0	0	0
(22) VERONICA FIGOLI (14) TRUSTEE	1.00 0.00	X						0	0	0
(23) TODD FILSINGER (15) TRUSTEE	1.00 0.00	X						0	0	0
(24) BRIAN FITZPATRICK (16) TRUSTEE	1.00 0.00	X						0	0	0
(25) RYAN FRAZIER (17) TRUSTEE	1.00 0.00	X						0	0	0
(26) LEE GASH-MAXEY (18) TRUSTEE	1.00 0.00	X						0	0	0
(27) CATHERINE HANCE (19) TRUSTEE	1.00 0.00	X						0	0	0
<b>1b Subtotal</b>										
<b>c Total from continuation sheets to Part VII, Section A</b>										
<b>d Total (add lines 1b and 1c)</b>										

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

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

**Section B. Independent Contractors**

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

(A) Name and business address	(B) Description of services	(C) Compensation

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

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

(A) Name and title	(B) Average hours per week per week (list any hours for related organizations below dotted line)	(C) Position (do not check more than one box, unless person is both an officer and a director/trustee)						(D) Reportable compensation from the organization (W-2/1099-MISC/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			
(28) KATHY HODGSON (12) TRUSTEE	1.00 0.00	X						0	0	0
(29) JIM HOLDER (13) TRUSTEE	1.00 0.00	X						0	0	0
(30) CARRIE HUDAK (14) TRUSTEE	1.00 0.00	X						0	0	0
(31) VERNON IRVIN (15) TRUSTEE	1.00 0.00	X						0	0	0
(32) ALICE JACKSON (16) TRUSTEE	1.00 0.00	X						0	0	0
(33) CHARLES JOHNSON (17) TRUSTEE	1.00 0.00	X						0	0	0
(34) GEOFFREY KEYS (18) TRUSTEE	1.00 0.00	X						0	0	0
(35) BROOK KRAMER (19) TRUSTEE	1.00 0.00	X						0	0	0
<b>1b Subtotal</b>										
<b>c Total from continuation sheets to Part VII, Section A</b>										
<b>d Total (add lines 1b and 1c)</b>										

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

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

**Section B. Independent Contractors**

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

(A) Name and business address	(B) Description of services	(C) Compensation

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

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

(A) Name and title	(B) Average hours per week per week (list any hours for related organizations below dotted line)	(C) Position (do not check more than one box, unless person is both an officer and a director/trustee)						(D) Reportable compensation from the organization (W-2/1099-MISC/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			
(36) KATHY KRANZ (12) TRUSTEE	1.00 0.00	X						0	0	0
(37) STEVE LAKE (13) TRUSTEE	1.00 0.00	X						0	0	0
(38) STERLING LEBOEUF (14) TRUSTEE	1.00 0.00	X						0	0	0
(39) DEREK LONGWELL (15) TRUSTEE	1.00 0.00	X						0	0	0
(40) MASHENKA LUNDBERG (16) TRUSTEE	1.00 0.00	X						0	0	0
(41) MARTIN MAHALCHICK (17) TRUSTEE	1.00 0.00	X						0	0	0
(42) JASON MAPLES (18) TRUSTEE	1.00 0.00	X						0	0	0
(43) RODD MERCHANT (19) TRUSTEE	1.00 0.00	X						0	0	0
<b>1b Subtotal</b>										
<b>c Total from continuation sheets to Part VII, Section A</b>										
<b>d Total (add lines 1b and 1c)</b>										

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

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

**Section B. Independent Contractors**

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

(A) Name and business address	(B) Description of services	(C) Compensation

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

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

(A) Name and title	(B) Average hours per week per week (list any hours for related organizations below dotted line)	(C) Position (do not check more than one box, unless person is both an officer and a director/trustee)						(D) Reportable compensation from the organization (W-2/1099-MISC/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			
(44) ERIK MITISEK (12) TRUSTEE	1.00 0.00	X						0	0	0
(45) KEVIN NEHER (13) TRUSTEE	1.00 0.00	X						0	0	0
(46) NEIL OBERFELD (14) TRUSTEE	1.00 0.00	X						0	0	0
(47) BETH OPPERMAN (15) TRUSTEE	1.00 0.00	X						0	0	0
(48) MICHAEL RAMSEIER (16) TRUSTEE	1.00 0.00	X						0	0	0
(49) ROBIN RICKETTS (17) TRUSTEE	1.00 0.00	X						0	0	0
(50) ETHAN ROJHANI (18) TRUSTEE	1.00 0.00	X						0	0	0
(51) MARTY RUFFALO (19) TRUSTEE	1.00 0.00	X						0	0	0
<b>1b Subtotal</b>										
<b>c Total from continuation sheets to Part VII, Section A</b>										
<b>d Total (add lines 1b and 1c)</b>										

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

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

**Section B. Independent Contractors**

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

(A) Name and business address	(B) Description of services	(C) Compensation

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



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

(A) Name and title	(B) Average hours per week per week (list any hours for related organizations below dotted line)	(C) Position (do not check more than one box, unless person is both an officer and a director/trustee)						(D) Reportable compensation from the organization (W-2/1099-MISC/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			
(52) TONETTE SALAZAR										
(12) TRUSTEE	1.00 0.00	X						0	0	
(53) TERESA VAN DE BOGART										
(13) TRUSTEE	1.00 0.00	X						0	0	
(54) BLAINE VERSAW										
(14) TRUSTEE	1.00 0.00	X						0	0	
(55) CAROL WADDELL										
(15) TRUSTEE	1.00 0.00	X						0	0	
(56) ENID WADE										
(16) TRUSTEE	1.00 0.00	X						0	0	
(17)										
(18)										
(19)										
<b>1b Subtotal</b>										
<b>c Total from continuation sheets to Part VII, Section A</b>										
<b>d Total (add lines 1b and 1c)</b>										

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

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

**Section B. Independent Contractors**

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

(A) Name and business address	(B) Description of services	(C) Compensation

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

**SCHEDULE A**  
(Form 990)

Department of the Treasury  
Internal Revenue Service

**Public Charity Status and Public Support**

Complete if the organization is a section 501(c)(3) organization or a section 4947(a)(1) nonexempt charitable trust.

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

Go to [www.irs.gov/Form990](http://www.irs.gov/Form990) for instructions and the latest information.

OMB No. 1545-0047

**2023**

**Open to Public Inspection**

Name of the organization

MILE HIGH UNITED WAY, INC.

Employer identification number

84-0404235

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

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

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

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

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

(Complete only if you checked the box on line 5, 7, 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) 2019	(b) 2020	(c) 2021	(d) 2022	(e) 2023	(f) Total
<b>1</b> Gifts, grants, contributions, and membership fees received. (Do not include any "unusual grants.")	49,248,523	48,652,854	22,992,993	26,625,119	24,003,621	171,523,110
<b>2</b> Tax revenues levied for the organization's benefit and either paid to or expended on its behalf						
<b>3</b> The value of services or facilities furnished by a governmental unit to the organization without charge						
<b>4 Total.</b> Add lines 1 through 3	49,248,523	48,652,854	22,992,993	26,625,119	24,003,621	171,523,110
<b>5</b> The portion of total contributions by each person (other than a governmental unit or publicly supported organization) included on line 1 that exceeds 2% of the amount shown on line 11, column (f)						240,967
<b>6</b> Public support. Subtract line 5 from line 4.						171,282,143

**Section B. Total Support**

Calendar year (or fiscal year beginning in)	(a) 2019	(b) 2020	(c) 2021	(d) 2022	(e) 2023	(f) Total
<b>7</b> Amounts from line 4	49,248,523	48,652,854	22,992,993	26,625,119	24,003,621	171,523,110
<b>8</b> Gross income from interest, dividends, payments received on securities loans, rents, royalties, and income from similar sources	632,807	622,470	1,496,467	1,102,875	1,295,519	5,150,138
<b>9</b> Net income from unrelated business activities, whether or not the business is regularly carried on						
<b>10</b> Other income. Do not include gain or loss from the sale of capital assets (Explain in Part VI.)	722,081	5,386,046	113,424	25,819	31,031	6,278,401
<b>11 Total support.</b> Add lines 7 through 10						182,951,649
<b>12</b> Gross receipts from related activities, etc. (see instructions)					12	44,345,114
<b>13 First 5 years.</b> If the Form 990 is for the organization's first, second, third, fourth, or fifth tax year as a section 501(c)(3) organization, check this box and <b>stop here</b>						<input type="checkbox"/>

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

<b>14</b> Public support percentage for 2023 (line 6, column (f) divided by line 11, column (f))	<b>14</b>	93.62%
<b>15</b> Public support percentage from 2022 Schedule A, Part II, line 14	<b>15</b>	93.96%
<b>16a 33 1/3% support test — 2023.</b> If the organization did not check the box on line 13, and line 14 is 33 1/3% or more, check this box and <b>stop here.</b> The organization qualifies as a publicly supported organization	<input checked="" type="checkbox"/>	
<b>b 33 1/3% support test — 2022.</b> If the organization did not check a box on line 13 or 16a, and line 15 is 33 1/3% or more, check this box and <b>stop here.</b> The organization qualifies as a publicly supported organization	<input type="checkbox"/>	
<b>17a 10%-facts-and-circumstances test — 2023.</b> If the organization did not check a box on line 13, 16a, or 16b, and line 14 is 10% or more, and if the organization meets the facts-and-circumstances test, check this box and <b>stop here.</b> Explain in Part VI how the organization meets the facts-and-circumstances test. The organization qualifies as a publicly supported organization	<input type="checkbox"/>	
<b>b 10%-facts-and-circumstances test — 2022.</b> If the organization did not check a box on line 13, 16a, 16b, or 17a, and line 15 is 10% or more, and if the organization meets the facts-and-circumstances test, check this box and <b>stop here.</b> Explain in Part VI how the organization meets the facts-and-circumstances test. The organization qualifies as a publicly supported organization	<input type="checkbox"/>	
<b>18 Private foundation.</b> If the organization did not check a box on line 13, 16a, 16b, 17a, or 17b, check this box and see instructions	<input type="checkbox"/>	

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

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

**Section A. Public Support**

Calendar year (or fiscal year beginning in)	(a) 2019	(b) 2020	(c) 2021	(d) 2022	(e) 2023	(f) Total
<b>1</b> Gifts, grants, contributions, and membership fees received. (Do not include any "unusual grants.")						
<b>2</b> Gross receipts from admissions, merchandise sold or services performed, or facilities furnished in any activity that is related to the organization's tax-exempt purpose						
<b>3</b> Gross receipts from activities that are not an unrelated trade or business under section 513						
<b>4</b> Tax revenues levied for the organization's benefit and either paid to or expended on its behalf						
<b>5</b> The value of services or facilities furnished by a governmental unit to the organization without charge						
<b>6 Total.</b> Add lines 1 through 5						
<b>7a</b> Amounts included on lines 1, 2, and 3 received from disqualified persons						
<b>b</b> Amounts included on lines 2 and 3 received from other than disqualified persons that exceed the greater of \$5,000 or 1% of the amount on line 13 for the year						
<b>c</b> Add lines 7a and 7b						
<b>8 Public support.</b> (Subtract line 7c from line 6.)						

**Section B. Total Support**

Calendar year (or fiscal year beginning in)	(a) 2019	(b) 2020	(c) 2021	(d) 2022	(e) 2023	(f) Total
<b>9</b> Amounts from line 6						
<b>10a</b> Gross income from interest, dividends, payments received on securities loans, rents, royalties, and income from similar sources						
<b>b</b> Unrelated business taxable income (less section 511 taxes) from businesses acquired after June 30, 1975						
<b>c</b> Add lines 10a and 10b						
<b>11</b> Net income from unrelated business activities not included on line 10b, whether or not the business is regularly carried on						
<b>12</b> Other income. Do not include gain or loss from the sale of capital assets (Explain in Part VI.)						
<b>13 Total support.</b> (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**

<b>15</b> Public support percentage for 2023 (line 8, column (f), divided by line 13, column (f))	<b>15</b>	%
<b>16</b> Public support percentage from 2022 Schedule A, Part III, line 15	<b>16</b>	%

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

<b>17</b> Investment income percentage for 2023 (line 10c, column (f), divided by line 13, column (f))	<b>17</b>	%
<b>18</b> Investment income percentage from 2022 Schedule A, Part III, line 17	<b>18</b>	%

**19a 33 1/3% support tests — 2023.** 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 — 2022.** If the organization did not check a box on line 14 or line 19a, and line 16 is more than 33 1/3%, and line 18 is not more than 33 1/3%, check this box and **stop here**. The organization qualifies as a publicly supported organization

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

**Part IV Supporting Organizations**

(Complete only if you checked a box on line 12 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>		
3b	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>		
3c	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>		
4b	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>		
4c	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>		
5b	<b>Type I or Type II only.</b> Was any added or substituted supported organization part of a class already designated in the organization's organizing document?		
5c	<b>Substitutions only.</b> 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>		
9b	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>		
9c	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>		
10b	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?		
11a		
b A family member of a person described on line 11a above?		
11b		
c A 35% controlled entity of a person described on line 11a or 11b above? If "Yes" to line 11a, 11b, or 11c, provide detail in Part VI.		
11c		

**Section B. Type I Supporting Organizations**

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

**Section C. Type II Supporting Organizations**

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

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

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

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

1 Check the box next to the method that the organization used to satisfy the Integral Part Test during the year (see instructions).		
a <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? 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.		
2a		
b Did the activities described on line 2a, above, constitute activities that, but for the organization's involvement, one or more of the organization's supported organization(s) would have been engaged in? If "Yes," explain in Part VI the reasons for the organization's position that its supported organization(s) would have engaged in these activities but for the organization's involvement.		
2b		
3 Parent of Supported Organizations. Answer lines 3a 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? If "Yes" or "No," provide details in Part VI.		
3a		
b Did the organization exercise a substantial degree of direction over the policies, programs, and activities of each of its supported organizations? If "Yes," describe in Part VI the role played by the organization in this regard.		
3b		

**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	<b>Adjusted Net Income</b> (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	<b>Total</b> (add lines 1a, 1b, and 1c)	1d	
e	<b>Discount</b> 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	<b>Minimum Asset Amount</b> (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	<b>Distributable Amount.</b> 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 <b>Total annual distributions.</b> 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 2022 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-2023	(iii) Distributable Amount for 2023
1 Distributable amount for 2023 from Section C, line 6			
2 Underdistributions, if any, for years prior to 2023 (reasonable cause required—explain in Part VI). See instructions.			
3 Excess distributions carryover, if any, to 2023			
a From 2018 .....			
b From 2019 .....			
c From 2020 .....			
d From 2021 .....			
e From 2022 .....			
f <b>Total</b> of lines 3a through 3e			
g Applied to underdistributions of prior years			
h Applied to 2023 distributable amount			
i Carryover from 2018 not applied (see instructions)			
j Remainder. Subtract lines 3g, 3h, and 3i from line 3f.			
4 Distributions for 2023 from Section D, line 7: \$			
a Applied to underdistributions of prior years			
b Applied to 2023 distributable amount			
c Remainder. Subtract lines 4a and 4b from line 4.			
5 Remaining underdistributions for years prior to 2023, 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 2023. Subtract lines 3h and 4b from line 1. For result greater than zero, explain in Part VI. See instructions.			
7 <b>Excess distributions carryover to 2024.</b> Add lines 3j and 4c.			
8 Breakdown of line 7:			
a Excess from 2019 .....			
b Excess from 2020 .....			
c Excess from 2021 .....			
d Excess from 2022 .....			
e Excess from 2023 .....			



**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.)

PART II, LINE 10 - OTHER INCOME DETAIL

OTHER INCOME \$ 6,278,401

Schedule B (Form 990)

Department of the Treasury Internal Revenue Service

Schedule of Contributors

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

OMB No. 1545-0047

2023

Name of the organization MILE HIGH UNITED WAY, INC. Employer identification number 84-0404235

Organization type (check one):

Filers of:

Section:

Form 990 or 990-EZ

[X] 501(c)( 3 ) (enter number) organization

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

[ ] 527 political organization

Form 990-PF

[ ] 501(c)(3) exempt private foundation

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

[ ] 501(c)(3) taxable private foundation

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

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

General Rule

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

Special Rules

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

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

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

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

Name of organization

MILE HIGH UNITED WAY, INC.

Employer identification number

84-0404235

**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	..... ..... .....	\$ 2,884,889	Person <input checked="" type="checkbox"/> Payroll <input type="checkbox"/> Noncash <input type="checkbox"/> (Complete Part II for noncash contributions.)
2	..... ..... .....	\$ 1,500,000	Person <input checked="" type="checkbox"/> Payroll <input type="checkbox"/> Noncash <input type="checkbox"/> (Complete Part II for noncash contributions.)
3	..... ..... .....	\$ 700,000	Person <input checked="" type="checkbox"/> Payroll <input type="checkbox"/> Noncash <input type="checkbox"/> (Complete Part II for noncash contributions.)
4	..... ..... .....	\$ 545,751	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.)
.....	..... ..... .....	\$ .....	Person <input type="checkbox"/> Payroll <input type="checkbox"/> Noncash <input type="checkbox"/> (Complete Part II for noncash contributions.)

**SCHEDULE C  
(Form 990)**

**Political Campaign and Lobbying Activities**

OMB No. 1545-0047

**For Organizations Exempt From Income Tax Under Section 501(c) and Section 527**

**2023**

Department of the Treasury  
Internal Revenue Service

Complete if the organization is described below. Attach to Form 990 or Form 990-EZ.  
Go to [www.irs.gov/Form990](http://www.irs.gov/Form990) for instructions and the latest information.

**Open to Public  
Inspection**

**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 <p style="text-align: center;">MILE HIGH UNITED WAY, INC.</p>	Employer identification number <p style="text-align: center;">84-0404235</p>
---	---

**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. See instructions for definition of "political campaign activities."
- 2 Political campaign activity expenditures. See instructions ..... \$ .....
- 3 Volunteer hours for political campaign activities. See instructions .....

**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-.
(1)				
(2)				
(3)				
(4)				
(5)				
(6)				

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

Schedule C (Form 990) 2023

**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												
<b>1a</b> Total lobbying expenditures to influence public opinion (grassroots lobbying) .....	0													
<b>b</b> Total lobbying expenditures to influence a legislative body (direct lobbying) .....	184,000													
<b>c</b> Total lobbying expenditures (add lines 1a and 1b) .....	184,000													
<b>d</b> Other exempt purpose expenditures .....	30,499,899													
<b>e</b> Total exempt purpose expenditures (add lines 1c and 1d) .....	30,683,899													
<b>f</b> Lobbying nontaxable amount. Enter the amount from the following table in both columns.	1,000,000													
<table border="1"> <thead> <tr> <th>If the amount on line 1e, column (a) or (b) is:</th> <th>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.													
<b>g</b> Grassroots nontaxable amount (enter 25% of line 1f) .....	250,000													
<b>h</b> Subtract line 1g from line 1a. If zero or less, enter -0- .....	0													
<b>i</b> Subtract line 1f from line 1c. If zero or less, enter -0- .....	0													
<b>j</b> 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) 2020	(b) 2021	(c) 2022	(d) 2023	(e) Total
<b>2a</b> Lobbying nontaxable amount	1,000,000	1,000,000	1,000,000	1,000,000	4,000,000
<b>b</b> Lobbying ceiling amount (150% of line 2a, column (e))					6,000,000
<b>c</b> Total lobbying expenditures	64,500	75,000	158,000	184,000	481,500
<b>d</b> Grassroots nontaxable amount	250,000	250,000	250,000	250,000	1,000,000
<b>e</b> Grassroots ceiling amount (150% of line 2d, column (e))					1,500,000
<b>f</b> Grassroots lobbying expenditures				0	

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)).

Table with 3 columns: (a) Yes/No, (b) Amount. Rows include questions about lobbying activities like volunteers, staff, media, mailings, publications, grants, and direct contact with legislators.

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

Table with 3 columns: Question, Yes, No. Rows include questions about dues, in-house lobbying expenditures, and carryover of lobbying expenses.

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."

Table with 3 columns: Question, Yes, No. Rows include questions about dues, section 162(e) nondeductible lobbying and political expenditures, and carryover to the next year.

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.

Dotted lines for providing supplemental information.

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

Public Inspection Copy

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

2023

Open to Public Inspection

Name of the organization

Employer identification number

MILE HIGH UNITED WAY, INC.

84-0404235

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 Total number at end of year, Aggregate value of contributions to (during year), Aggregate value of grants from (during year), Aggregate value at end of year, and questions about donor advisement.

Part II Conservation Easements

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

Table with 2 columns: Description, Held at the End of the Tax Year. Rows include Purpose(s) of conservation easements, Total number of conservation easements, Total acreage restricted by conservation easements, Number of conservation easements on a certified historic structure, and various monitoring and expense questions.

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: Description, Amount. Rows include questions about reporting art, historical treasures, or other similar assets held for public exhibition, education, or research.



**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					
b Contributions					
c Net investment earnings, gains, and losses					
d Grants or scholarships					
e Other expenditures for facilities and programs					
f Administrative expenses					
g End of year balance					

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

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

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

Description of property	(a) Cost or other basis (investment)	(b) Cost or other basis (other)	(c) Accumulated depreciation	(d) Book value
1a Land		2,534,934		2,534,934
b Buildings		26,257,859	5,278,851	20,979,008
c Leasehold improvements		200,000	130,000	70,000
d Equipment		3,105,887	1,846,730	1,259,157
e Other				
<b>Total.</b> Add lines 1a through 1e. (Column (d) must equal Form 990, Part X, line 10c, column (B))				24,843,099

**Part VII Investments – Other Securities**

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

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

**Part VIII Investments – Program Related**

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

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

**Part IX Other Assets**

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

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

**Part X Other Liabilities**

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

1. (a) Description of liability	(b) Book value
(1) Federal income taxes	
(2) REFUNDABLE ADVANCES	1,412,775
(3) ACCRUED DESIGNATIONS	880,290
(4)	
(5)	
(6)	
(7)	
(8)	
(9)	
<b>Total.</b> (Column (b) must equal Form 990, Part X, line 25, col. (B))	2,293,065

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	29,976,589
2	Amounts included on line 1 but not on Form 990, Part VIII, line 12:			
	a Net unrealized gains (losses) on investments	2a	2,292,348	
	b Donated services and use of facilities	2b	530,538	
	c Recoveries of prior year grants	2c		
	d Other (Describe in Part XIII.)	2d	239,889	
	e Add lines 2a through 2d		2e	3,062,775
3	Subtract line 2e from line 1		3	26,913,814
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	80,843	
	b Other (Describe in Part XIII.)	4b	4,244,608	
	c Add lines 4a and 4b		4c	4,325,451
5	Total revenue. Add lines 3 and 4c. (This must equal Form 990, Part I, line 12.)		5	31,239,265

**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	27,128,875
2	Amounts included on line 1 but not on Form 990, Part IX, line 25:			
	a Donated services and use of facilities	2a	530,538	
	b Prior year adjustments	2b		
	c Other losses	2c		
	d Other (Describe in Part XIII.)	2d	239,889	
	e Add lines 2a through 2d		2e	770,427
3	Subtract line 2e from line 1		3	26,358,448
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	80,843	
	b Other (Describe in Part XIII.)	4b	4,244,608	
	c Add lines 4a and 4b		4c	4,325,451
5	Total expenses. Add lines 3 and 4c. (This must equal Form 990, Part I, line 18.)		5	30,683,899

**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 XI, LINE 2D - REVENUE AMOUNTS INCLUDED IN FINANCIALS - OTHER

RENTAL EXPENSE \$ 239,889

PART XI, LINE 4B - REVENUE AMOUNTS INCLUDED ON RETURN - OTHER

DONOR DESIGNATED CONTRIBUTIONS \$ 4,244,608

PART XII, LINE 2D - EXPENSE AMOUNTS INCLUDED IN FINANCIALS - OTHER

RENTAL EXPENSE \$ 239,889

PART XII, LINE 4B - EXPENSE AMOUNTS INCLUDED ON RETURN - OTHER

DONOR DESIGNATED CONTRIBUTIONS \$ 4,244,608

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

Public Inspection Copy

**SCHEDULE G  
(Form 990)**

Department of the Treasury  
Internal Revenue Service

**Supplemental Information Regarding Fundraising or Gaming Activities**

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

Attach to Form 990 or Form 990-EZ.

Go to [www.irs.gov/Form990](http://www.irs.gov/Form990) for instructions and the latest information.

OMB No. 1545-0047

**2023**

Open to Public  
Inspection

Name of the organization

MILE HIGH UNITED WAY, INC.

Employer identification number

84-0404235

**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

2a 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			
1							
2							
3							
4							
5							
6							
7							
8							
9							
10							
<b>Total</b>							

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

.....

.....

.....

.....

.....

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

		(a) Event #1	(b) Event #2	(c) Other events	(d) Total events
		TURKEY TROT <small>(event type)</small>	LUNCHEON <small>(event type)</small>	NONE <small>(total number)</small>	<small>(add col. (a) through col. (c))</small>
Revenue	1 Gross receipts	725,861	375,850		1,101,711
	2 Less: Contributions	524,530	165,788		690,318
	3 Gross income (line 1 minus line 2)	201,331	210,062		411,393
Direct Expenses	4 Cash prizes				
	5 Noncash prizes				
	6 Rent/facility costs	2,245	109,232		111,477
	7 Food and beverages	1,345	5,765		7,110
	8 Entertainment	53,975	85,774		139,749
	9 Other direct expenses	143,766	9,291		153,057
	10 Direct expense summary. Add lines 4 through 9 in column (d)				411,393
11 Net income summary. Subtract line 10 from line 3, column (d)					

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

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

9 Enter the state(s) in which the organization conducts gaming activities: \_\_\_\_\_  
 a Is the organization licensed to conduct gaming activities in each of these states?  Yes  No

b If "No," explain: \_\_\_\_\_  
 \_\_\_\_\_  
 \_\_\_\_\_

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

b If "Yes," explain: \_\_\_\_\_  
 \_\_\_\_\_  
 \_\_\_\_\_



**SCHEDULE I  
(Form 990)**

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

OMB No. 1545-0047

**2023**

**Open to Public  
Inspection**

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Internal Revenue Service

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Name of the organization

MILE HIGH UNITED WAY, INC.

Employer identification number

84-0404235

**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
(1)	15 MIN LLC DBA I HEART DENVER STORE 500 16TH STREET #264 DENVER CO 80202	45-0783857		15,000				OTHER
(2)	211 WISCONSIN INC 2059 ATWOOD AVE MADISON WI 53704	20-1376669		6,137				OTHER
(3)	2SOUTH INDUSTRIES, LLC 2 S BROADWAY DENVER CO 80209	46-1832404		15,000				OTHER
(4)	3 LITTLE BIRDS SALON LLC 837 EAST 17TH AVE, SUITE 101 DENVER CO 80218	44-0948712		15,000				OTHER
(5)	ABIDING HOPE LUTHERAN CHURCH 6337 SOUTH ROBB WAY LITTLETON CO 80127-2898	84-1074390	501C3	8,340				DESIG
(6)	ABILITY CONNECTION COLORADO INC 801 YOSEMITE STREET DENVER CO 80230	84-0420225	501C3	51,516				DESIG, SIG
(7)	ABSOLUTE ELITE MOVING & HAULING CO. 4960 E 33RD AVE DENVER CO 80207	86-2903518		7,500				OTHER
(8)	ACCENT TOUCH LLC 1045 ACOMA ST., UNIT 2 DENVER CO 80204	52-2158320		15,000				OTHER
(9)	ACCESS GALLERY 909 SANTA FE DR. DENVER CO 80204	74-2131682	501C3	30,000				OTHER

- 2** Enter total number of section 501(c)(3) and government organizations listed in the line 1 table 233
- 3** Enter total number of other organizations listed in the line 1 table 226

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Schedule I (Form 990) 2023



**SCHEDULE I  
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(1)	ACE SCHOLARSHIPS 5251 DTC PARKWAY SUITE 300 GREENWOOD VILLAGE CO 80111	84-1531066	501C3	22,803				DESIG
(2)	ADAMS ARAPAHOE SCHOOL DIST 28J 15701 E. 1ST AVENUE SUITE 106 AURORA CO 80011	84-6000870		14,146				OTHER
(3)	ADAMS COUNTY EMERGENCY FOOD BANK 7111 E 56TH AVE COMMERCE CITY CO 80022	30-0754165	501C3	15,002				DESIG, SIG
(4)	ADRIFT DENVER, LLC DBA ADRIFT 218 S. BROADWAY DENVER CO 80209	81-2959517		15,000				OTHER
(5)	AETHER MECHANICAL, LLC 1630 WELTON ST DENVER CO 80202	86-2192430		15,000				OTHER
(6)	AFC WINGS DBA AFC WINGS 3690 KEARNEY ST DENVER CO 80207	86-1536252		7,500				OTHER
(7)	AGAVE SHORE LLC 2736 WELTON ST STE 100 DENVER CO 80205	86-2166251		15,000				OTHER
(8)	AK, INC. DBA SUPER 99+ CENTS 2155 S SHERIDAN BLVD DENVER CO 80227	38-4140122		15,000				OTHER
(9)	ALL SOULS CATHOLIC PARISH 4950 SOUTH LOGAN STREET ENGLEWOOD CO 80113	80-0010721	501C3	10,000				DESIG

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

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Schedule I (Form 990) 2023

**SCHEDULE I  
(Form 990)**

**Grants and Other Assistance to Organizations,  
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(1)	ALL SOULS RESCUE DBA ZUMA'S RESCUE 7745 N. MOORE RD. LITTLETON CO 80125	80-0236203	501C3	7,500				DESIG
(2)	ALVIDREZ INVESTMENTS INC 315 S CLAY ST DENVER CO 80219	27-1072335		14,481				OTHER
(3)	ALZAHRAA TRUCKING LLC 1675 S BIRCH ST APT 404 DENVER CO 80222	84-3306793		15,000				OTHER
(4)	ALZHEIMER'S ASSOCIATION 225 N. MICHIGAN AV. SUITE 1700 CHICAGO IL 60601	13-3039601	501C3	6,763				DESIG
(5)	AMERICAN CANCER SOCIETY - OKLAHOMA PO BOX 22478 OKLAHOMA CITY OK 73123	13-1788491	501C3	23,827				DESIG
(6)	AMERICAN FRIENDS OF LEKET ISRAEL P.O. BOX 2090 TEANECK NJ 07666	20-8202424	501C3	10,000				DESIG
(7)	AMERICAN HEART ASSOCIATION SW 1777 S. HARRISON STREET SUITE 500 DENVER CO 80210	13-5613797	501C3	58,219				DESIG
(8)	AMERICAN PARCEL XPRESS LLC 12788 E WYOMING CIRCLE AURORA CO 80012	86-2532739		7,500				OTHER
(9)	AMERICAN RED CROSS-NATIONAL 431 18TH ST NW WASHINGTON DC 20006	53-0196605	501C3	7,926				DESIG, DAF

- 2** Enter total number of section 501(c)(3) and government organizations listed in the line 1 table
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Schedule I (Form 990) 2023

**SCHEDULE I  
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**Grants and Other Assistance to Organizations,  
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(1)	ANA MARINA STUDIO INC 4727 W MONCRIEFF PL DENVER CO 80212	85-3728463		7,500				OTHER
(2)	ANG CONSTRUCTION LTD 1843 S IVY ST DENVER CO 80224	86-2354387		7,500				OTHER
(3)	ANGELA TAEIM MACAULEN 26 N BROADWAY DENVER CO 80203	45-3127540		7,500				OTHER
(4)	ANOTHER LAYER LLC DBA EVOLUTION 1450 S SANTA FE DR UNIT 102 DENVER CO 80223	80-0738208		15,000				OTHER
(5)	ANTI-DEFAMATION LEAGUE 1120 LINCOLN STREET SUITE 1301 DENVER CO 80203-2136	13-1818723	501C3	7,500				DESIG
(6)	ANTOINETTE CHAVEZ DBA TOGETHER WE 901 W 10TH AVE APT 218 DENVER CO 80204	93-1640194		7,500				OTHER
(7)	ARIZONA STATE UNIVERSITY PO BOX 875812 TEMPE AZ 85287-5812	86-0196696		238,766				OTHER
(8)	ARRUPE JESUIT HIGH SCHOOL 4343 UTICA STREET DENVER CO 80212-2435	02-0628872	501C3	7,000				DESIG
(9)	ART FROM ASHES, INC. 1310 W. 10TH STREET DENVER CO 80204	20-0273372	501C3	15,000				OTHER

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(1)	ARTKEN INVEST LLC 1485 OSCEOLA ST UNIT B DENVER CO 80204	85-1180916		15,000				OTHER
(2)	ASSUMPTION CHURCH 2361 EAST 78TH AVENUE DENVER CO 80229	84-0449275	501C3	25,000				DESIG
(3)	ASTERISK DENVER LLC 2314 N BROADWAY DENVER CO 80205	83-1061166		15,000				OTHER
(4)	AWAKENING LTD. 38 N BROADWAY DENVER CO 80203	82-5056432		15,000				OTHER
(5)	BACKUPUNCTURE LLC DBA BACKUPUNCTURE 925 S NIAGARA ST STE 418 DENVER CO 80224	82-2287896		7,500				OTHER
(6)	BAKERLINE LLC DBA METROPOLIS COFFEE 1 S. BROADWAY DENVER CO 80209	46-5288671		30,000				OTHER
(7)	BARON VON RUZI LLC DBA THE LOBBY 2191 ARAPAHOE ST. DENVER CO 80205	27-0601125		15,000				OTHER
(8)	BG ENTERPRISES LLC DBA AMERI TOWING 8100 E COLFAX AVE. DENVER CO 80220	46-0534598		15,000				OTHER
(9)	BIENNIAL OF THE AMERICAS 1550 WEWATTA STREET SUITE 950 DENVER CO 80202	27-1297346	501C3	7,500				DESIG

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(1)	BIG BROTHERS BIG SISTERS COLORADO 750 W. HAMPDEN AVENUE SUITE 450 DENVER CO 80110	23-7161796	501C3	102,469				DESIG, SIG
(2)	BIRDIE AND ACE LLC DBA BIRDIE & ACE 3419 W 16TH AVE DENVER CO 80204	86-1379992		7,500				OTHER
(3)	BLUE BENCH PO BOX 18951 DENVER CO 80218-0951	84-0905184	501C3	5,856				DESIG
(4)	BLUE BRIDAL LLC 425 THIRD STREET, #1294 BERTHOUD CO 80513	27-5163500		30,000				OTHER
(5)	BLUE HAUS COLLECTIVE 66 S BROADWAY DENVER CO 80211	59-2770539		15,000				OTHER
(6)	BOND ADVISORS, INC. DBA EVERGREEN 1114 W 7TH AVE STE 240 DENVER CO 80204	85-1069213		15,000				OTHER
(7)	BOSTIC SOULFOOD LLC 3298 HUDSON ST STE B DENVER CO 80207	99-0498780		15,000				OTHER
(8)	BOXING FITNESS GROUP, LLC 1999 N PENNSYLVANIA ST DENVER CO 80203	36-4977548		15,000				OTHER
(9)	BSA DENVER AREA COUNCIL 10455 WEST 6TH AVE, SUITE 100 DENVER CO 80215-5783	84-0404225	501C3	65,807				DESIG

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(1)	BOYS AND GIRLS CLUBS METRO DENVER 2017 WEST 9TH AVENUE DENVER CO 80204	84-0510404	501C3	99,069				DESIG, SIG
(2)	BOYS AND GIRLS CLUBS SAN LUIS PO BOX 1032 ALAMOSA CO 81101	84-1215393	501C3	40,499				OTHER
(3)	BRAVE CHURCH 3800 EAST HAMPDEN AVE. ENGLEWOOD CO 80113	27-3428395	501C3	15,000				DESIG
(4)	BRECKENRIDGE CREATIVE ARTS PO BOX 4269 BRECKENRIDGE CO 80424	47-2066832	501C3	10,000				DESIG
(5)	BRODERICK & COMPANY DBA UNCLE TIM'S 1150 S LIPAN ST DENVER CO 80223	85-1924590		15,000				OTHER
(6)	BRONCOBUFFS LLC DBA PAPA MURPHY'S 8960 E. HAMPDEN AVE. DENVER CO 80231	47-1937725		15,000				OTHER
(7)	BROOMFIELD VETERANS MEM MUS. 12 GARDEN CENTER BROOMFIELD CO 80020	84-1596827	501C3	15,000				OTHER
(8)	BUG OFF PESTS LLC 3070 W 41ST AVE DENVER CO 80211	92-3823061		7,500				OTHER
(9)	BUILD PAGOSA INC PO BOX 5363 PAGOSA SPRINGS CO 81147	82-4651317		49,900				OTHER

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(1)	BUSBY BAKER LLC DBA FITWALL 2795 N SPEER BLVD SUITE 2 DENVER CO 80211	47-2441703		15,000				OTHER
(2)	CALVARY BAPTIST CHURCH 6500 E. GIRARD AVE. DENVER CO 80224	84-0402646	501C3	13,500				DESIG
(3)	CALVARY BIBLE EVANG FREE CHURCH 3245 KALMIA AVENUE BOULDER CO 80301	84-6039364	501C3	11,750				DESIG
(4)	CAMPO SCHOOL DISTRICT RE6 480 MAPLE ST CAMPO CO 81029	84-6013868		12,659				OTHER
(5)	CASA DE PAZ PO BOX 111351 AURORA CO 80042	81-2239384		12,500				DESIG, SIG
(6)	CAT CARE SOCIETY 5787 W. 6TH AVE. LAKEWOOD CO 80214-2403	84-0869447	501C3	7,622				DESIG
(7)	CATHOLIC CHARITIES & COMMUNITY SVCS 6240 SMITH ROAD DENVER CO 80216	84-0686679	501C3	65,421				DESIG
(8)	CHAI LIFELINE 151 WEST 30TH STREET NEW YORK NY 10001	11-2940331		10,000				DESIG
(9)	CHAIN LIGHTNING LLC 1215 20TH ST DENVER CO 80202	45-4315134		15,000				OTHER

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Schedule I (Form 990) 2023

**SCHEDULE I  
(Form 990)**

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

OMB No. 1545-0047

**2023**

**Open to Public  
Inspection**

Department of the Treasury  
Internal Revenue Service

Go to [www.irs.gov/Form990](http://www.irs.gov/Form990) for the latest information.

Name of the organization

MILE HIGH UNITED WAY, INC.

Employer identification number

84-0404235

**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
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**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
(1)	CHAMPU SALON LLC 2620 E LOUISIANA AVE DENVER CO 80210	84-2111028		7,500				OTHER
(2)	CHEESE MEAT BOARD, LLC DBA CHEESE 2054 N BROADWAY DENVER CO 80205	84-2503192		15,000				OTHER
(3)	CHICANO HUMANITIES ARTS COUNCIL PO BOX 140847 EDGEWATER CO 80214	84-0821657	501C3	20,000				OTHER
(4)	CHILDREN'S DIABETES FOUNDATION 4380 SOUTH SYRACUSE ST SUITE 430 DENVER CO 80237	84-0745008	501C3	36,024				DESIG
(5)	CHILDREN'S HOSPITAL COLORADO FDTN 13123 E. 16TH AVENUE, PO BOX 045 DENVER CO 80045	84-0166760	501C3	40,995				DESIG
(6)	CHOOK ON PEARL LLC 1300 S PEARL ST DENVER CO 80210	82-5433056		15,000				OTHER
(7)	CHURCH OF LATTER DAY SAINTS 50 NORTH TEMPLE 15TH FLOOR #1521 SALT LAKE CITY UT 84150	87-0234341	501C3	30,091				DESIG
(8)	CHURCH OF THE ASCENSION 600 NORTH GILPIN STREET DENVER CO 80218	84-0407216		6,500				DESIG, DAF
(9)	CIGAR KING LLC DBA CAPITOL CIGARS 919 EAST COLFAX DENVER CO 80218	27-0376261		15,000				OTHER

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(1)	CITY YEAR DENVER 789 SHERMAN STREET SUITE 400 DENVER CO 80203-3532	22-2882549		20,100				SIG, DAF
(2)	CLEAR CREEK COUNTY ADVOCATES P. O. BOX 21 GEORGETOWN CO 80444	74-2512852	501C3	5,750				DESIG
(3)	CLOUD CITY CAPITAL, LLC 1091 E BAYAUD #W2002 DENVER CO 80209	85-4172945		15,000				OTHER
(4)	COLOR OF CANNABIS COLORADO 4805 KINGSTON ST DENVER CO 80239	84-5148329		15,000				OTHER
(5)	COLORADO ACADEMY 3800 S. PIERCE ST. DENVER CO 80235-2404	84-0421874	501C3	21,875				DESIG
(6)	COLORADO BALLET 1075 SANTA FE DRIVE DENVER CO 80203	84-6038137	501C3	6,000				DESIG
(7)	COLORADO CHILDREN'S CAMPAIGN 1700 BROADWAY #840 DENVER CO 80290	74-2374672	501C3	21,112				DESIG
(8)	COLORADO CHRISTIAN FELLOWSHIP 10630 EAST ILIFF AVENUE AURORA CO 80014	84-1479260	501C3	7,000				DESIG
(9)	COLORADO COALITION FOR THE HOMELESS 2111 CHAMPA ST DENVER CO 80205	84-0951575	501C3	208,977				DESIG, SIG, DAF, OTH

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(1)	COLORADO COLLEGE 14 EAST CACHE LA POUDE COLORADO SPRINGS CO 80903-3243	84-0402510	501C3	10,500				DESIG, DAF
(2)	COLORADO COMMUNITY CHURCH 14000 E JEWELL AVE AURORA CO 80012	84-1240255	501C3	10,000				DESIG
(3)	COLORADO HOMELESS FAMILIES INC 7447 W 61ST AVE ARVADA CO 80003	84-1049318	501C3	20,655				DESIG, SIG
(4)	COLORADO I HAVE A DREAM FOUNDATION 1836 GRANT STREET #2 DENVER CO 80203-2022	74-2497109	501C3	82,247				DESIG, SIG
(5)	COLORADO INSTITUTE OF FAMILY MED 303 E 17TH AVENUE, SUITE 400 DENVER CO 80250	20-8367897	501C3	42,251				OTHER
(6)	COLORADO LEGAL SERVICES 1905 SHERMAN STREET #400 DENVER CO 80203	84-0402702	501C3	22,001				DESIG, SIG
(7)	COLORADO MOUNTAIN COLLEGE 802 GRAND AVE GLENWOOD SPRINGS CO 81601	84-0567768		28,142				OTHER
(8)	COLORADO MOUNTAIN COLLEGE FDTN 802 GRAND AVENUE GLENWOOD SPRINGS CO 81601	74-2393418	501C3	10,000				DESIG
(9)	COLORADO ODYSSEY 415 HERON CV FT. COLLINS CO 80524	84-1518089	501C3	12,000				DESIG

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(1)	COLORADO OPEN LANDS 1546 COLE BLVD. SUITE 200 GOLDEN CO 80401	84-0866211	501C3	25,000				DESIG
(2)	COLORADO RIVER BOCES PO BOX 68, 460 STONE QUARRY RD PARACHUTE CO 81635	82-1662630		139,583				OTHER
(3)	COLORADO SAFE PARKING INITIATIVE 1114 W 7TH AVENUE SUITE 215 DENVER CO 80204	85-1324210	501C3	15,000				SIG
(4)	COLORADO SAFETY NET COLLABORATIVE 8300 ALCOTT STREET, SUITE 300 WESTMINSTER CO 80031	88-2326702	501C3	39,400				OTHER
(5)	COLORADO STATE UNIVERSITY FDTN PO BOX 1870 FORT COLLINS CO 80522	23-7098397	501C3	5,152				DESIG
(6)	COLORADO STATEWIDE PARENT COALITION PO BOX 11849 DENVER CO 80211	74-2563848	501C3	50,000				SIG
(7)	COLORADO SYMPHONY ASSOCIATION 1000 14TH STREET UNIT #15 DENVER CO 80202-2333	84-0511458	501C3	5,500				DESIG, DAF
(8)	COLORADO UPLIFT 400 W. 48TH AVENUE SUITE 250 DENVER CO 80216	84-0889330	501C3	15,028				DESIG
(9)	COLORADO VILLAGE COLLABORATIVE 3364 LARIMER ST UNIT D DENVER CO 80205	82-0741818	501C3	120,437				DESIG, SIG, OTHER

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(1)	COLORADO WOMEN'S CHAMBER OF CMRC 865 ALBION ST STE 250 DENVER CO 80220	84-1145793	501C3	6,000				OTHER
(2)	COLORADO YOUTH FOR A CHANGE 1390 LAWRENCE STREET, SUITE 200 DENVER CO 80204	20-2501002	501C3	9,200				DESIG
(3)	COMITIS CRISIS CENTER, INC 655 BROADWAY, #200 DENVER CO 80203-3423	74-2348147		10,180				DESIG, SIG
(4)	COMMUNITY CONCEPT, INC DBA TABLE 2190 S PLATTE RIVER DR DENVER CO 80223	84-3368732	501C3	15,000				OTHER
(5)	COMMUNITY FOOD SHARE 650 S. TAYLOR AVENUE LOUISVILLE CO 80027	74-2227731	501C3	16,730				DESIG, SIG
(6)	COUNTY OF HUERFANO LA VETA SCHOOL 200 E STADIUM DR PO BOX 85 LA VETA CO 81055	84-6014020		12,974				OTHER
(7)	CRAIG HOSPITAL FOUNDATION 3425 SOUTH CLARKSON STREET ENGLEWOOD CO 80113	23-7352287	501C3	11,667				DESIG
(8)	CRISIS CENTER (WOMEN'S CRISIS CTR) PO BOX 631302 LITTLETON CO 80163	74-2385006	501C3	22,059				DESIG, SIG
(9)	CRISTO REY JESUIT COLLEGE PREP 6700 MT CARMEL DR HOUSTON TX 77087	26-3159838	501C3	13,167				DESIG

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(1)	CROSSPURPOSE PO BOX 2483 DENVER CO 80201	46-3862392	501C3	49,536				OTHER
(2)	CRYPTO CANNABIS, INC. 3000 LAWRENCE ST STE 40 DENVER CO 80205	93-4401061		15,000				OTHER
(3)	DANGER ZONE CALZONES LLC DBA FULL 32 N BROADWAY DENVER CO 80203	82-5117146		15,000				OTHER
(4)	DARKLANDS, LLC 3350 BRIGHTON BLVD SUITE 110 DENVER CO 80216	84-2912197		15,000				OTHER
(5)	DEFINED LEARNING LLC DBA DEFINED 900 SKOKIE BLVD SUITE 100 NORTHBROOK IL 60062	26-4349066		49,900				OTHER
(6)	DEL LAGO PETROLEUM COMPANY LAGO 1801 BROADWAY SUITE 514 DENVER CO 80202	87-0692373		15,000				OTHER
(7)	DENNY FITNESS LLC DBA 720 ATHLETICS 2360 LAWRENCE ST DENVER CO 80205	86-1697365		15,000				OTHER
(8)	DENVER ACADEMY 4400 E ILIFF AVE DENVER CO 80222	84-0678685	501C3	100,462				DESIG
(9)	DENVER ART MUSEUM 100 W 14TH AVE PKWY DENVER CO 80204	84-6038240	501C3	10,100				DESIG, DAF

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(1)	DENVER ASSET BUILDING COALITION 1600 N DOWNING STREET #420 DENVER CO 80218	77-0646873	501C3	20,000				SIG
(2)	DENVER CENTER FOR PERFORMING ARTS 1101 13TH ST. DENVER CO 80204-5319	84-0407760	501C3	21,450				DESIG, DAF, OTHER
(3)	DENVER CHILDREN'S ADVOCACY CENTER 2149 FEDERAL BLVD DENVER CO 80211	84-1155873	501C3	5,841				DESIG
(4)	DENVER DUMB FRIENDS LEAGUE 2080 SO QUEBEC ST DENVER CO 80231	84-0405254	501C3	19,084				DESIG
(5)	DENVER FIRST CHURCH OF THE NAZARENE 3651 S COLORADO BLVD ENGLEWOOD CO 80113	84-6000116	501C3	5,907				DESIG
(6)	DENVER HYBRID COLLEGE DBA ADVANCED 3141 WALNUT ST STE 101 DENVER CO 80205-3198	84-4425918	501C3	425,394				OTHER
(7)	DENVER IT PLUG LLC DBA DENVER IT 3000 LAWRENCE ST DENVER CO 80205	93-1684777		15,000				OTHER
(8)	DENVER JEWISH DAY SCHOOL 2450 S. WABASH STREET DENVER CO 80231-3816	84-1476467	501C3	10,000				DESIG
(9)	DENVER MADE INC. DBA FM 55 N BROADWAY DENVER CO 80203	26-4028287		15,000				OTHER

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(1)	DENVER METRO CHAMBER LEADERSHP FDTN PO BOX 561589 DENVER CO 80256-1589	74-2489854	501C3	10,422				DESIG, OTHER
(2)	DENVER PIZZA COMPANY LLC 4400 LIPAN ST DENVER CO 80211	26-3964427		15,000				OTHER
(3)	DENVER PUB CRAWL LLC 110 16TH ST MALL UNIT 1307 DENVER CO 80202	85-0903013		7,500				OTHER
(4)	DENVER PUBLIC LIBRARY FRIENDS FDTN 10 W 14TH AVE PKWY DENVER CO 80204	84-6036979	501C3	17,507				DESIG
(5)	DENVER RESCUE MISSION 6100 SMITH ROAD DENVER CO 80216	84-6038762	501C3	91,346				DESIG
(6)	DENVER SCHOLARSHIP FOUNDATION 789 SHERMAN STREET #610 DENVER CO 80203	20-5143175	501C3	19,500				DESIG
(7)	DENVER WALDORF SCHOOL 2100 S. PENNSYLVANIA ST. DENVER CO 80210	84-0717615	501C3	15,000				DESIG
(8)	DESIBL LLC DBA DESIBL STUDIO 955 24TH STREET DENVER CO 80205	83-1655008		15,000				OTHER
(9)	DHJY CORP DBA CAFE 21 EXPRESS 999 18TH STREET #121 DENVER CO 80202	46-5466984		15,000				OTHER

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(1)	DIFRANCO'S LLC DBA DIFRANCO'S 955 N LINCOLN ST UNIT D DENVER CO 80203	45-2434714		15,000				OTHER
(2)	DOCHI DENVER LLC 2449 LARIMER ST DENVER CO 80205	85-3302163		15,000				OTHER
(3)	DOMESTIC ABUSE WOMENS NETWORK P. O. BOX 1449 KENT WA 98035	91-1176122	501C3	17,372				DESIG
(4)	DOWNTOWN AURORA VISUAL ARTS 1405 FLORENCE STREET AURORA CO 80010-3363	84-1234219	501C3	45,000				SIG, OTHER
(5)	DPS FOUNDATION 1860 LINCOLN STREET, 10TH FLOOR DENVER CO 80203	84-1224325	501C3	47,392				DESIG, SIG, OTHER
(6)	DRY BONES DENVER 1600 NORTH DOWNING STREET #400 DENVER CO 80218	46-0471517	501C3	8,250				DESIG
(7)	DUCKS UNLIMITED, INC. ONE WATERFOWL WAY MEMPHIS TN 38120	13-5643799	501C3	20,151				DESIG
(8)	DULCE BODY BAR, LLC DBA DULCE BODY 955 LINCOLN ST UNIT E DENVER CO 80203	88-4258797		7,500				OTHER
(9)	EAGLE ONE INSURANCE GROUP LLC 8354 NORTHFIELD BLVD SUITE 3700 DENVER CO 80238	86-3959885		7,500				OTHER

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Schedule I (Form 990) 2023



**SCHEDULE I  
(Form 990)**

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OMB No. 1545-0047

**2023**

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Internal Revenue Service

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Name of the organization

MILE HIGH UNITED WAY, INC.

Employer identification number

84-0404235

**Part I General Information on Grants and Assistance**

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(1)	EARLY EXCELLENCE PROGRAM OF DENVER 3580 FRANKLIN STREET DENVER CO 80205	27-0228912	501C3	50,360				DESIG, SIG
(2)	ECOSISTEMA DESIGN LLC 10225 E GILL PL DENVER CO 80247	86-1806703		15,000				OTHER
(3)	EDUCATION STRATEGY GROUP LLC 4716 DRUMMOND AVE CHEVY CHASE MD 20815-5431	46-0907884		12,939				OTHER
(4)	ELITE CLEANING CO LLC 137 GROVE ST DENVER CO 80219	92-3822497		7,500				OTHER
(5)	ELITE ENTREPRENEURIAL ENTERPRISES 2095 31ST ST APT 405 DENVER CO 80216	93-1592583		7,500				OTHER
(6)	EMPRESS 25 LLC DBA TOTALLY NUTZ 1350 SPEER BLVD APT 310 DENVER CO 80204	30-1197317		17,940				OTHER
(7)	EN ROUTT BARBER CO 2111 LARIMER DENVER CO 80205	81-3606670		15,000				OTHER
(8)	ENERGY RESOURCE CENTER 540 E. CIMARRON STREET COLORADO SPRINGS CO 80903	84-0809393	501C3	34,350				OTHER
(9)	ENGINEERS IN ACTION 6910 E. 14TH ST. TULSA OK 74112	26-1746131	501C3	30,000				DESIG

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(1)	ENTRYWAY AKA SHELTERS TO SHUTTERS 1921 GALLOWES SUITE 700 VIENNA VA 22182	47-1004312	501C3	8,049				DAF
(2)	ENVIRONMENTAL CONSULTING SERVICES 2120 W 7TH AVE DENVER CO 80204	45-1538373		15,000				OTHER
(3)	ENVIRONMENTAL LEARNING FOR KIDS PO BOX 21679 DENVER CO 80221	84-1436605		26,970				DESIG, OTHER
(4)	EPISC CHURCH OF ST JOHN THE BAPTIST 390 EAST GARNET AVENUE GRANBY CO 80446	84-1470474	501C3	7,000				DESIG
(5)	EQUIPPING LEADERS INTERNATIONAL 384 VILLAGE DR ST. AUGUSTINE FL 32084	26-3725078	501C3	10,000				DESIG
(6)	ETERNAL SAVIOR LUTHERAN CHURCH 2688 NORTH PARK DR. LAFAYETTE CO 80026	84-6119417	501C3	16,612				DESIG
(7)	ETHAN HERROLD PHOTOGRAPHY, INC. 910 SANTA FE DRIVE STUDIO 1 DENVER CO 80204	83-4180689		7,500				OTHER
(8)	EVOLVE @ MILEHI, LLC DBA EVOLVE AT 2827 W 9TH AVE DENVER CO 80204	84-4311252		15,000				OTHER
(9)	EXECUTIVES PARTNERING TO INVEST 711 PARK AVE WEST DENVER CO 80205	47-3951585	501C3	18,250				DESIG, DAF

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(1)	F45 TRAINING CHERRY CREEK LLC 8360 E 29TH AVE DENVER CO 80238	84-2768373	501C3	15,000				OTHER
(2)	FAITH BIBLE CHAPEL INTERNATIONAL 12189 W. 64TH AVE. ARVADA CO 80004	84-1175540		11,700				DESIG
(3)	FAMILY & INTERCULTURAL RESOURCE CTR P.O. BOX 4990 BRECKENRIDGE CO 80424	84-1252900		10,000				DESIG
(4)	FAMILY STAR MONTESSORI 2246 FEDERAL BLVD. DENVER CO 80211	84-1114455	501C3	50,343				DESIG, SIG
(5)	FAMILY TREE, INC. 3805 MARSHALL SUITE 100 WHEAT RIDGE CO 80033	84-0730973	501C3	27,180				DESIG, SIG
(6)	FAMOUS BUFFALO WINGS AND THINGS 8208 EAST COLFAX AVE DENVER CO 80220	47-2882497		7,500				OTHER
(7)	FANCY TIGER CRAFTS COOPERATIVE 59 N BROADWAY DENVER CO 80203	20-8130899		15,000				OTHER
(8)	FASHION OUTFITTERS LLC DBA DECADE 56 S BROADWAY DENVER CO 80209	47-3138845		15,000				OTHER
(9)	FELIPE MENDOZA MELENDEZ 2455 W 32ND AVE APT 8 DENVER CO 80211	16-9063501		7,500				OTHER

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(1)	FELLOWSHIP COMMUNITY CHURCH 6263 SOUTH PARKER ROAD CENTENNIAL CO 80016	84-0469249		9,288				DESIG
(2)	FERN AND SKYE GALLERY LLC 46 S BROADWAY DENVER CO 80209	88-3912854		7,500				OTHER
(3)	FIDELITY INVESTMENTS CHAR GIFT FUND 245 SUMMER ST BOSTON MA 02210	11-0303001	501C3	85,875				DESIG
(4)	FILIPINO AMERICAN COMMUNITY OF CO 1900 HARLAN STREET EDGEWATER CO 80214	84-6113007		25,000				OTHER
(5)	FIRE FOUNDATION OF DENVER 40 W. LITTLETON BLVD. SUITE 210-283 LITTLETON CO 80120	86-3861726	501C3	10,000				DESIG
(6)	FIRST BAPTIST CHURCH 1150 W. 9TH STREET CRAIG CO 81625	84-0523295	501C3	9,345				DESIG
(7)	FIT FREAKS LLC DBA THE FIIT CO. 2110 MARKET ST DENVER CO 80205	46-2081534		15,000				OTHER
(8)	FLATIRONS COMMUNITY CHURCH 400 WEST SOUTH BOULDER RD STE 1700 LAFAYETTE CO 80026	47-0857845	501C3	30,325				DESIG
(9)	FLORENCE CRITTENTON SERVICES OF CO 96 SOUTH ZUNI STREET DENVER CO 80223	84-0429686	501C3	93,743				DESIG, SIG

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(1)	FOOD BANK OF THE ROCKIES 10700 E 45TH AVE DENVER CO 80239	84-0772672	501C3	96,217				DESIG
(2)	FOSTER KIDS KC INC. 911 MAIN ST. UNIT 3003 KANSAS CITY MO 64105	83-3629397	501C3	35,055				DAF
(3)	FOUNDATION FOR BLIND CHILDREN 1234 EAST NORTHERN AVE. PHOENIX AZ 85020	86-0129981	501C3	5,769				DESIG
(4)	FDTN FOR EDUCATIONAL EXCELLENCE 4908 TOWER RD DENVER CO 80249-6684	84-1396597	501C3	153,432				OTHER
(5)	FROZEN MATTER, LLC DBA SWEET ACTION 530 E 19TH AVE DENVER CO 80203	47-2398443		30,000				OTHER
(6)	GALS-THE GIRLS ATHLETIC LEADERSHIP 750 GALAPAGO STREET DENVER CO 80204	27-0736802	501C3	6,750				DESIG
(7)	GATHERING PLACE 1535 HIGH STREET DENVER CO 80218-1704	84-1021059	501C3	33,274				DESIG, SIG, DAF
(8)	GG NAILS LLC 904 16TH ST DENVER CO 80226	87-1241582		15,000				OTHER
(9)	GIFT ADMIN LLC 4777 LEYDEN ST DENVER CO 80216	86-2774981		15,000				OTHER

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(1)	GINBALL LLC 621 KALAMATH ST DENVER CO 80204	27-2028878		15,000				OTHER
(2)	GIRL SCOUTS OF COLORADO 3801 EAST FLORIDA AVENUE #720 DENVER CO 80210	84-0410630	501C3	11,542				DESIG
(3)	GIRLS INC. OF METRO DENVER 1499 JULIAN STREET DENVER CO 80204	74-2277668	501C3	60,747				DESIG, SIG
(4)	GLITZY LASHES LLC DBA GLITZY MEDIA 2871 SPEER BLVD DENVER CO 80211	83-1654500		15,000				OTHER
(5)	GLOBAL LIVINGSTON INSTITUTE 1031 33RD STREET SUITE 174 DENVER CO 80205	45-4683531	501C3	5,381				DESIG
(6)	GRAND DESIGN INC 17104 E AMHERST DRIVE AURORA CO 80013	84-1304198	501C3	15,000				OTHER
(7)	GRAND FOUNDATION P.O. BOX 1342 WINTER PARK CO 80482	84-1374928	501C3	13,500				DESIG, DAF
(8)	GREAT DIVIDE BREWING COMPANY 2201 ARAPAHOE ST DENVER CO 80205	84-1238726		15,000				OTHER
(9)	GREATER PURPOSE MEDIA, LLC 1282 ASH ST DENVER CO 80220	84-3823956		7,500				OTHER

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(1)	GREEN BUS CAFE LLC 3033 WELTON ST DENVER CO 80205	84-5011216		7,500				OTHER
(2)	GREEN DECK INC. DBA SALUTE COLORADO 1904 PEARL STREET BOULDER CO 80302	46-4296645		31,728				DESIG
(3)	GREEN ROOTS MEAL DELIVERY DOS AMIGA 620 E 52ND AVE DENVER CO 80205	85-1074205		15,000				OTHER
(4)	GREENKOAT SOLUTIONS, LLC DBA FLEXRO 1040 S GAYLORD ST SUITE 55 DENVER CO 80209	84-2836012		15,000				OTHER
(5)	GREENLIGHT FUND 50 MILK STREET, 16TH FLOOR BOSTON MA 02109	20-0407083		10,000				DESIG
(6)	GRINNELL COLLEGE 733 BROAD STREET GRINNELL IA 50112	42-0680387	501C3	6,000				DESIG
(7)	GROWING HOME INC 3489 W. 72ND AVE SUITE 112 WESTMINSTER CO 80030	84-1461503	501C3	20,310				DESIG, SIG
(8)	HABITAT FOR HUMANITY METRO DENVER 7535 E HAMPDEN AVE STE 600 DENVER CO 80231	74-2050021	501C3	7,614				DESIG
(9)	HANSIK REVOLUTION LLC DBA MONOMONO 1550 BLAKE ST. DENVER CO 80202	84-3646815		15,000				OTHER

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(1)	HAPPY4US RINO, LLC 2134 CURTIS ST #301 DENVER CO 80205	81-4211256		15,000				OTHER
(2)	HARVEY MUDD COLLEGE 301 PLATT BLVD CLAREMONT CA 91711	95-1911219	501C3	10,000				DESIG
(3)	HAZEL MORTGAGE LLC 3840 N YORK ST #250 DENVER CO 80205	86-2123429		15,000				OTHER
(4)	HB RUBY 2205 W. 136TH AVE. SUITE 106-217 BROOMFIELD CO 80023	86-1332544	501C3	10,000				DESIG
(5)	HEAD STRONG PROJECT INC. PO BOX 412572 BOSTON MA 02241	45-5261907		7,500				DESIG
(6)	HIGH POINT RINO LLC 2669 LARIMER ST DENVER CO 80205	81-0968601		15,000				OTHER
(7)	HIGHLINE COMMUNITY CHURCH 6160 SOUTH WABASH WAY GREENWOOD VILLAGE CO 80111	84-1518056	501C3	15,000				DESIG
(8)	HILLTOP HEALTH SVCS CORP 1331 HERMOSA AVENUE GRAND JUNCTION CO 81506	74-2321009	501C3	143,703				OTHER
(9)	HN INVESTMENTS, LLC 2701 W ALAMEDA AVE DENVER CO 80223	45-3073153		15,000				OTHER

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(1)	HOPE CENTER 3400 ELIZABETH STREET DENVER CO 80205-4244	84-0564484	501C3	52,679				DESIG, SIG
(2)	HOPE COMMUNITIES, INC 2543 CALIFORNIA STREET DENVER CO 80205	84-0829068		21,182				DESIG, SIG, OTHER
(3)	HORIZON LOUNGE LLC 3298 HUDSON ST STE A DENVER CO 80207	99-0504409		15,000				OTHER
(4)	HQ LIVE DENVER INC 60 S BROADWAY DENVER CO 80209	85-1214559		15,000				OTHER
(5)	ICOMPLY LLC 1410 GRANT ST. STE. B303 DENVER CO 80203	45-2081400		15,000				OTHER
(6)	INK MONSTR LLC 2721 W HOLDEN PL DENVER CO 80204	86-2205744		15,000				OTHER
(7)	INNER CITY HEALTH CENTER 3800 YORK STREET DENVER CO 80205	74-2426085	501C3	12,667				DESIG
(8)	INTEGRITY JUICE LLC 2275 COURT PL #324 DENVER CO 80205	86-3472385		7,500				OTHER
(9)	INVEST IN KIDS 1775 SHERMAN ST. SUITE 2075 DENVER CO 80203	84-1455282	501C3	29,769				DESIG, SIG

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**SCHEDULE I  
(Form 990)**

**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.

OMB No. 1545-0047

**2023**

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Department of the Treasury  
Internal Revenue Service

Go to [www.irs.gov/Form990](http://www.irs.gov/Form990) for the latest information.

Name of the organization

MILE HIGH UNITED WAY, INC.

Employer identification number

84-0404235

**Part I General Information on Grants and Assistance**

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(1)	INWARD MOTION LTD 1601 19TH ST STE 300 DENVER CO 80202	27-1991053		15,000				OTHER
(2)	JEFFCO ACTION CENTER 8755 WEST 14TH AVENUE LAKEWOOD CO 80215	23-7019679	501C3	25,838				DESIG, SIG, OTHER
(3)	JET CITY COFFEE, INC. 300 W. 11TH AVE. DENVER CO 80204	54-1743091		15,000				OTHER
(4)	JEWISH AGENCY FOR ISRAEL NORTH AM 633 3RD AVE. 21ST FLOOR NEW YORK NY 10017	23-0053483	501C3	20,000				DESIG
(5)	JEWISH FAMILY SERVICE OF COLORADO 3201 SOUTH TAMARAC DRIVE #200 DENVER CO 80231-4361	84-0402701	501C3	31,595				DESIG, SIG
(6)	JJ'S BISTRO 1255 19TH ST P1 DENVER CO 80202	20-3457021		15,000				OTHER
(7)	JOSEPH LIBERATORE DBA FORCES OF FIT 5885 S HURON ST LITTLETON CO 80120	14-6924176		15,000				OTHER
(8)	JOSHUA NATIONS INTERNATIONAL PO BOX 745728 ARVADA CO 80004	14-1429445	501C3	11,700				DESIG
(9)	JUDI'S HOUSE 1741 SOUTH GAYLORD STREET DENVER CO 80206	84-1600797	501C3	30,000				DESIG, DAF

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(1)	JUNIOR ACHIEVEMENT-ROCKY MOUNTAIN 6500 GREENWOOD PLAZA BLVD. GREENWOOD VILLAGE CO 80111	84-0430495	501C3	25,000				DESIG
(2)	JUPITER/PLUTO COMPANY LLC 2199 CALIFORNIA ST DENVER CO 80205	84-1143662		15,000				OTHER
(3)	KAIZEN ONE LLC TRUFUSION 985 N ALBION ST STE 100 DENVER CO 80220	84-1810441		15,000				OTHER
(4)	KANDIES NAILS SALON 333 S FEDERAL BLVD UNIT 211 DENVER CO 80219	85-2758111		7,500				OTHER
(5)	KENT DENVER SCHOOL 4000 EAST QUINCY AVENUE ENGLEWOOD CO 80113	84-0242810	501C3	12,000				DESIG
(6)	KEYSTONE SCIENCE SCHOOL 1053 SODA RIDGE RD KEYSTONE CO 80435	46-1735364		15,000				DESIG
(7)	KIND INSURANCE COMPANY 3840 N YORK ST DENVER CO 80205	93-4292175		15,000				OTHER
(8)	KIPP COLORADO SCHOOLS 1390 LAWRENCE STREET SUITE 200 DENVER CO 80204	80-0037534	501C3	37,500				DESIG
(9)	KPMG FOUNDATION 3 CHESTNUT RIDGE ROAD MONTVALE NJ 07645	22-3263347	501C3	38,958				DESIG

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(1)	KROESE CHIROPRACTIC PC 535 16TH ST MALL STE 200 DENVER CO 80202	46-1001411		15,000				OTHER
(2)	KU CHA HOUSE OF TEA, INCORPORATED 500 16TH ST UNIT 132 DENVER CO 80202	74-3104749		30,000				OTHER
(3)	LA CLINICA TEPEYAC DBA TEPEYAC 4725 HIGH ST DENVER CO 80216	84-1285505		334,354				OTHER
(4)	LA PLATA ECONOMIC DEVEL ALLIANCE 2301 MAIN AVE DURANGO CO 81301	84-1533334		229,637				OTHER
(5)	LA RAZA SERVICES INC 3131 WEST 14TH AVENUE DENVER CO 80204	84-0625478	501C3	25,460				DESIG, SIG
(6)	LAS MONAS PANADERIA Y PIZZERIA CORP 3137 W KENTUCKY AVE UNIT B DENVER CO 80219	83-3757657		15,000				OTHER
(7)	LAZO FOODS LLC 303 16TH ST., UNIT 130 DENVER CO 80202	47-2255502		15,000				OTHER
(8)	LISA WONG, MD, MS, LLC 2308 FOSSIL TRACE DR GOLDEN CO 80401	45-2655399		15,000				OTHER
(9)	LITTLE OWL HOLDINGS LLC LITTLE OWL 410 17TH ST DENVER CO 80202	83-3179611		15,000				OTHER

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(1)	LOAVES & FISHES-IDAHO SPRINGS P.O. BOX 967 IDAHO SPRINGS CO 80452	84-1554467	501C3	5,750				DESIG
(2)	LODO LIQUOR & WINE LLC 360 W 13TH AVE DENVER CO 80204	20-2487013		15,000				OTHER
(3)	LOGAN SCHOOL FOR CREATIVE LEARNING 1005 YOSEMITE CIRCLE #771 DENVER CO 80230	84-1121354	501C3	35,000				DESIG
(4)	LONGMONT MEALS ON WHEELS 910 LONGS PEAK AVENUE LONGMONT CO 80501	84-0590979	501C3	22,582				DESIG, SIG
(5)	LOWER VALLEY HOSPITAL ASSOCIATION PO BOX 130 FRUITA CO 81521	84-0447998	501C3	56,022				OTHER
(6)	LUTHERAN FAMILY SERVICES ROCKY MOUNTAIN 1035 OSAGE ST STE 700 DENVER CO 80204	84-0775550	501C3	5,177				DESIG
(7)	M.S. CLARK ENTERPRISES INC 2061 ARAPAHOE STREET DENVER CO 80205	84-1214952		15,000				OTHER
(8)	MANAGEMENT AND TRAINING RESOURCES 2127 LARIMER ST STE 201A DENVER CO 80205	20-5817308		15,000				OTHER
(9)	MARISOL SOLARTE-ERLACHER AND ASSOCIATES 1532 EMERSON ST DENVER CO 80218	92-3660430		7,500				OTHER

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(1)	MARISSA PARCHMAN LLC DBA TIMELESS 2795 N SPEER BLVD #11 DENVER CO 80211	46-4046701		15,000				OTHER
(2)	MARVALA LLC DBA THE MILKY WAY ICE 3550 W 38TH AVE STE 20 DENVER CO 80211	83-3214052		7,500				OTHER
(3)	MATT SILTON MEDIA LLC DBA TORCH MED 1340 W BYERS PL UNIT C DENVER CO 80223	46-1097113		15,000				OTHER
(4)	MATTY MILLER STUDIO LLC 7530 E 19TH AVE DENVER CO 80220	92-2168910		7,500				OTHER
(5)	MAUI UNITED WAY 95 MAHALANI ST. SUITE 24 WAILUKU HI 96793	99-0086524	501C3	10,000				DESIG
(6)	MCARMATAS LLC DBA CAP CITY TAVERN 1247 BANNOCK ST. DENVER CO 80204	26-1682504		10,308				OTHER
(7)	MERIDIAN CLIMATE LTD 2000 ARAPAHOE ST #504 DENVER CO 80205	47-5146007		15,000				OTHER
(8)	METRO CARING 1100 E 18TH AVE DENVER CO 80218	84-6116951	501C3	19,819				DESIG, SIG
(9)	METRO DENVER HOMELESS INITIATIVE 711 PARK AVENUE WEST #320 DENVER CO 80205	84-1359401		20,190				DESIG, SIG

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(1)	MI CASA RESOURCE CENTER FOR WOMEN 345 S. GROVE STREET DENVER CO 80219	84-0867773	501C3	5,506				DESIG
(2)	MICHAEL V. LADWIG MD PC 6900 E 47TH AVE DR STE 100 DENVER CO 80216	84-1108649		15,000				OTHER
(3)	MIDTOWN AUTOMOTIVE REPAIR & MACHINE 1590 WILLIAMS ST DENVER CO 80218	84-1247064		15,000				OTHER
(4)	MILE HIGH FESTIVALS LLC 12075 E. 45TH AVE, SUITE 100-B DENVER CO 80239	38-3988797		15,000				OTHER
(5)	MILE HIGH MONTESSORI EARLY LEARNING 616 E. SPEER BLVD. DENVER CO 80203	84-0617972	501C3	271,983				DESIG, SIG, OTHER
(6)	MILE HIGH SPIRITS, LLC 2201 LAWRENCE ST DENVER CO 80205	27-3437234		15,000				OTHER
(7)	MISSISSIPPI BOY CATFISH AND RIBS 5544 E 33RD AVE DENVER CO 80207	85-1102404		15,000				OTHER
(8)	MNS WORLDWIDE, LLC 3001 BRIGHTON BLVD DENVER CO 80216	87-4140366		15,000				OTHER
(9)	MOBILETOPIA LLC 1015 LAMAR ST. DENVER CO 80214	81-5437201		8,489				OTHER

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(1)	MORGAN COUNTY SCHOOL DISTRICT RE-3 715 WEST PLATTE AVE FORT MORGAN CO 80701	84-0558263		26,784				OTHER
(2)	MORROW VENTURES LLC 2080 LAWRENCE ST DENVER CO 80205	46-4900664		15,000				OTHER
(3)	MOTION CHIROPRACTIC AND ACUPUNCTURE 910 16TH STREET SUITE 426 DENVER CO 80202	26-1201315		15,000				OTHER
(4)	MOUNT ST. VINCENT HOME 4159 LOWELL BLVD. DENVER CO 80211	84-0405260	501C3	9,440				DESIG
(5)	MOUNTAIN FAMILY CENTER PO BOX 638 GRANBY CO 80446	74-2446390	501C3	10,000				DESIG
(6)	MOUNTAIN FAMILY HEALTH CENTERS 2802 GRAND AVE GLENWOOD SPRINGS CO 81601	84-0742145	501C3	47,500				OTHER
(7)	MOUNTAIN RESOURCE CENTER P. O. BOX 425 CONIFER CO 80433	84-1178699	501C3	20,000				SIG
(8)	MUSEO DE LAS AMERICAS 861 SANTA FE DRIVE DENVER CO 80204	84-1197230	501C3	30,000				OTHER
(9)	NATIONAL CHRISTIAN FOUNDATION 1150 SANCTUARY PKWY STE 350 ALPHARETTA GA 30009	58-1493949	501C3	30,000				DESIG

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(1)	NTL INS FOR MEDICAL ASST ADVCMNT 635 MAIN ST MIDDLETOWN CT 06457	81-3293048	501C3	17,367				OTHER
(2)	NATIONAL MULTIPLE SCLEROSIS SOCIETY 900 S BROADWAY SUITE 200 DENVER CO 80209	13-5661935	501C3	5,605				DESIG
(3)	NELLY BERNAL LLC 1307 22ND ST DENVER CO 80205	47-3136362		15,000				OTHER
(4)	NEW AMERICAN COLLEGE 12200 E ILIFF AVE STE 208 AURORA CO 80014	20-5842237		35,960				OTHER
(5)	NEW COTTAGE ARTS 3240 N JACKSON STREET DENVER CO 80219	88-2047550	501C3	15,000				OTHER
(6)	NEW DANCE THEATRE 119 PARK AVENUE WEST DENVER CO 80205	84-0632111	501C3	27,100				DESIG, OTHER
(7)	NINE REALMS, LLC DBA 2020 STORAGE 2020 ARAPAHOE ST LL DENVER CO 80205	86-2463341		7,500				OTHER
(8)	NE COLORADO BOARD OF COOPERATIVES PO BOX 98 301 WEST POWELL HAXTUN CO 80731	84-0585537		88,927				OTHER
(9)	NORTHFIELD HIGH SCHOOL FOUNDATION 5500 CENTRAL PARK BLVD. DENVER CO 80238	47-3453577	501C3	6,000				DESIG

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(1)	NORTHSTAR ENTERPRISE LLC DBA GRAVEL 2014 S UNIVERSITY BLVD DENVER CO 80210	85-1176331		15,000				OTHER
(2)	NOURISH MEALS ON WHEELS P. O. BOX 3108 CENTENNIAL CO 80161	84-0617651	501C3	20,057				DESIG, SIG
(3)	OCHO BROADWAY, LLC DBA BAKER WINE 440 N BROADWAY DENVER CO 80203	47-3469299		15,000				OTHER
(4)	OH BE JOYFUL BAPTIST CHURCH 625 MAROON AVE CRESTED BUTTE CO 81224	84-0997374	501C3	10,500				DESIG
(5)	OLD WESTERN PAINTS INC DBA OLD WEST 2001 W BARBERRY PL DENVER CO 80204	84-0564220		15,000				OTHER
(6)	ONE ACRE FUND 1954 FIRST ST. #183 HIGHLAND PARK IL 60035	20-3668110	501C3	6,750				DESIG
(7)	ONF INC DBA ON AND OFF 2401 W 32ND AVE DENVER CO 80211	85-2590292	501C3	15,000				OTHER
(8)	OPEN DOOR YOUTH GANG ALTERNATIVES 1615 CALIFORNIA STREET SUITE 712 DENVER CO 80202-3727	84-1119355	501C3	10,097				DESIG, SIG
(9)	OUR FATHER LUTHERAN CHURCH 6335 SOUTH HOLLY STREET CENTENNIAL CO 80121	84-0714954	501C3	10,000				DESIG

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Name of the organization

MILE HIGH UNITED WAY, INC.

Employer identification number

84-0404235

**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
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(1)	OUR LADY OF LORETO 18000 EAST ARAPAHOE ROAD FOXFIELD CO 80016	84-1489200	501C3	7,329				DESIG
(2)	OUR LADY OF LOURDES 2200 SOUTH LOGAN DENVER CO 80210	84-0421979	501C3	40,177				DESIG
(3)	OUR THREE INITIALS LLC DBA WIDE RIG 2100 CURTIS ST DENVER CO 80205	84-3214416		15,000				OTHER
(4)	OUTREACH UNITED RESOURCE CENTER 220 COLLYER ST. LONGMONT CO 80501	74-2448346	501C3	26,173				DESIG, SIG
(5)	PAMELAS ELITE CLEANING 515 S CANOSA CT DENVER CO 80219	93-1529415	501C3	7,500				OTHER
(6)	PARKER TASK FORCE FOR HUMAN SVCS 19105 LONGS WAY PARKER CO 80134	74-2494265		7,575				DESIG
(7)	PEAKVOLT RENTALS, LTD. 7608 E. 28TH AVENUE, UNIT #6 DENVER CO 80238	93-4246543		15,000				OTHER
(8)	PEARL STREET HOSPITALITY LLC 619 E. 13TH AVENUE DENVER CO 80203	47-4333892		15,000				OTHER
(9)	PETIT FAMILY FOUNDATION 32 WHITING ST. PLAINVILLE CT 06062	26-0627813	501C3	10,000				DESIG

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Schedule I (Form 990) 2023

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OMB No. 1545-0047

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(1)	PHAMALY THEATRE COMPANY 3532 FRANKLIN ST SUITE T2 DENVER CO 80205	84-1123080	501C3	25,000				OTHER
(2)	PIKES PEAK BOARD OF COOPERATIVE EDU 2883 S CIRCLE DRIVE COLORADO SPRINGS CO 80906	84-0585072		30,350				OTHER
(3)	PINK ADOBE, INC. DBA LA FIESTA 2340 CHAMPA ST DENVER CO 80205	84-0577495		15,000				OTHER
(4)	PLANNED PARENTHOOD-ROCKY MOUNTAIN 7155 E. 28TH AVENUE DENVER CO 80207	84-0404253	501C3	23,495				DESIG, DAF
(5)	PLATTEFORUM 2400 CURTIS STREET SUITE 100 DENVER CO 80205	71-0891869	501C3	25,000				OTHER
(6)	POSITIVE COACHING ALLIANCE 66 FRANKLIN ST SUITE 300 OAKLAND CA 94607	77-0485946	501C3	10,000				DESIG
(7)	PRANAVA MASSAGE AND WELLNESS 3070 BLAKE ST STE 150 DENVER CO 80211	85-3033946		7,500				OTHER
(8)	PROJECT ANGEL HEART 4950 WASHINGTON STREET DENVER CO 80216-2026	84-1199481	501C3	25,498				DESIG, SIG
(9)	PROJECT C.U.R.E. 10377 EAST GEDDES AVE SUITE 200 CENTENNIAL CO 80112	84-1568566	501C3	5,567				DESIG

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(1)	PSA SUBWAY #1, INCORPORATED 6565 S SYRACUSE WAY # 1608 GREENWOOD VILLAGE CO 80111	43-1997948		15,000				OTHER
(2)	PUBLIC BROADCASTING 7409 SOUTH ALTON COURT CENTENNIAL CO 80112	74-2324052	501C3	8,786				DESIG
(3)	PUBLIC EDU & BUSINESS COALITION 3607 MARTIN LUTHER KING BLVD DENVER CO 80205	74-2357262	501C3	48,177				DESIG, OTHER
(4)	RACEANN BALLEW DBA RACEWAY 1600 BROADWAY STE 1600 DENVER CO 80202	55-3555946		7,500				OTHER
(5)	RBNKENNELS LLC 1001 BANNOCK ST DENVER CO 80204	93-2651185		15,000				OTHER
(6)	REACH OUT AND READ COLORADO 3705 MARTIN LUTHER KING BLVD DENVER CO 80205	86-1172160	501C3	5,531				DESIG
(7)	REALITY TECHNOLOGY, INC. 2444 N WASHINGTON ST STE 215 DENVER CO 80205	84-1093214		15,000				OTHER
(8)	REDLINE CONTEMPORARY ART CENTER 2350 ARAPAHOE STREET DENVER CO 80205	26-0317963	501C3	30,000				OTHER
(9)	REGENTS OF UNIVERSITY OF CALIFORNIA 2220 PIEDMONT AVENUE BERKELEY CA 94704	94-6002123		16,000				DESIG

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(1)	REGIS JESUIT HIGH SCHOOL 6300 W LEWISTON WAY AURORA CO 80016	84-0791593	501C3	7,500				DESIG
(2)	RELAY GRADUATE SCHOOL OF EDUCATION 25 BROADWAY, 3RD FLOOR NEW YORK NY 10004	27-5316628		562,120				OTHER
(3)	RICK'S RIDES LLC 1001 BANNOCK ST DENVER CO 80204	93-3799959		15,000				OTHER
(4)	RIDEAWAY AUTO GROUP LLC DBA BALDACO 2120 W 7TH ST DENVER CO 80204	82-1180326		15,000				OTHER
(5)	RIVER LTD DBA RIVER 3759 CHESTNUT PL DENVER CO 80216	38-4180033		15,000				OTHER
(6)	RIVER OF GRACE BAPTIST CHURCH 84 S MASTERS DRIVE PUEBLO CO 81007	02-0715377	501C3	30,918				DESIG
(7)	ROCKY MOUNTAIN ARTS ASSOCIATION 700 COLORADO BOULEVARD #325 DENVER CO 80206	74-2275546	501C3	20,460				DESIG, OTHER
(8)	ROCKY MOUNTAIN IMMIGRANT ADVOCACY 7301 FEDERAL BLVD STE 300 WESTMINSTER CO 80030	84-1565542	501C3	15,057				DESIG, SIG
(9)	RONALD MCDONALD HOUSE CHARITIES 1300 E. 21ST AVE. DENVER CO 80205	84-0728926	501C3	14,420				DESIG

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(1)	RONDER HOLDINGS, INC. 2220 CALIFORNIA ST DENVER CO 80205	81-3401976		15,000				OTHER
(2)	ROOT MEDICAL AESTHETICS LLC 2345 7TH ST DENVER CO 80211	84-4803683		7,500				OTHER
(3)	ROOTS FAMILY CENTER 4200 MORRISON RD. UNIT 7 DENVER CO 80219	81-4625101	501C3	15,000				SIG
(4)	ROTARY CLUB OF DENVER SE FDTN PO BOX 2764 LITTLETON CO 80161	84-1267180	501C3	13,900				DAF
(5)	RYAN HOUSE 110 W. HUHAMMAD ALI WAY PHOENIX AZ 85013	20-1852393	501C3	10,516				DESIG
(6)	SACRED ARTS LLC 3047 LARIMER ST #201 DENVER CO 80205	81-2171054		7,500				OTHER
(7)	SACRED HEART OF JESUS CATHOLIC 2312 14TH STREET BOULDER CO 80304	84-0404918	501C3	10,000				DESIG
(8)	SACRED VOICES PO BOX 101564 DENVER CO 80250	45-3183874	501C3	20,000				OTHER
(9)	SAFEHOUSE DENVER, INC. 1649 DOWNING STREET DENVER CO 80218-1528	84-0745911	501C3	61,784				DESIG, SIG

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(1)	SALVATION ARMY INTERMOUNTAIN DIV 1370 PENNSYLVANIA ST. DENVER CO 80203	94-1156347	501C3	22,774				DESIG
(2)	SATELLITE BAR LLC 308 E. COLFAX AVE. DENVER CO 80203	20-5070770		15,000				OTHER
(3)	SCG LLC DBA CORPORATE DELI 518 17TH #103 DENVER CO 80202	52-2366918		15,000				OTHER
(4)	SCHOLARS UNLIMITED 3705 E 40TH AVE DENVER CO 80205	84-1314292	501C3	39,110				DESIG, SIG
(5)	SECOND CHANCE CENTER INC 224 POTOMAC ST AURORA CO 80011	90-0794239		197,504				OTHER
(6)	SECORCARES 17151 PINE LANE PARKER CO 80134	20-4226894	501C3	10,000				SIG
(7)	SEEDS OF HOPE OF NORTHERN COLORADO 1300 S. STEELE ST. DENVER CO 80210	82-1844617	501C3	8,500				DESIG
(8)	SEMPER FI CONSULTING SERVICES LLC 7995 E MISSISSIPPI AVE J2 DENVER CO 80247	86-3869741		7,500				OTHER
(9)	SEVEN SEAS INDUSTRIES, LLC 5062 FEDERAL BLVD DENVER CO 80221	85-4124480		15,000				OTHER

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(1)	SEWALL CHILD DEVELOPMENT CENTER 940 FILLMORE STREET DENVER CO 80206-3852	84-0413241	501C3	51,950				DESIG, SIG
(2)	SHIPFY TRANSPORT LLC 860 S ONEIDA ST C-405 DENVER CO 80224	85-3152207		7,500				OTHER
(3)	SHISH KABOB GRILL INC 1503 N. GRANT STREET DENVER CO 80203	81-0645787		15,000				OTHER
(4)	SKILLUP COALITION 548 MARKET ST PMB 63520 SAN FRANCISCO CA 94104-5401	83-1740975	501C3	49,900				OTHER
(5)	SMART HOME PROS, LLC. 890 NAVAJO ST DENVER CO 80204	83-2839189		15,000				OTHER
(6)	SNOOZE, LLC 2262 LARIMER ST DENVER CO 80205	35-2253474		15,000				OTHER
(7)	SOLOMON SCHECHTER DAY SCHOOL 125 WELLS AVE. NEWTON MA 02459	04-2303212	501C3	10,000				DESIG
(8)	SONEFF'S MASTER GARAGE INC 2140 ARAPAHOE ST DENVER CO 80205	84-0589535		15,000				OTHER
(9)	SOUTH VALLEY SERVICES P.O. BOX 1028 WEST JORDAN UT 84084	87-0543219	501C3	11,590				DESIG

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(1)	SOUTHERN METHODIST UNIVERSITY PO BOX 750402 DALLAS TX 75275	75-0800689		23,375				DESIG
(2)	SOUTHWEST COLORADO EDUCATION COLLAB 1000 RIM DRIVE EBH 140 DURANGO CO 81301	86-2475305	501C3	36,489				OTHER
(3)	ST. BERNADETTE CATHOLIC CHURCH 7240 W. 12TH AVE. LAKEWOOD CO 80214	84-0431890	501C3	10,000				DESIG
(4)	ST. FRANCIS CENTER 2323 CURTIS STREET DENVER CO 80205	84-1185856	501C3	24,961				DESIG, SIG
(5)	ST. JUDE CHILDRENS RESEARCH HOSPITAL 332 NORTH LAUDERDALE MEMPHIS TN 38105	62-0646012	501C3	8,454				DESIG
(6)	ST. MARY'S ACADEMY 4545 S UNIVERSITY BLVD ENGLEWOOD CO 80113	84-0459889	501C3	5,148				DESIG
(7)	STAND UP CLEANING LLC DBA STAND UP 14425 PENSACOLA DR DENVER CO 80249	82-2745306		7,500				OTHER
(8)	STANLEY BRITISH PRIMARY SCHOOL 350 QUEBEC COURT DENVER CO 80230	74-2325997	501C3	10,000				DESIG
(9)	STEELBRIDGE MINISTRIES P.O. BOX 331 ALBUQUERQUE NM 87102	85-0208645	501C3	6,192				DESIG

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(1)	STEPHANIE A CURTIS DBA TASCC LLC 939 N WALNUT ST COLORADO SPRINGS CO 80908	92-0517763		46,985				OTHER
(2)	STEPHANIE CARLSEN COUNSELING, PLLC 1155 SHERMAN ST STE 301 DENVER CO 80203	81-1340181		15,000				OTHER
(3)	STRANGE BREWING COMPANY, LLC 1330 ZUNI ST UNIT M DENVER CO 80204	27-0297822		15,000				OTHER
(4)	STUDIO SALON 1135 BANNOCK ST STE 101 DENVER CO 80204	27-2231556		15,000				OTHER
(5)	SU TEATRO INC 721 SANTA FE DRIVE DENVER CO 80204	74-2440659		40,000				SIG, OTHER
(6)	SULLIVAN SCRAP SANDWICHES LLC 1740 E 17TH AVE DENVER CO 80218	83-0748680		30,000				OTHER
(7)	SUMMIT FOUNDATION PO BOX 4000 BRECKENRIDGE CO 80424	74-2341399	501C3	43,217				DESIG
(8)	SUMMIT MEDICAL CENTER HEALTH FDTN PO BOX 738 FRISCO CO 80443	84-0902211	501C3	45,000				DESIG
(9)	SUNSHINE HOME SHARE COLORADO 3532 NORTH FRANKLIN STREET E2/E3 DENVER CO 80205	47-4717607	501C3	20,000				SIG

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84-0404235

**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
(1)	SUSNICK BROTHERS LLC DBA HOJA 1284 S PEARL ST DENVER CO 80210	47-3054992		15,000				OTHER
(2)	SWANSON KITCHEN LLC 1155 S. HAVANA ST #11-405 AURORA CO 80012	93-1705650		15,000				OTHER
(3)	T DOYLE LLC DBA VARECO, LLC 144 S JERSEY ST DENVER CO 80224	81-3979222		15,000				OTHER
(4)	TASTY THAI LLC. 406 E COLFAX AVE. DENVER CO 80220	82-5186190		15,000				OTHER
(5)	TAXES UNIDOS 5175 W ALAMEDA DENVER CO 80219	81-2730926		15,000				OTHER
(6)	TEALEE'S, LLC 611 22ND ST DENVER CO 80205	47-4226028		15,000				OTHER
(7)	TENNYSON CENTER FOR CHILDREN 2950 TENNYSON ST DENVER CO 80212	61-1458290	501C3	20,389				DESIG
(8)	TEQUILA BLUES 18617 E 54TH AVE DENVER CO 80249	85-3756382		15,000				OTHER
(9)	TESFAYE DUKI DBA TESFAYEDUKI LLC 9071 E MISSISSIPPI AVE APT W420A DENVER CO 80247	85-2483684		7,500				OTHER

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

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

Schedule I (Form 990) 2023

**SCHEDULE I  
(Form 990)**

**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.

OMB No. 1545-0047

**2023**

**Open to Public  
Inspection**

Department of the Treasury  
Internal Revenue Service

Go to [www.irs.gov/Form990](http://www.irs.gov/Form990) for the latest information.

Name of the organization

MILE HIGH UNITED WAY, INC.

Employer identification number

84-0404235

**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
(1)	TEXAS TECH LAW SCHOOL FOUNDATION 3111 18TH STREET LUBBOCK TX 79409	74-1590489	501C3	25,000				DESIG
(2)	THAI DAWGS 1438 E 96TH DR DENVER CO 80229-2275	27-1825116		15,000				OTHER
(3)	THE 10 PENNY STORE LLC 250 N BROADWAY UNIT 110 DENVER CO 80203	82-0637905		15,000				OTHER
(4)	THE BROADWAY SMOKESHOP LLC 108 S BROADWAY ST DENVER CO 80209	47-1742819		15,000				OTHER
(5)	THE CAKE BAR 214 E 13TH AVE DENVER CO 80203	93-1608556		7,500				OTHER
(6)	THE COLLEGE OF WOOSTER 1189 BEALL AVENUE WOOSTER OH 44691	34-0714654	501C3	6,000				DESIG
(7)	THE DELORES PROJECT P.O. BOX 1406 DENVER CO 80201	20-1122039	501C3	18,130				DESIG, SIG
(8)	THE DENVER FOUNDATION 1009 GRANT STREET DENVER CO 80203	84-6048381	501C3	45,434				DESIG, OTHER
(9)	THE ESCAPIST DENVER LLC 921 W. 9TH AVENUE DENVER CO 80204	61-1894915		15,000				OTHER

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

**SCHEDULE I  
(Form 990)**

**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.

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Name of the organization

MILE HIGH UNITED WAY, INC.

Employer identification number

84-0404235

**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
(1)	THE HADANOU COLLECTIVE 1308 5TH ST DENVER CO 80403	87-4722400		38,602				OTHER
(2)	THE L LLC 46 BROADWAY ST DENVER CO 80203	84-2597703		15,000				OTHER
(3)	THE METLO SALON 1111 BROADWAY STE 206/207 DENVER CO 80203	47-1482778		7,500				OTHER
(4)	THE TREVOR PROJECT 8704 SANTA MONICA BLVD ST. 200 WEST HOLLYWOOD CA 90069	95-4681287	501C3	7,220				DESIG
(5)	TITUM LLC DBA TI CAF 30 N BROADWAY DENVER CO 80203	84-4539768		15,000				OTHER
(6)	TOMMY SPAULDING LEADERSHIP INST PO BOX 2705 LITTLETON CO 80161-2705	26-4795262	501C3	9,975				DESIG
(7)	TRACK ARCHITECTURE LLC 2265 LAWRENCE ST DENVER CO 80205	81-1610038		15,000				OTHER
(8)	TRAILHEAD INSTITUTE 1999 BROADWAY, SUITE 600 DENVER CO 80202	84-1267213	501C3	40,000				OTHER
(9)	TREELINE PASS 209 W HAMPDEN AVE ENGLEWOOD CO 80110	82-5279131	501C3	48,043				OTHER

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

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

Schedule I (Form 990) 2023

**SCHEDULE I  
(Form 990)**

**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.  
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Name of the organization

MILE HIGH UNITED WAY, INC.

Employer identification number

84-0404235

**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
(1)	TREMILO LLC 2246 LARIMER ST DENVER CO 80205	83-1465822		15,000				OTHER
(2)	TWO SIDES CONSULTING LLC 15255 E. 40TH AVE UNIT 114 DENVER CO 80239	86-3851063		7,500				OTHER
(3)	UMOM NEW DAY CENTERS 3333 EAST VAN BUREN STREET PHOENIX AZ 85008	86-0521062	501C3	7,589				DAF
(4)	UNIVERSITY OF COLORADO FOUNDATION 1800 GRANT STREET #725 DENVER CO 80203-1114	84-6049811	501C3	74,772				DESIG, DAF
(5)	UNIVERSITY OF DENVER 2190 E. ASBURY AVE DENVER CO 80210	84-0404231	501C3	10,600				DESIG
(6)	UNIVERSITY OF MINNESOTA FOUNDATION PO BOX 860266 MINNEAPOLIS MN 55486-0266	41-6042488	501C3	13,500				DESIG
(7)	UNIVERSITY OF NORTHERN CO FDTN 1620 RESERVOIR ROAD GREELEY CO 80639	84-6044833	501C3	9,250				DESIG, DAF
(8)	URBAN PEAK DENVER 2100 STOUT STREET DENVER CO 80205	84-1212246	501C3	56,563				DESIG, SIG
(9)	UW BREVARD COUNTY 1100 ROCKLEDGE BLVD SUITE 300 ROCKLEDGE FL 32955	59-0836384	501C3	35,283				DESIG

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Schedule I (Form 990) 2023

**SCHEDULE I  
(Form 990)**

**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.

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Name of the organization

MILE HIGH UNITED WAY, INC.

Employer identification number

84-0404235

**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
(1)	UW GREATER ST. LOUIS 910 N. 11TH STREET ST LOUIS MO 63101-1018	43-0714167	501C3	5,392				DESIG
(2)	UW HEART OF AMERICA 801 WEST 47TH STREET SUITE 500 KANSAS CITY MO 64112	44-0545812	501C3	30,476				OTHER
(3)	UW LARIMER COUNTY 525 WEST OAK STREET SUITE 101 FORT COLLINS CO 80521	84-6031503	501C3	57,118				DESIG, OTHER
(4)	UW MORGAN COUNTY-DECATUR, AL P. O. BOX 1058 DECATUR AL 35602	63-0358762	501C3	7,417				DESIG
(5)	UW OF THE YAMPA VALLEY PO BOX 774005 STEAMBOAT SPRINGS CO 80477	84-0920741	501C3	11,757				DESIG, DAF, OTHER
(6)	UW PIKES PEAK 518 N. NEVADA AVE. COLORADO SPRINGS CO 80903-1106	84-0511799	501C3	229,807				DESIG, OTHER
(7)	UW PUEBLO COUNTY P O BOX 11566 PUEBLO CO 81001-0566	84-0404917	501C3	6,100				DESIG
(8)	UW SALT LAKE 257 EAST 200 SOUTH, SUITE 300 SALT LAKE CITY UT 84111-8099	93-2854627	501C3	5,065				DESIG
(9)	UW SOUTHWEST COLORADO P. O. BOX 3040 DURANGO CO 81302	23-7113221	501C3	11,800				DESIG, OTHER

- 2** Enter total number of section 501(c)(3) and government organizations listed in the line 1 table
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Schedule I (Form 990) 2023



**SCHEDULE I  
(Form 990)**

**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.  
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OMB No. 1545-0047

**2023**

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Name of the organization

MILE HIGH UNITED WAY, INC.

Employer identification number

84-0404235

**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
(1)	UW WELD COUNTY P. O. BOX 1944 GREELEY CO 80631	84-6011918	501C3	60,650				DESIG, OTHER
(2)	VALPARAISO TOURS INC 40 S FEDERAL BLVD DENVER CO 80219	46-4707179		15,000				OTHER
(3)	VENTURE BUSINESS STRATEGIES CORP 209 KALAMATH ST UNIT 13 DENVER CO 80223	81-1081619		15,000				OTHER
(4)	VOLUNTEERS OF AMERICA - COLORADO 2660 LARIMER ST DENVER CO 80205	84-0430995	501C3	216,667				DESIG, SIG, OTHER
(5)	W AND M DAWGS LLC 2445 LARIMER ST DENVER CO 80205	27-0626320		15,000				OTHER
(6)	WARREN VILLAGE WARREN VILLAGE DENVER CO 80218-2552	84-0644270	501C3	87,701				DESIG, SIG
(7)	WEDONTWASTE INC 5971 BROADWAY DENVER CO 80216	27-0585966		23,340				DESIG, SIG
(8)	WESTERN COLORADO UNIVERSITY 1 WESTERN WAY GUNNISON CO 81230	84-6000558		8,258				OTHER
(9)	WESTERN STATES COLLEGE OF CONST 1391 SPEER BLVD DENVER CO 80204	85-0695313		27,148				OTHER

- 2** Enter total number of section 501(c)(3) and government organizations listed in the line 1 table
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Schedule I (Form 990) 2023

**SCHEDULE I  
(Form 990)**

**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.  
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OMB No. 1545-0047

**2023**

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Inspection**

Department of the Treasury  
Internal Revenue Service

Name of the organization

MILE HIGH UNITED WAY, INC.

Employer identification number

84-0404235

**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
(1)	WILD PLUM CENTER FOR YOUNG CHILDREN 82 21ST AVE STE B LONGMONT CO 80501	47-4709774	501C3	25,464				DESIG, SIG
(2)	WOMEN'S BEAN PROJECT 3201 CURTIS STREET DENVER CO 80205	84-1144973	501C3	6,645				DESIG, DAF
(3)	WOODS BOSS BREWING COMPANY LLC 2210 CALIFORNIA ST. DENVER CO 80205	47-1206670		15,000				OTHER
(4)	YANIRA CORTES DBA THE HEEL PALACE 3131 W MEXICO AVE APT G4 DENVER CO 80219	04-7765935		7,500				OTHER
(5)	YMCA OF METRO DENVER 2625 SOUTH COLORADO BLVD DENVER CO 80222-5910	84-0402696	501C3	29,553				DESIG, SIG
(6)	YMCA OF NORTHERN COLORADO 2800 DAGNY WAY LAFAYETTE CO 80026	84-0459944	501C3	21,014				DESIG, SIG
(7)	YOUNG AM CENTER FOR FNCL EDUC 3550 EAST FIRST AVENUE DENVER CO 80206-5508	84-1564926	501C3	6,500				DESIG
(8)	YOUTHPOWER365 PO BOX 6550 AVON CO 81620	84-1442909	501C3	40,938				OTHER
(9)	ZAKAWORLD 2920 AVENUE R. BROOKLYN NY 11229	46-0567613		30,000				DESIG

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

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

Schedule I (Form 990) 2023

**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 noncash assistance	(e) Method of valuation (book, FMV, appraisal, other)	(f) Description of noncash assistance
1					
2					
3					
4					
5					
6					
7					

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

SEE SCHEDULE I SUPPLEMENTAL INFORMATION WORKSHEET

**SCHEDULE I  
(Form 990)**

**Supplemental Information**

**2023**

For calendar year 2023, or tax year beginning 07/01/23, and ending 06/30/24

Name of the organization

MILE HIGH UNITED WAY, INC.

Employer identification number

84-0404235

PART I, LINE 2 - PROCEDURES FOR MONITORING THE USE OF GRANT FUNDS FOR GRANTS AND DONOR DESIGNATIONS, THE RECIPIENT ORGANIZATION IS VETTED TO ENSURE IT IS ELIGIBLE TO RECEIVE CHARITABLE CONTRIBUTIONS. FOR IMPACT INVESTMENT GRANTS, MILE HIGH UNITED WAY HAS WRITTEN AGREEMENTS WITH IMPACT INVESTMENT PARTNERS REGARDING THE USE OF THOSE FUNDS. MONITORING PROCEDURES FOR THOSE ORGANIZATIONS INCLUDE DISCUSSIONS WITH MANAGEMENT, EVALUATION OF OUTCOME REPORTING, REVIEW OF ANNUAL FINANCIAL REPORTS, AND SITE VISITS. FOR COMMUNITY COLLABORATION GRANTS, IN ADDITION TO THE STEPS ABOVE, MILE HIGH UNITED WAY MAY PROVIDE ADDITIONAL STEWARDSHIP WHEN RESTRICTED OR GOVERNMENT FUNDS RELATE TO THE GRANT. THIS MAY INCLUDE DISTRIBUTION OF GRANT FUNDS AFTER THE RECIPIENT ORGANIZATION HAS PROVIDED APPROPRIATE DOCUMENTATION THAT RELATED EXPENDITURES HAVE BEEN INCURRED, MONITORING ACTUAL FINANCIAL RESULTS TO BUDGET, AND HAVING PERIODIC DISCUSSIONS WITH THE RECIPIENT ORGANIZATION'S MANAGEMENT TEAM REGARDING PROGRAM PROGRESS.

**SCHEDULE J  
(Form 990)**

Department of the Treasury  
Internal Revenue Service  
Name of the organization

**Compensation Information**  
For certain Officers, Directors, Trustees, Key Employees, and Highest  
Compensated Employees  
Complete if the organization answered "Yes" on Form 990, Part IV, line 23.  
Attach to Form 990.  
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OMB No. 1545-0047

**2023**

**Open to Public  
Inspection**

MILE HIGH UNITED WAY, INC.

Employer identification number  
84-0404235

**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 checked="" type="checkbox"/> Compensation committee   | <input checked="" type="checkbox"/> Written employment contract                     |
| <input 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
1a		
1b		
2		
3		
4a		X
4b		X
4c		X
5a		X
5b		X
6a		X
6b		X
7		X
8		X
9		

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

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

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

(A) Name and Title	(B) Breakdown of W-2 and/or 1099-MISC and/or 1099-NEC compensation			(C) Retirement and other deferred compensation	(D) Nontaxable benefits	(E) Total of columns (B)(i)–(D)	(F) Compensation in column (B) reported as deferred on prior Form 990
	(i) Base compensation	(ii) Bonus & incentive compensation	(iii) Other reportable compensation				
1 CHRISTINE BENERO CEO	(i) 358,990 (ii) 0	(i) 0 (ii) 0	(i) 7,800 (ii) 0	(i) 18,300 (ii) 0	(i) 9,303 (ii) 0	(i) 394,393 (ii) 0	(i) 0 (ii) 0
2 MICHAEL BURKE CFO	(i) 144,163 (ii) 0	(i) 0 (ii) 0	(i) 0 (ii) 0	(i) 9,123 (ii) 0	(i) 12,352 (ii) 0	(i) 165,638 (ii) 0	(i) 0 (ii) 0
3 JAMES TREICHLER COO	(i) 156,762 (ii) 0	(i) 0 (ii) 0	(i) 0 (ii) 0	(i) 10,048 (ii) 0	(i) 14,982 (ii) 0	(i) 181,792 (ii) 0	(i) 0 (ii) 0
4 VANECIA KERR CIO	(i) 155,504 (ii) 0	(i) 0 (ii) 0	(i) 0 (ii) 0	(i) 8,374 (ii) 0	(i) 12,673 (ii) 0	(i) 176,551 (ii) 0	(i) 0 (ii) 0
5 ERIC ARTIS CHIEF HR OFFICER	(i) 148,455 (ii) 0	(i) 0 (ii) 0	(i) 0 (ii) 0	(i) 9,114 (ii) 0	(i) 12,312 (ii) 0	(i) 169,881 (ii) 0	(i) 0 (ii) 0
6 CHELSEA CARVER CDO	(i) 142,207 (ii) 0	(i) 0 (ii) 0	(i) 0 (ii) 0	(i) 9,123 (ii) 0	(i) 12,352 (ii) 0	(i) 163,682 (ii) 0	(i) 0 (ii) 0
7	(i) (ii)	(i) (ii)	(i) (ii)	(i) (ii)	(i) (ii)	(i) (ii)	(i) (ii)
8	(i) (ii)	(i) (ii)	(i) (ii)	(i) (ii)	(i) (ii)	(i) (ii)	(i) (ii)
9	(i) (ii)	(i) (ii)	(i) (ii)	(i) (ii)	(i) (ii)	(i) (ii)	(i) (ii)
10	(i) (ii)	(i) (ii)	(i) (ii)	(i) (ii)	(i) (ii)	(i) (ii)	(i) (ii)
11	(i) (ii)	(i) (ii)	(i) (ii)	(i) (ii)	(i) (ii)	(i) (ii)	(i) (ii)
12	(i) (ii)	(i) (ii)	(i) (ii)	(i) (ii)	(i) (ii)	(i) (ii)	(i) (ii)
13	(i) (ii)	(i) (ii)	(i) (ii)	(i) (ii)	(i) (ii)	(i) (ii)	(i) (ii)
14	(i) (ii)	(i) (ii)	(i) (ii)	(i) (ii)	(i) (ii)	(i) (ii)	(i) (ii)
15	(i) (ii)	(i) (ii)	(i) (ii)	(i) (ii)	(i) (ii)	(i) (ii)	(i) (ii)
16	(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.

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**SCHEDULE M  
(Form 990)**

**Noncash Contributions**

OMB No. 1545-0047

**2023**

Complete if the organizations answered "Yes" on Form 990, Part IV, lines 29 or 30.  
Attach to Form 990.

**Open To Public  
Inspection**

Department of the Treasury  
Internal Revenue Service

Go to [www.irs.gov/Form990](http://www.irs.gov/Form990) for instructions and the latest information.

Name of the organization

MILE HIGH UNITED WAY, INC.

Employer identification number

84-0404235

**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	26	752,390	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 ( FOOD & PRIZES )	X	16	43,082	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 3 years from the date of the initial contribution, and which isn't required to be used for exempt purposes for the entire holding period? .....		X
b If "Yes," describe the arrangement in Part II.		
31 Does the organization have a gift acceptance policy that requires the review of any nonstandard contributions? .....	X	
32a Does the organization hire or use third parties or related organizations to solicit, process, or sell noncash contributions? .....	X	
b If "Yes," describe in Part II.		
33 If the organization didn't report an amount in column (c) for a type of property for which column (a) is checked, describe in Part II.		



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

PART I, LINE 32B - THIRD PARTY USED TO PROCESS NONCASH CONTRIBUTIONS  
THE ORGANIZATION USES VARIOUS BROKERS TO SELL DONATED SECURITIES.



**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](http://www.irs.gov/Form990) for the latest information.

OMB No. 1545-0047

**2023**

**Open to Public  
Inspection**

Name of the organization

MILE HIGH UNITED WAY, INC.

Employer identification number

84-0404235

FORM 990 - ORGANIZATION'S MISSION

MILE HIGH UNITED WAY'S MISSION IS TO UNITE PEOPLE, IDEAS AND RESOURCES TO ADVANCE THE COMMON GOOD. MILE HIGH UNITED WAY'S VISION IS A COMMUNITY UNITED TO CREATE BETTER OPPORTUNITIES FOR ALL. MILE HIGH UNITED WAY TACKLES THE BIG, COMPLEX ISSUES FACING METRO DENVER BY UNITING THE FULL FORCE OF THE COMMUNITY. MILE HIGH UNITED WAY'S WORK IS FOCUSED AROUND FOUR INITIATIVES: GIVING ALL CHILDREN A STRONG START, READING MATTERS, DEVELOPING TOMORROW'S TALENT, AND CREATING ECONOMIC OPPORTUNITY FOR ALL.

FORM 990, PART III, LINE 4A - FIRST ACCOMPLISHMENT

MILE HIGH UNITED WAY DISTRIBUTED \$10.6 MILLION TO THE COMMUNITY THROUGH COMMUNITY PARTNERSHIP & IMPACT INVESTMENTS GRANTS. GRANTS WERE AWARDED TO NONPROFIT AGENCIES THAT PROVIDE SERVICES IN FOUR INTERCONNECTED INITIATIVES: GIVING ALL CHILDREN A STRONG START, READING MATTERS, DEVELOPING TOMORROW'S TALENT, AND CREATING ECONOMIC OPPORTUNITY FOR ALL. THE INITIATIVES ARE AIMED TO ENSURE ALL CHILDREN ARE READY FOR SCHOOL AND READING AT GRADE LEVEL OR BEYOND BY THE END OF THIRD GRADE. DEVELOPING TOMORROW'S TALENT STRIVES TO ENSURE ALL YOUTH GRADUATE FROM HIGH SCHOOL AND ARE READY TO TRANSITION TO COLLEGE, ADVANCED TRAINING, OR THE WORKPLACE. CREATING ECONOMIC OPPORTUNITY IS FOCUSED ON ENSURING ALL INDIVIDUALS AND FAMILIES ARE AFFORDED THE OPPORTUNITY TO MOVE TOWARD ECONOMIC SUCCESS. IN PARTNERSHIP WITH THE CITY AND COUNTY OF DENVER, (ARPA BIO FUND) \$2.7 MILLION OF GRANTS SUPPORTED OVER 250 SMALL BUSINESSES TO HELP THEM REALIZE THEIR GROWTH POTENTIAL. IN COLLABORATION WITH THE STATE OF COLORADO (OPPORTUNITY NOW COLORADO GRANT PROGRAM) WHICH FOCUSES ON INNOVATIVE

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

Schedule O (Form 990) 2023

Name of the organization

Employer identification number

MILE HIGH UNITED WAY, INC.

84-0404235

SOLUTIONS TO MEET COLORADO'S WORKFORCE NEEDS HAS SUPPORTED 50 GRANTEES FOR A TOTAL OF \$3.9 MILLION.

FORM 990, PART III, LINE 4B - SECOND ACCOMPLISHMENT

COMMUNITY IMPACT SERVICES CONSIST OF TECHNICAL ASSISTANCE AND PROGRAMMATIC SUPPORT WHICH IS OFFERED TO NONPROFIT AGENCIES IN OUR COMMUNITY. MILE HIGH UNITED WAY INVESTED IN ADVOCACY, TECHNICAL ASSISTANCE, PROGRAM DEVELOPMENT, EVALUATION (DATA TRACKING, ANALYSIS, AND COLLECTION), VOLUNTEERS, PROGRAM QUALITY IMPROVEMENT, AND PROFESSIONAL DEVELOPMENT. EXPENSES FOR INTERNAL PROGRAMS TOTALED \$7.3 MILLION AND INCLUDE THE 2-1-1 HELP CENTER, A FREE CONFIDENTIAL COMMUNITY REFERRAL SERVICE, WHICH RECEIVED APPROXIMATELY 120,000 CONTACTS FROM PEOPLE LOOKING FOR RESOURCES SUCH AS FOOD, SHELTER, RENT ASSISTANCE, CLOTHING, CHILD CARE OPTIONS, LEGAL ASSISTANCE, AND OTHER SERVICES TO MEET BASIC NEEDS. BRIDGING THE GAP, A PROGRAM WHICH PROVIDES SUPPORT TO MORE THAN 150 EMANCIPATED FOSTER CARE YOUTH WITH HOUSING, EMPLOYMENT, FINANCIAL LITERACY, HEALTH, AND LEADERSHIP DEVELOPMENT; AND THE UNITED NEIGHBORHOODS IS A COMMUNITY BASED DUAL-GENERATIONAL APPROACH THAT STRENGTHENS UNDER-RESOURCED NEIGHBORHOODS IN METRO DENVER.

FORM 990, PART VI, LINE 11B - ORGANIZATION'S PROCESS TO REVIEW FORM 990

THE 990 IS REVIEWED INTERNALLY AND PRESENTED TO THE FINANCE COMMITTEE. WITH THE RECOMMENDATION OF THE FINANCE COMMITTEE, THE 990 IS PRESENTED TO THE BOARD OF TRUSTEES PRIOR TO FILING.

FORM 990, PART VI, LINE 12C - ENFORCEMENT OF CONFLICTS POLICY

BOARD OF TRUSTEES AND STAFF DISCLOSE ANY CONFLICTS OF INTEREST EACH YEAR IN A WRITTEN DOCUMENT. THE DOCUMENT IS UPDATED DURING THE YEAR IF THERE IS A

Name of the organization

Employer identification number

MILE HIGH UNITED WAY, INC.

84-0404235

CHANGE. WHEN A SITUATION OCCURS, THE CONFLICT OF INTEREST IS DISCLOSED AND A TRUSTEE IS RECUSED FROM THE VOTE.

FORM 990, PART VI, LINE 15A - COMPENSATION PROCESS FOR TOP OFFICIAL ANNUALLY, THE EXECUTIVE COMMITTEE ACTING AS THE COMPENSATION COMMITTEE DETERMINES THE CEO COMPENSATION EACH YEAR. AS PART OF THE PROCESS, THE EXECUTIVE COMMITTEE CONDUCTS A REVIEW OF COMPARABLE EXECUTIVE COMPENSATION IN THE STATE AND UNITED WAY WORLDWIDE, FROM INDEPENDENT PUBLISHED SOURCES TO ENSURE THAT COMPENSATION IS REASONABLE. A WRITTEN EMPLOYMENT CONTRACT IS PREPARED ANNUALLY OUTLINING COMPENSATION AND THE TERMS AND CONDITIONS APPLICABLE FOR THE DURATION OF THE CONTRACT.

FORM 990, PART VI, LINE 15B - COMPENSATION PROCESS FOR OFFICERS THE VICE PRESIDENT OF HUMAN RESOURCES EVALUATES COMPENSATION OF ALL OTHER EXECUTIVE POSITIONS AGAINST CURRENT MARKET COMPENSATION FOR REASONABILITY AND EQUITY.

FORM 990, PART VI, LINE 17 - OTHER STATES WHERE COPY OF RETURN IS FILED MASSACHUSETTS, MARYLAND, MAINE, MICHIGAN, MINNESOTA, MISSOURI, MISSISSIPPI, NORTH CAROLINA, NORTH DAKOTA, NEW HAMPSHIRE, NEW JERSEY, NEW MEXICO, NEVADA, NEW YORK, OHIO, OKLAHOMA, OREGON, PENNSYLVANIA, RHODE ISLAND, SOUTH CAROLINA, TENNESSEE, UTAH, VIRGINIA, WASHINGTON, WISCONSIN, WEST VIRGINIA

FORM 990, PART VI, LINE 19 - GOVERNING DOCUMENTS DISCLOSURE EXPLANATION THE GOVERNING DOCUMENTS AND CONFLICT OF INTEREST POLICY ARE AVAILABLE TO THE PUBLIC UPON REQUEST. THE ORGANIZATION'S AUDITED FINANCIAL STATEMENTS

Name of the organization

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MILE HIGH UNITED WAY, INC.

84-0404235

ARE AVAILABLE TO THE PUBLIC ON MILE HIGH UNITED WAY'S WEBSITE.

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FORM 990, PART XI, LINE 9 - OTHER CHANGES IN NET ASSETS EXPLANATION

RENTAL EXPENSE \$ 239,889

DONOR DESIGNATED CONTRIBUTIONS \$ -4,244,608

RENTAL EXPENSE \$ -239,889

DONOR DESIGNATED CONTRIBUTIONS \$ 4,244,608

FORM 990, PART XII, LINE 1 - CHANGE IN ACCOUNTING METHOD EXPLANATION

THE PROCESS HAS NOT CHANGED FROM THE PRIOR YEAR.

**SCHEDULE R  
(Form 990)**

**Related Organizations and Unrelated Partnerships**

OMB No. 1545-0047

**2023**

**Open to Public  
Inspection**

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

Go to [www.irs.gov/Form990](http://www.irs.gov/Form990) for instructions and the latest information.

Department of the Treasury  
Internal Revenue Service

Name of the organization

MILE HIGH UNITED WAY, INC.

Employer identification number

84-0404235

**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
(1) MILE HIGH UNITED WAY PENN ST LLC 711 PARK AVE. WEST 88-0923495 DENVER CO 80205	PROPERTY	CO	191,743	5,130,865	MHUW
(2)					
(3)					
(4)					
(5)					

**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
(1)							
(2)							
(3)							
(4)							
(5)							

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

(a) Name, address, and EIN of related organization	(b) Primary activity	(c) Legal domicile (state or foreign country)	(d) Direct controlling entity	(e) Predominant income (related, unrelated, excluded from tax under sections 512-514)	(f) Share of total income	(g) Share of end-of-year assets	(h) Disproportionate alloc.?		(i) Code V—UBI amount in box 20 of Schedule K-1 (Form 1065)	(j) General or managing partner?		(k) Percentage ownership
							Yes	No		Yes	No	
(1) .....												
(2) .....												
(3) .....												
(4) .....												

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

(a) Name, address, and EIN of related organization	(b) Primary activity	(c) Legal domicile (state or foreign country)	(d) Direct controlling entity	(e) Type of entity (C corp, S corp, or trust)	(f) Share of total income	(g) Share of end-of-year assets	(h) Percentage ownership	(i) Section 512(b)(13) controlled entity?	
								Yes	No
(1) .....									
(2) .....									
(3) .....									
(4) .....									

**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
<b>a</b> Receipt of (i) interest, (ii) annuities, (iii) royalties, or (iv) rent from a controlled entity	1a	
<b>b</b> Gift, grant, or capital contribution to related organization(s)	1b	
<b>c</b> Gift, grant, or capital contribution from related organization(s)	1c	
<b>d</b> Loans or loan guarantees to or for related organization(s)	1d	
<b>e</b> Loans or loan guarantees by related organization(s)	1e	
<b>f</b> Dividends from related organization(s)	1f	
<b>g</b> Sale of assets to related organization(s)	1g	
<b>h</b> Purchase of assets from related organization(s)	1h	
<b>i</b> Exchange of assets with related organization(s)	1i	
<b>j</b> Lease of facilities, equipment, or other assets to related organization(s)	1j	
<b>k</b> Lease of facilities, equipment, or other assets from related organization(s)	1k	
<b>l</b> Performance of services or membership or fundraising solicitations for related organization(s)	1l	
<b>m</b> Performance of services or membership or fundraising solicitations by related organization(s)	1m	
<b>n</b> Sharing of facilities, equipment, mailing lists, or other assets with related organization(s)	1n	
<b>o</b> Sharing of paid employees with related organization(s)	1o	
<b>p</b> Reimbursement paid to related organization(s) for expenses	1p	
<b>q</b> Reimbursement paid by related organization(s) for expenses	1q	
<b>r</b> Other transfer of cash or property to related organization(s)	1r	
<b>s</b> Other transfer of cash or property from related organization(s)	1s	

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

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



**Part VI Unrelated Organizations Taxable as a Partnership.** Complete if the organization answered "Yes" on Form 990, Part IV, line 37.

Provide the following information for each entity taxed as a partnership through which the organization conducted more than five percent of its activities (measured by total assets or gross revenue) that was not a related organization. See instructions regarding exclusion for certain investment partnerships.

(a) Name, address, and EIN of entity	(b) Primary activity	(c) Legal domicile (state or foreign country)	(d) Predominant income (related, unrelated, excluded from tax under sections 512-514)	(e) Are all partners section 501(c)(3) organizations?		(f) Share of total income	(g) Share of end-of-year assets	(h) Disproportionate allocations?		(i) Code V—UBI amount in box 20 of Schedule K-1 (Form 1065)	(j) General or managing partner?		(k) Percentage ownership
				Yes	No			Yes	No		Yes	No	
(1) .....													
(2) .....													
(3) .....													
(4) .....													
(5) .....													
(6) .....													
(7) .....													
(8) .....													
(9) .....													
(10) .....													
(11) .....													

**Part VII**

**Supplemental Information.**

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

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