

Return of Organization Exempt From Income Tax

Form 990

Under section 501(c), 527, or 4947(a)(1) of the Internal Revenue Code (except private foundations)

2024

Department of the Treasury Internal Revenue Service

Do not enter social security numbers on this form as it may be made public.

Open to Public Inspection

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

Header section A-M containing organization details: Name (UNITED WAY OF CENTRAL JERSEY, INC.), EIN (22-1520408), Address (32 FORD AVE., MILLTOWN, NJ 08850), and Website (WWW.UWCJ.ORG).

Part I Summary table with columns for Revenue, Expenses, and Net Assets or Fund Balances. Rows include mission statement, governance metrics, and financial data for 2024 and prior years.

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.

Signature block containing officer signature (Gloria Aftanski), date (11-12-2025), preparer name (Harrison Pereira), and firm information (Tait, Weller & Baker LLP).

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

X

1 Briefly describe the organization's mission:

United Way of Central Jersey's leadership brings together resources for local disadvantaged families to ensure that all young children in our community attain better educational outcomes and a healthier, brighter and more successful future.

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

X 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 X No

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

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

4a (Code:) (Expenses \$ 1,617,896. including grants of \$) (Revenue \$ 1,368,491.)

Healthy Community

Nurse Family Partnership The evidence-based Nurse Family Partnership (NFP) program specifically serves low-income, first-time pregnant women, providing comprehensive parenting training and education, and additional supportive services, from the twelfth week of pregnancy through the child's second birthday.

(Additional Information provided on Schedule O)

4b (Code:) (Expenses \$ 1,081,105. including grants of \$ 242,572.) (Revenue \$ 1,097,915.)

Financial Security

UWCJ assists financially fragile households in multiple capacities, including our year-round IRS-certified Volunteer Income Tax Assistance (VITA) program, administration oversight of FEMA Emergency Food and Shelter funding in Middlesex County NJ, supporting the NJ211 information and referral service, UWCJ's Family Financial Opportunity Center (FFOC), and the Middlesex County Alliance for Child and Family Success program.

(Additional Information provided on Schedule O)

4c (Code:) (Expenses \$ 443,984. including grants of \$) (Revenue \$ 322,250.)

Youth Opportunity

Focusing on academic and life success for Middlesex County Children ages 0-5, our primary initiatives are 1) a Placed-based Initiative at JFK Elementary School in Jamesburg NJ, 2) Summer STREAM Stars summer and school-year program at JFK, and 3) Abriendo Puertas parent-training.

(Additional Information provided on Schedule O)

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

(Expenses \$ 9,827. including grants of \$) (Revenue \$ 9,827.)

4e Total program service expenses 3,152,812.

Part IV Checklist of Required Schedules

Table with 3 columns: Question ID, Question Text, and Yes/No response. Rows include questions 1 through 21 regarding organizational requirements and reporting.

Part IV Checklist of Required Schedules (continued)

Table with 3 columns: Question ID, Question Text, Yes, No. Rows 22-38 covering various IRS requirements.

Part V Statements Regarding Other IRS Filings and Tax Compliance

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

Table with 3 columns: Question ID, Question Text, Yes, No. Rows 1a-1c regarding Form 1096 and backup withholding.

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

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

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

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

X

Section A. Governing Body and Management

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

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

Table with 3 columns: Question, Yes, No. Rows include: 10a Did the organization have local chapters, branches, or affiliates?; 10b If "Yes," did the organization have written policies and procedures governing the activities of such chapters, affiliates, and branches to ensure their operations are consistent with the organization's exempt purposes?; 11a Has the organization provided a complete copy of this Form 990 to all members of its governing body before filing the form?; 11b Describe on Schedule O the process, if any, used by the organization to review this Form 990.; 12a Did the organization have a written conflict of interest policy? If "No," go to line 13; 12b Were officers, directors, or trustees, and key employees required to disclose annually interests that could give rise to conflicts?; 12c Did the organization regularly and consistently monitor and enforce compliance with the policy? If "Yes," describe on Schedule O how this was done; 13 Did the organization have a written whistleblower policy?; 14 Did the organization have a written document retention and destruction policy?; 15 Did the process for determining compensation of the following persons include a review and approval by independent persons, comparability data, and contemporaneous substantiation of the deliberation and decision?; 15a The organization's CEO, Executive Director, or top management official; 15b Other officers or key employees of the organization; 16a Did the organization invest in, contribute assets to, or participate in a joint venture or similar arrangement with a taxable entity during the year?; 16b If "Yes," did the organization follow a written policy or procedure requiring the organization to evaluate its participation in joint venture arrangements under applicable federal tax law, and take steps to safeguard the organization's exempt status with respect to such arrangements?

Section C. Disclosure

- 17 List the states with which a copy of this Form 990 is required to be filed NJ
18 Section 6104 requires an organization to make its Forms 1023 (1024 or 1024-A, if applicable), 990, and 990-T (section 501(c)(3)s only) available for public inspection. Indicate how you made these available. Check all that apply.
[X] Own website [] Another's website [X] Upon request [] Other (explain on Schedule O)
19 Describe on Schedule O whether (and if so, how) the organization made its governing documents, conflict of interest policy, and financial statements available to the public during the tax year.
20 State the name, address, and telephone number of the person who possesses the organization's books and records
UNITED WAY OF CENTRAL JERSEY - 732-247-3727
32 FORD AVE., MILLTOWN, NJ 08850

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

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

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

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

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

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

(A) Name and title	(B) Average hours per week (list any hours for related organizations below line)	(C) Position (do not check more than one box, unless person is both an officer and a director/trustee)						(D) Reportable compensation from the organization (W-2/1099-MISC/1099-NEC)	(E) Reportable compensation from related organizations (W-2/1099-MISC/1099-NEC)	(F) Estimated amount of other compensation from the organization and related organizations
		Individual trustee or director	Institutional trustee	Officer	Key employee	Highest compensated employee	Former			
(1) GLORIA AFTANSKI PRESIDENT, CPO	45.00			X			168,000.	0.	22,018.	
(2) ELIZABETH E. HANCE VP OF FINANCE (CFO)	45.00			X			104,198.	0.	10,656.	
(3) AINSWORTH KIFFIN TRUSTEE	1.00	X					0.	0.	0.	
(4) CARMEN F MAIETTA TRUSTEE	1.00	X					0.	0.	0.	
(5) CHARKO PATTERSON TRUSTEE	1.00	X					0.	0.	0.	
(6) CHRIS VAN DER STAD TRUSTEE	1.00	X					0.	0.	0.	
(7) GARY KARLIN TREASURER	3.00	X		X			0.	0.	0.	
(8) LAUREN GOKHALE TRUSTEE	1.00	X					0.	0.	0.	
(9) LAWRENCE P. O'CONNELL CHIEF VOLUNTEER OFFICER	3.00	X		X			0.	0.	0.	
(10) LEE F. LIVINGSTON FIRST VICE CHAIR	3.00	X		X			0.	0.	0.	
(11) MAURICE WILLIAMS TRUSTEE	1.00	X					0.	0.	0.	
(12) MURIEL GRIMMETT TRUSTEE	1.00	X					0.	0.	0.	
(13) REV. DR. MICHAEL WILKERSON LEAC TRUSTEE	1.00	X					0.	0.	0.	
(14) SHARLETTA EVERETT TRUSTEE	1.00	X					0.	0.	0.	
(15) SOL HECKELMAN VICE CHAIR, COMMUNITY INVESTMENT	3.00	X		X			0.	0.	0.	
(16) STU SCHWARTZ TRUSTEE	1.00	X					0.	0.	0.	
(17) THOMAS S. McDONOUGH TRUSTEE	1.00	X					0.	0.	0.	

Part VIII Statement of Revenue

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

			(A)	(B)	(C)	(D)
			Total revenue	Related or exempt function revenue	Unrelated business revenue	Revenue excluded from tax under sections 512 - 514
Contributions, Gifts, Grants and Other Similar Amounts	1 a	Federated campaigns	1a			
	b	Membership dues	1b			
	c	Fundraising events	1c			
	d	Related organizations	1d			
	e	Government grants (contributions)	1e			
	f	All other contributions, gifts, grants, and similar amounts not included above	1f	2,929,544.		
	g	Noncash contributions included in lines 1a-1f	1g	\$ 104,341.		
	h	Total. Add lines 1a-1f		2,929,544.		
	Program Service Revenue	2 a	COMMUNITY PROGRAM INCOME	Business Code 624200	151,349.	151,349.
b						
c						
d						
e						
f		All other program service revenue				
g		Total. Add lines 2a-2f		151,349.		
Other Revenue	3	Investment income (including dividends, interest, and other similar amounts)		186,714.		186,714.
	4	Income from investment of tax-exempt bond proceeds				
	5	Royalties				
	6 a	Gross rents	(i) Real			
			(ii) Personal			
	6 b	Less: rental expenses				
	6 c	Rental income or (loss)				
	d	Net rental income or (loss)				
	7 a	Gross amount from sales of assets other than inventory	(i) Securities	3,279,000.		
			(ii) Other			
	7 b	Less: cost or other basis and sales expenses		3,280,014.		
	7 c	Gain or (loss)		-1,014.		
d	Net gain or (loss)		-1,014.		-1,014.	
8 a	Gross income from fundraising events (not including \$ _____ of contributions reported on line 1c). See Part IV, line 18					
8 b	Less: direct expenses					
c	Net income or (loss) from fundraising events					
9 a	Gross income from gaming activities. See Part IV, line 19					
9 b	Less: direct expenses					
c	Net income or (loss) from gaming activities					
10 a	Gross sales of inventory, less returns and allowances					
10 b	Less: cost of goods sold					
c	Net income or (loss) from sales of inventory					
Miscellaneous Revenue	11 a	MISCELLANEOUS	Business Code 900099	14,669.	14,669.	
	b					
	c					
	d	All other revenue				
	e	Total. Add lines 11a-11d		14,669.		
12	Total revenue. See instructions		3,281,262.	166,018.	0.	185,700.

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	106,249.	106,249.		
2 Grants and other assistance to domestic individuals. See Part IV, line 22	146,150.	146,150.		
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	303,770.	255,611.	24,465.	23,694.
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	678,710.	572,189.	53,583.	52,938.
8 Pension plan accruals and contributions (include section 401(k) and 403(b) employer contributions)	24,108.	20,003.	2,225.	1,880.
9 Other employee benefits	72,906.	60,491.	6,728.	5,687.
10 Payroll taxes	78,215.	64,897.	7,217.	6,101.
11 Fees for services (nonemployees):				
a Management				
b Legal	82.	42.	1.	39.
c Accounting	27,999.	14,274.	260.	13,465.
d Lobbying				
e Professional fundraising services. See Part IV, line 17				
f Investment management fees	2,124.		2,124.	
g Other. (If line 11g amount exceeds 10% of line 25, column (A), amount, list line 11g expenses on Sch O.)	169,583.	86,452.	1,577.	81,554.
12 Advertising and promotion	7,019.	605.	75.	6,339.
13 Office expenses	77,606.	69,807.	5,191.	2,608.
14 Information technology	45,177.	35,412.	7,315.	2,450.
15 Royalties				
16 Occupancy	22,278.	18,811.	1,535.	1,932.
17 Travel	8,048.	6,488.	1,526.	34.
18 Payments of travel or entertainment expenses for any federal, state, or local public officials				
19 Conferences, conventions, and meetings				
20 Interest				
21 Payments to affiliates	28,597.	24,307.	2,860.	1,430.
22 Depreciation, depletion, and amortization	79,900.	59,147.	10,621.	10,132.
23 Insurance	39,205.	33,865.	3,560.	1,780.
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 COMMUNITY PROGRAM EXPEN	1,536,551.	1,518,879.	17,672.	
b REPAIRS AND MAINTENANCE	46,646.	43,212.	365.	3,069.
c				
d				
e All other expenses	22,612.	15,921.	4,411.	2,280.
25 Total functional expenses. Add lines 1 through 24e	3,523,535.	3,152,812.	153,311.	217,412.
26 Joint costs. Complete this line only if the organization reported in column (B) joint costs from a combined educational campaign and fundraising solicitation. Check here <input type="checkbox"/> if following SOP 98-2 (ASC 958-720)				

Part X Balance Sheet

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

		(A) Beginning of year		(B) End of year
Assets	1 Cash - non-interest-bearing	159,544.	1	58,238.
	2 Savings and temporary cash investments	3,485,188.	2	2,342,165.
	3 Pledges and grants receivable, net	91,860.	3	445,351.
	4 Accounts receivable, net		4	
	5 Loans and other receivables from any current or former officer, director, trustee, key employee, creator or founder, substantial contributor, or 35% controlled entity or family member of any of these persons		5	
	6 Loans and other receivables from other disqualified persons (as defined under section 4958(f)(1)), and persons described in section 4958(c)(3)(B)		6	
	7 Notes and loans receivable, net		7	
	8 Inventories for sale or use		8	
	9 Prepaid expenses and deferred charges	50,278.	9	61,321.
	10a Land, buildings, and equipment: cost or other basis. Complete Part VI of Schedule D	10a 2,439,589.		
	b Less: accumulated depreciation	10b 1,711,985.	807,504.	10c 727,604.
	11 Investments - publicly traded securities	1,914,530.	11	2,945,354.
	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	293,085.	15	512,896.
16 Total assets. Add lines 1 through 15 (must equal line 33)	6,801,989.	16	7,092,929.	
Liabilities	17 Accounts payable and accrued expenses	170,320.	17	302,745.
	18 Grants payable		18	
	19 Deferred revenue	266,109.	19	108,044.
	20 Tax-exempt bond liabilities		20	
	21 Escrow or custodial account liability. Complete Part IV of Schedule D		21	
	22 Loans and other payables to any current or former officer, director, trustee, key employee, creator or founder, substantial contributor, or 35% controlled entity or family member of any of these persons		22	
	23 Secured mortgages and notes payable to unrelated third parties		23	
	24 Unsecured notes and loans payable to unrelated third parties		24	
	25 Other liabilities (including federal income tax, payables to related third parties, and other liabilities not included on lines 17-24). Complete Part X of Schedule D	37,511.	25	282,351.
	26 Total liabilities. Add lines 17 through 25	473,940.	26	693,140.
Net Assets or Fund Balances	Organizations that follow FASB ASC 958, check here <input checked="" type="checkbox"/> and complete lines 27, 28, 32, and 33.			
	27 Net assets without donor restrictions	4,694,868.	27	5,043,342.
	28 Net assets with donor restrictions	1,633,181.	28	1,356,447.
	Organizations that do not follow FASB ASC 958, check here <input type="checkbox"/> and complete lines 29 through 33.			
	29 Capital stock or trust principal, or current funds		29	
	30 Paid-in or capital surplus, or land, building, or equipment fund		30	
	31 Retained earnings, endowment, accumulated income, or other funds		31	
	32 Total net assets or fund balances	6,328,049.	32	6,399,789.
33 Total liabilities and net assets/fund balances	6,801,989.	33	7,092,929.	

Part XI Reconciliation of Net Assets

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

1	Total revenue (must equal Part VIII, column (A), line 12)	1	3,281,262.
2	Total expenses (must equal Part IX, column (A), line 25)	2	3,523,535.
3	Revenue less expenses. Subtract line 2 from line 1	3	-242,273.
4	Net assets or fund balances at beginning of year (must equal Part X, line 32, column (A))	4	6,328,049.
5	Net unrealized gains (losses) on investments	5	314,013.
6	Donated services and use of facilities	6	
7	Investment expenses	7	
8	Prior period adjustments	8	
9	Other changes in net assets or fund balances (explain on Schedule O)	9	0.
10	Net assets or fund balances at end of year. Combine lines 3 through 9 (must equal Part X, line 32, column (B))	10	6,399,789.

Part XII Financial Statements and Reporting

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

	Yes	No
1 Accounting method used to prepare the Form 990: <input type="checkbox"/> Cash <input checked="" type="checkbox"/> Accrual <input type="checkbox"/> Other		
If the organization changed its method of accounting from a prior year or checked "Other," explain on Schedule O.		
2a Were the organization's financial statements compiled or reviewed by an independent accountant?		X
If "Yes," check a box below to indicate whether the financial statements for the year were compiled or reviewed on a separate basis, consolidated basis, or both:		
<input type="checkbox"/> Separate basis <input type="checkbox"/> Consolidated basis <input type="checkbox"/> Both consolidated and separate basis		
b Were the organization's financial statements audited by an independent accountant?	X	
If "Yes," check a box below to indicate whether the financial statements for the year were audited on a separate basis, consolidated basis, or both:		
<input checked="" type="checkbox"/> Separate basis <input type="checkbox"/> Consolidated basis <input type="checkbox"/> Both consolidated and separate basis		
c If "Yes" to line 2a or 2b, does the organization have a committee that assumes responsibility for oversight of the audit, review, or compilation of its financial statements and selection of an independent accountant?	X	
If the organization changed either its oversight process or selection process during the tax year, explain on Schedule O.		
3a As a result of a federal award, was the organization required to undergo an audit or audits as set forth in the Uniform Guidance, 2 C.F.R. Part 200, Subpart F?	X	
b If "Yes," did the organization undergo the required audit or audits? If the organization did not undergo the required audit or audits, explain why on Schedule O and describe any steps taken to undergo such audits	X	

Form 990 (2024)

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

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

Section A. Public Support

Calendar year (or fiscal year beginning in)	(a) 2020	(b) 2021	(c) 2022	(d) 2023	(e) 2024	(f) Total
1 Gifts, grants, contributions, and membership fees received. (Do not include any "unusual grants.")	1835859.	1679239.	2632562.	3042584.	2929544.	12119788.
2 Tax revenues levied for the organization's benefit and either paid to or expended on its behalf						
3 The value of services or facilities furnished by a governmental unit to the organization without charge						
4 Total. Add lines 1 through 3	1835859.	1679239.	2632562.	3042584.	2929544.	12119788.
5 The portion of total contributions by each person (other than a governmental unit or publicly supported organization) included on line 1 that exceeds 2% of the amount shown on line 11, column (f)						4335774.
6 Public support. Subtract line 5 from line 4.						7784014.

Section B. Total Support

Calendar year (or fiscal year beginning in)	(a) 2020	(b) 2021	(c) 2022	(d) 2023	(e) 2024	(f) Total
7 Amounts from line 4	1835859.	1679239.	2632562.	3042584.	2929544.	12119788.
8 Gross income from interest, dividends, payments received on securities loans, rents, royalties, and income from similar sources	41,365.	41,082.	52,734.	187,481.	186,714.	509,376.
9 Net income from unrelated business activities, whether or not the business is regularly carried on						
10 Other income. Do not include gain or loss from the sale of capital assets (Explain in Part VI.)	35,166.	30,033.	25,383.	13,237.	14,670.	118,489.
11 Total support. Add lines 7 through 10						12747653.
12 Gross receipts from related activities, etc. (see instructions)					12	2,940,872.
13 First 5 years. If the Form 990 is for the organization's first, second, third, fourth, or fifth tax year as a section 501(c)(3) organization, check this box and stop here						<input type="checkbox"/>

Section C. Computation of Public Support Percentage

14 Public support percentage for 2024 (line 6, column (f), divided by line 11, column (f))	14	61.06	%
15 Public support percentage from 2023 Schedule A, Part II, line 14	15	51.56	%
16a 33 1/3% support test - 2024. If the organization did not check the box on line 13, and line 14 is 33 1/3% or more, check this box and stop here. The organization qualifies as a publicly supported organization	<input checked="" type="checkbox"/>		
b 33 1/3% support test - 2023. If the organization did not check a box on line 13 or 16a, and line 15 is 33 1/3% or more, check this box and stop here. The organization qualifies as a publicly supported organization	<input type="checkbox"/>		
17a 10% -facts-and-circumstances test - 2024. If the organization did not check a box on line 13, 16a, or 16b, and line 14 is 10% or more, and if the organization meets the facts-and-circumstances test, check this box and stop here. Explain in Part VI how the organization meets the facts-and-circumstances test. The organization qualifies as a publicly supported organization	<input type="checkbox"/>		
b 10% -facts-and-circumstances test - 2023. If the organization did not check a box on line 13, 16a, 16b, or 17a, and line 15 is 10% or more, and if the organization meets the facts-and-circumstances test, check this box and stop here. Explain in Part VI how the organization meets the facts-and-circumstances test. The organization qualifies as a publicly supported organization	<input type="checkbox"/>		
18 Private foundation. If the organization did not check a box on line 13, 16a, 16b, 17a, or 17b, check this box and see instructions	<input type="checkbox"/>		

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

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

Section A. Public Support

Table with 7 columns: (a) 2020, (b) 2021, (c) 2022, (d) 2023, (e) 2024, (f) Total. Rows include: 1 Gifts, grants, contributions, and membership fees received; 2 Gross receipts from admissions, merchandise sold or services performed; 3 Gross receipts from activities that are not an unrelated trade or business; 4 Tax revenues levied for the organization's benefit; 5 The value of services or facilities furnished by a governmental unit; 6 Total. Add lines 1 through 5; 7a Amounts included on lines 1, 2, and 3 received from disqualified persons; b Amounts included on lines 2 and 3 received from other than disqualified persons; c Add lines 7a and 7b; 8 Public support. (Subtract line 7c from line 6.)

Section B. Total Support

Table with 7 columns: (a) 2020, (b) 2021, (c) 2022, (d) 2023, (e) 2024, (f) Total. Rows include: 9 Amounts from line 6; 10a Gross income from interest, dividends, payments received on securities loans, rents, royalties, and income from similar sources; b Unrelated business taxable income (less section 511 taxes) from businesses acquired after June 30, 1975; c Add lines 10a and 10b; 11 Net income from unrelated business activities not included on line 10b, whether or not the business is regularly carried on; 12 Other income. Do not include gain or loss from the sale of capital assets (Explain in Part VI.); 13 Total support. (Add lines 9, 10c, 11, and 12.)

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

Section C. Computation of Public Support Percentage

Table with 2 columns: Line number, Percentage. Row 15: Public support percentage for 2024 (line 8, column (f), divided by line 13, column (f)) 15%. Row 16: Public support percentage from 2023 Schedule A, Part III, line 15 16%.

Section D. Computation of Investment Income Percentage

Table with 2 columns: Line number, Percentage. Row 17: Investment income percentage for 2024 (line 10c, column (f), divided by line 13, column (f)) 17%. Row 18: Investment income percentage from 2023 Schedule A, Part III, line 17 18%.

19a 33 1/3% support tests - 2024. If the organization did not check the box on line 14, and line 15 is more than 33 1/3%, and line 17 is not more than 33 1/3%, check this box and stop here. The organization qualifies as a publicly supported organization
b 33 1/3% support tests - 2023. If the organization did not check a box on line 14 or line 19a, and line 16 is more than 33 1/3%, and line 18 is not more than 33 1/3%, check this box and stop here. The organization qualifies as a publicly supported organization
20 Private foundation. If the organization did not check a box on line 14, 19a, or 19b, check this box and see instructions

Part IV Supporting Organizations

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

Section A. All Supporting Organizations

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

Part IV Supporting Organizations (continued)

Table with 3 columns: Question, Yes, No. Row 11: Has the organization accepted a gift or contribution from any of the following persons? Sub-rows 11a, 11b, 11c.

Section B. Type I Supporting Organizations

Table with 3 columns: Question, Yes, No. Row 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? Row 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?

Section C. Type II Supporting Organizations

Table with 3 columns: Question, Yes, No. Row 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)?

Section D. All Type III Supporting Organizations

Table with 3 columns: Question, Yes, No. Row 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? Row 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? Row 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?

Section E. Type III Functionally Integrated Supporting Organizations

Table with 3 columns: Question, Yes, No. Row 1: Check the box next to the method that the organization used to satisfy the Integral Part Test during the year (see instructions). Sub-rows a, b, c. Row 2: Activities Test. Answer lines 2a and 2b below. Sub-rows a, b. Row 3: Parent of Supported Organizations. Answer lines 3a and 3b below. Sub-rows a, b.

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

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

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

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

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

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

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

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

Part VI

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

Lined area for supplemental information.

SCHEDULE D

(Form 990)
(Rev. December 2024)
Department of the Treasury
Internal Revenue Service

Supplemental Financial Statements

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

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

OMB No. 1545-0047

Open to Public
Inspection

Name of the organization

UNITED WAY OF CENTRAL JERSEY, INC.

Employer identification number

22-1520408

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

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

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

1 Purpose(s) of conservation easements held by the organization (check all that apply).

Preservation of land for public use (for example, recreation or education) Preservation of a historically important land area

Protection of natural habitat Preservation of a certified historic structure

Preservation of open space

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

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

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

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

5 Does the organization have a written policy regarding the periodic monitoring, inspection, handling of violations, and enforcement of the conservation easements it holds? Yes No

6 Staff and volunteer hours devoted to monitoring, inspecting, handling of violations, and enforcing conservation easements during the year _____

7 Amount of expenses incurred in monitoring, inspecting, handling of violations, and enforcing conservation easements during the year _____

8 Does each conservation easement reported on line 2d above satisfy the requirements of section 170(h)(4)(B)(i) and section 170(h)(4)(B)(ii)? Yes No

9 In Part XIII, describe how the organization reports conservation easements in its revenue and expense statement and balance sheet, and include, if applicable, the text of the footnote to the organization's financial statements that describes the organization's accounting for conservation easements.

Part III Organizations Maintaining Collections of Art, Historical Treasures, or Other Similar Assets.

Complete if the organization answered "Yes" on Form 990, Part IV, line 8.

1a If the organization elected, as permitted under FASB ASC 958, not to report in its revenue statement and balance sheet works of art, historical treasures, or other similar assets held for public exhibition, education, or research in furtherance of public service, provide in Part XIII the text of the footnote to its financial statements that describes these items.

b If the organization elected, as permitted under FASB ASC 958, to report in its revenue statement and balance sheet works of art, historical treasures, or other similar assets held for public exhibition, education, or research in furtherance of public service, provide the following amounts relating to these items.

(i) Revenue included on Form 990, Part VIII, line 1 \$ _____

(ii) Assets included in Form 990, Part X \$ _____

2 If the organization received or held works of art, historical treasures, or other similar assets for financial gain, provide the following amounts required to be reported under FASB ASC 958 relating to these items:

a Revenue included on Form 990, Part VIII, line 1 \$ _____

b Assets included in Form 990, Part X \$ _____

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

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

LHA 432051 01-02-25

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

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

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

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

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

	(a) Current year	(b) Prior year	(c) Two years back	(d) Three years back	(e) Four years back
1a Beginning of year balance					
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 | |

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		40,000.		40,000.
b Buildings		2,227,218.	1,541,991.	685,227.
c Leasehold improvements				
d Equipment		172,371.	169,994.	2,377.
e Other				
Total. Add lines 1a through 1e. (Column (d) must equal Form 990, Part X, line 10c, column (B))				727,604.

Part VII Investments - Other Securities

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

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

Part VIII Investments - Program Related.

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

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

Part IX Other Assets

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

(a) Description	(b) Book value
(1) Investments - Beneficial Interest in Perpetual Trust	289,199.
(2) accrued interest	10,635.
(3) Right-of-use asset	204,225.
(4) Security Deposits	8,837.
(5)	
(6)	
(7)	
(8)	
(9)	
Total. (Column (b) must equal Form 990, Part X, line 15, col. (B))	512,896.

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) Allocations Payable	31,936.
(3) Designations Payable	12,894.
(4) Refundable advances	19,252.
(5) Operating lease liability	218,269.
(6)	
(7)	
(8)	
(9)	
Total. (Column (b) must equal Form 990, Part X, line 25, col. (B))	282,351.

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

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

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

1	Total revenue, gains, and other support per audited financial statements		1	3,601,122.
2	Amounts included on line 1 but not on Form 990, Part VIII, line 12:			
a	Net unrealized gains (losses) on investments	2a	314,013.	
b	Donated services and use of facilities	2b	17,798.	
c	Recoveries of prior year grants	2c		
d	Other (Describe in Part XIII.)	2d		
e	Add lines 2a through 2d	2e		331,811.
3	Subtract line 2e from line 1		3	3,269,311.
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	2,124.	
b	Other (Describe in Part XIII.)	4b	9,827.	
c	Add lines 4a and 4b	4c		11,951.
5	Total revenue. Add lines 3 and 4c. (This must equal Form 990, Part I, line 12.)		5	3,281,262.

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

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

1	Total expenses and losses per audited financial statements		1	3,529,382.
2	Amounts included on line 1 but not on Form 990, Part IX, line 25:			
a	Donated services and use of facilities	2a	17,798.	
b	Prior year adjustments	2b		
c	Other losses	2c		
d	Other (Describe in Part XIII.)	2d		
e	Add lines 2a through 2d	2e		17,798.
3	Subtract line 2e from line 1		3	3,511,584.
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	2,124.	
b	Other (Describe in Part XIII.)	4b	9,827.	
c	Add lines 4a and 4b	4c		11,951.
5	Total expenses. Add lines 3 and 4c. (This must equal Form 990, Part I, line 18.)		5	3,523,535.

Part XIII Supplemental Information

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

Part X, Line 2:

MANAGEMENT HAS REVIEWED THE TAX POSITIONS FOR EACH OF THE OPEN TAX YEARS (2021-2023) OR EXPECTED TO BE TAKEN IN UNITED WAY'S 2024 TAX RETURN AND HAS CONCLUDED THAT THERE ARE NO SIGNIFICANT UNCERTAIN TAX POSITIONS THAT WOULD REQUIRE RECOGNITION IN THE FINANCIAL STATEMENTS.

Part XI, Line 4b - Other Adjustments:

Donor Designated Contributions 9,827.

Part XII, Line 4b - Other Adjustments:

Donor Designated Contributions 9,827.

**SCHEDULE I
(Form 990)**

(Rev. December 2024)
Department of the Treasury
Internal Revenue Service

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

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

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

OMB No. 1545-0047

Open to Public
Inspection

Name of the organization

UNITED WAY OF CENTRAL JERSEY, INC.

Employer identification number
22-1520408

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
NJ 2-1-1 Partnership 16 Wing Drive Cedar knolls, NJ 07927	37-1446108	501(C)(3)	31,122.	0.			24/7/365 Information & Referral Hotline.
CLASSIS OF NEW BRUNSWICK CDC/DIRE 100 College Avenue New Brunswick, NJ 08901	45-2053473	501(C)(3)	65,000.	0.			D.I.R.E. Program/Immigrant services.

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

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

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

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

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

(a) Type of grant or assistance	(b) Number of recipients	(c) Amount of cash grant	(d) Amount of non-cash assistance	(e) Method of valuation (book, FMV, appraisal, other)	(f) Description of noncash assistance
ARP/Covid Gift Cards for FORMULA purchases, FEMA Gift Cards for FOOD	462	146,150.	0.		

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

Part I, Line 2:
 At a minimum, agencies provide semi-annual detailed financial and program reports; more frequent reports may be required when indicated. Site visits occur on a selected basis.

**SCHEDULE J
(Form 990)**

(Rev. December 2024)
Department of the Treasury
Internal Revenue Service

Compensation Information

For certain Officers, Directors, Trustees, Key Employees, and Highest
Compensated Employees
Complete if the organization answered "Yes" on Form 990, Part IV, line 23.
Attach to Form 990.
Go to www.irs.gov/Form990 for instructions and the latest information.

OMB No. 1545-0047

Open to Public
Inspection

Name of the organization **UNITED WAY OF CENTRAL JERSEY, INC.** Employer identification number **22-1520408**

Part I Questions Regarding Compensation

	Yes	No
1a Check the appropriate box(es) if the organization provided any of the following to or for a person listed on Form 990, Part VII, Section A, line 1a. Complete Part III to provide any relevant information regarding these items.		
<input type="checkbox"/> First-class or charter travel		
<input type="checkbox"/> Travel for companions		
<input type="checkbox"/> Tax indemnification and gross-up payments		
<input type="checkbox"/> Discretionary spending account		
<input type="checkbox"/> Housing allowance or residence for personal use		
<input type="checkbox"/> Payments for business use of personal residence		
<input type="checkbox"/> Health or social club dues or initiation fees		
<input type="checkbox"/> Personal services (such as maid, chauffeur, chef)		
b If any of the boxes on line 1a are checked, did the organization follow a written policy regarding payment or reimbursement or provision of all of the expenses described above? If "No," complete Part III to explain	1b	
2 Did the organization require substantiation prior to reimbursing or allowing expenses incurred by all directors, trustees, and officers, including the CEO/Executive Director, regarding the items checked on line 1a?	2	
3 Indicate which, if any, of the following the organization used to establish the compensation of the organization's CEO/Executive Director. Check all that apply. Do not check any boxes for methods used by a related organization to establish compensation of the CEO/Executive Director, but explain in Part III.		
<input type="checkbox"/> Compensation committee		
<input type="checkbox"/> Independent compensation consultant		
<input type="checkbox"/> Form 990 of other organizations		
<input type="checkbox"/> Written employment contract		
<input checked="" type="checkbox"/> Compensation survey or study		
<input checked="" type="checkbox"/> Approval by the board or compensation committee		
4 During the year, did any person listed on Form 990, Part VII, Section A, line 1a, with respect to the filing organization or a related organization:		
a Receive a severance payment or change-of-control payment?	4a	<input checked="" type="checkbox"/>
b Participate in or receive payment from a supplemental nonqualified retirement plan?	4b	<input checked="" type="checkbox"/>
c Participate in or receive payment from an equity-based compensation arrangement?	4c	<input checked="" type="checkbox"/>
If "Yes" to any of lines 4a-c, list the persons and provide the applicable amounts for each item in Part III.		
Only section 501(c)(3), 501(c)(4), and 501(c)(29) organizations must complete lines 5-9.		
5 For persons listed on Form 990, Part VII, Section A, line 1a, did the organization pay or accrue any compensation contingent on the revenues of:		
a The organization?	5a	<input checked="" type="checkbox"/>
b Any related organization?	5b	<input checked="" type="checkbox"/>
If "Yes" on line 5a or 5b, describe in Part III.		
6 For persons listed on Form 990, Part VII, Section A, line 1a, did the organization pay or accrue any compensation contingent on the net earnings of:		
a The organization?	6a	<input checked="" type="checkbox"/>
b Any related organization?	6b	<input checked="" type="checkbox"/>
If "Yes" on line 6a or 6b, describe in Part III.		
7 For persons listed on Form 990, Part VII, Section A, line 1a, did the organization provide any nonfixed payments not described on lines 5 and 6? If "Yes," describe in Part III	7	<input checked="" type="checkbox"/>
8 Were any amounts reported on Form 990, Part VII, paid or accrued pursuant to a contract that was subject to the initial contract exception described in Regulations section 53.4958-4(a)(3)? If "Yes," describe in Part III	8	<input checked="" type="checkbox"/>
9 If "Yes" on line 8, did the organization also follow the rebuttable presumption procedure described in Regulations section 53.4958-6(c)?	9	

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

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

**SCHEDULE M
(Form 990)**

Noncash Contributions

OMB No. 1545-0047

2024

**Open to Public
Inspection**

Department of the Treasury
Internal Revenue Service

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

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

Name of the organization: **UNITED WAY OF CENTRAL JERSEY, INC.**
Employer identification number: **22-1520408**

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				
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 (<u>Clothing/Toys -</u>)	X	0	89,605.FMV	
26	Other (<u>School supplies</u>)	X	0	14,737.FMV	
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**

	Yes	No
30a During the year, did the organization receive by contribution any property reported on Part I, lines 1 through 28, that it must hold for at least 3 years from the date of the initial contribution, and which isn't required to be used for exempt purposes for the entire holding period?		X
b If "Yes," describe the arrangement in Part II.		
31 Does the organization have a gift acceptance policy that requires the review of any nonstandard contributions?		X
32a Does the organization hire or use third parties or related organizations to solicit, process, or sell noncash contributions?		X
b If "Yes," describe in Part II.		
33 If the organization didn't report an amount in column (c) for a type of property for which column (a) is checked, describe in Part II.		

For Paperwork Reduction Act Notice, see the Instructions for Form 990. Schedule M (Form 990) 2024

Part II

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

Lined area for supplemental information.

SCHEDULE O

(Form 990)

(Rev. December 2024)

Department of the Treasury
Internal Revenue Service

Supplemental Information to Form 990 or 990-EZ

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

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

OMB No. 1545-0047

**Open to Public
Inspection**

Name of the organization

UNITED WAY OF CENTRAL JERSEY, INC.

Employer identification number

22-1520408

Form 990, Part III, Line 2, New Program Services:

In April 2024, United Way of Central Jersey established a 'Family Financial Opportunity Center' (FFOC). The FFOC, located in Perth Amboy NJ, helps Middlesex County NJ residents with employment counseling, income support, and financial coaching.

Form 990, Part III, Line 4a, Program Service Accomplishments:

Nurse Family Partnership (NFP) This evidence-based program targets first-time low-income pregnant women and provides intensive parent education, health and other resources and support services. NFP clients typically have a higher risk for poor birth outcomes since, on average they are more likely to be impacted by social and economic inequality and systemic racism than the general population of individuals pregnant with or parenting their first child.

Our NFP program outcomes include reductions in pre-term births, low birth weight infants and subsequent pregnancies. Increases in breast feeding at birth, 6 and 12 months as well as increased workforce participation at 6, 12 and 24 months have also been documented. During 2024, our 8 bachelor-level nurse home visitors supported 225 families which included 205 children. 41 Mothers graduated from this program in August, culminating 1,000 continuous days in partnership with their nurse.

Four exciting components of the program launched this year. 150 Mothers supported by UWCJ's contract with the New Jersey Department of Children and Families received financial assistance to purchase infant formula or breastfeeding supplies. 99 families received grocery gift cards funded by UWCJ's FEMA Award, stretching family resources for other basic needs such as rent, child care, transportation and more. UWCJ's grant from United Way Worldwide's Ride United Transportation Access program provided Lyft transportation for specific causes including grocery shopping, medical appointments, employment and other services. The Parent Leaders group continues to expand and assumed the lead in planning educational programs and social events for current and graduate NFP families.

Form 990, Part III, Line 4b, Program Service Accomplishments:

UWCJ has a multi-level focus to provide much-needed financial security for community residents.

VITA (Volunteer Income Tax Assistance)

Individuals and families making \$75,000 or less per year can have their federal and state income tax returns prepared and filed for free by IRS-certified volunteers in UWCJ's Volunteer Income Tax Assistance ('VITA') Program. The volunteer-driven program supports over 2,500 individuals in Middlesex County and returns an average of \$2.5 million dollars in refunds, including Earned Income Tax Credits ('EITC'), and Child Care credits for taxpayers. Unlike other VITA programs, United Way of Central Jersey provides VITA services year-round to assist late filers, delinquent filers, filers responding to IRS and State tax notices, and preparation of ITIN applications and renewals. Low-income

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

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

LHA 432211 01-15-25

Name of the organization

UNITED WAY OF CENTRAL JERSEY, INC.

Employer identification number

22-1520408

VITA tax clients also received FEMA-funded grocery gift cards.

THE 2024 NUMBERS:

145 volunteers

4,478 tax returns filed

\$2.5 million refunds & credits

Family Financial Opportunity Center (FFOC)

Our FFOC opened in May 2024 and provides the tools for our priority population of unemployed and underemployed parents of young children to thrive financially. Financial, employment and income support coaches provide resources and support to enable clients and their families to improve their financial well-being. During its initial 6-months of operation, the FFOC engaged 70 clients who were primarily female and Hispanic with monthly incomes under \$2,000.

FEMA Emergency Food & Shelter

UWCJ provides administrative support for Middlesex County's Local FEMA Board, responsible for recommending Awards to local organizations providing emergency shelter; rent, mortgage and utility assistance and emergency food, diapers and infant formula. The Emergency Food and Shelter National Board informed New Jersey Local Boards of their Phase 42 Allocations in December 2023. Middlesex County's Award totaled \$385,562. However, no further information has been received by the Local Board regarding next steps for the Phase 42 process.

RIDE UNITED

Launched in July, our Ride United Transportation Access initiative provided no-cost rides for individuals and families participating in our direct-service programs. Lyft transportation is available to our clients for the following purposes: health appointments, employment interviews, access to food and food-related benefits, education, legal issues, housing and economic stability needs.

NJ211

UWCJ supports United Ways of New Jersey's NJ 211 helpline, available 24/7/365 in multiple languages. During 2024, NJ 211 received 34,249 calls from Middlesex County residents and 12,167 web searches. Top live assistance needs were, in priority order: utilities assistance, at risk of homelessness and homeless housing programs, housing expense assistance, benefits screening and general information. Top web searches, in priority order were: housing expense assistance, residential housing options, utility assistance, emergency shelter and emergency food.

Middlesex County Alliance for Child and Family Success

The Alliance is a community resource that residents can call for assistance with housing, childcare, benefits, immigration and other issues. In 2024, the Alliance handled 1,080 calls, including 138 callers with 183 young children. Alliance clients typically are women who have annual incomes below \$29,000, about two-thirds of whom are Hispanic. Most clients were having trouble finding adequate housing and food.

Jamesburg Healthy Food Program

UWCJ operates a food pantry for families of students at JFK Elementary School, hosted at the Jamesburg Elks Lodge No. 2180. The pantry, which

Name of the organization UNITED WAY OF CENTRAL JERSEY, INC.	Employer identification number 22-1520408
--	--

opened in September 2024, operates twice a month, and has provided over 80 households with over 200 children with culturally appropriate and nutritious food. The pantry is staffed by UWCJ and community volunteers. It obtains food from the Replenish Food Bank and is supported by a grant from the Middlesex County Board of Commissioners.

SNAP (Supplemental Nutrition Assistance Program)

During the year 2024, UWCJ entered into a contract (effective January 2025) with the State Department of Human Services, Division of Family Development, to serve as SNAP Navigators - informing Middlesex and Somerset County residents about food benefits assistance and helping them enroll in the program.

Immigration

In 2024, UWCJ continued its longstanding commitment to the network of community-based organizations providing direct service and opportunities to our community's new arrivals. UWCJ continued our support of D.I.R.E., an invaluable initiative of the Reformed Church of Highland Park. The Deportation and Immigration Response Equipo helpline and support services continued its expansion with regional service locations to facilitate access to immigrant families facing the challenges of assimilation into life in the United States: food and financial insecurity, housing, language as well as detention, deportation and other immigration related issues. The D.I.R.E. helpline is available 24/7/365; During 2024, the helpline received 580 calls.

Form 990, Part III, Line 4c, Program Service Accomplishments:

UWCJ's three focused 'Early Education Youth Opportunity' initiatives are:

Place-based Initiative at JFK Elementary School in Jamesburg NJ
United Way of Central Jersey leads John F. Kennedy Elementary School's Early Childhood Council's long-term strategy to address the early education and development needs of preschool students and their families. Our Family Advocate stationed at JFK has an active caseload of over 60 families with a wide range of education, child development, health, immigration, nutrition, and financial hurdles. The Family Advocate also facilitated parent workshops, ESL classes, and community events. UWCJ also supported an in-school food pantry and a holiday food distribution. Jamesburg JFK School families also received FEMA-funded grocery gift cards.

Summer STREAM Stars at JFK Elementary

UWCJ received Community Project funding for a summer STREAM program for preschool and kindergarten students at JFK identified by their teachers in need of additional support to increase academic success. Students attended a half-day program of instruction in science, math, technology, engineering and the arts and reading.

Students were eligible to take part in a summer afterschool program, and their parents participated in UWCJ-facilitated workshops. The learning continued at home with toolkits and home libraries that were shared with parents. The program continued into the school year with STREAM modules incorporated into an enhanced science curriculum. In 2024, 90 preschool and kindergarten students took part in the summer

Name of the organization UNITED WAY OF CENTRAL JERSEY, INC.	Employer identification number 22-1520408
---	---

program. All participants received school-ready backpacks and take-home libraries.

Abriendo Puertas/Opening Doors

Abriendo Puertas (Opening Doors) is a 10-session, evidence-based series, for Latino parents with children ages 0-5 that prepares parents to be effective advocates for their child when engaging with the educational, medical and social service systems. One workshop series was held in June with 8 graduates.

Form 990, Part III, Line 4d, Other Program Services:

UWCJ is committed to ensuring that families with children ages 0-5 living within our community receive resources and support enabling all to thrive: financially, educationally, and in good health; which impacts the life trajectory of the children. We offer programs and services supplementing our 13 core programs as follows:

Back-to-School Supplies - In 2024, UWCJ provided 420 backpacks filled with grade-targeted school supplies to Middlesex County schools that requested supplies for students living in income-challenged households. Supplies were donated by generous area corporations and businesses and stuffed by UWCJ and corporate volunteers.

Gifts of the Season - This program provides end of the year holiday gifts to families participating in UWCJ direct services as well as clients enrolled with our non-profit community partners' programs. Gifts are purchased by 23 of our generous corporate partners as well as members of the general public based upon the wish list of the children, provided by their parents. In 2024, this program provided gifts to 608 children.

UWCJ Women United A volunteer-driven organization, UWCJ Women United, hosted their annual nonpartisan 'Legislative Breakfast' in 2024, at which local and state government officials presented information to 100+ participants from local community nonprofit agencies.

Facilities and Other Services to local Non-profit Organizations In addition to offering free meeting space to local community-partner nonprofit organizations, UWCJ continues to provide technical assistance and other in-kind services to local nonprofit organizations. Expenses \$ 9,827. including grants of \$ 0. Revenue \$ 9,827.

Form 990, Part VI, Section A, line 6:

The members of the Corporation shall be agency, individual and honorary. **Agency Membership:** Any non-profit agency given tax-exempt status under Section 501 (c) 3 of the Internal Revenue Codes that has a written membership agreement with the Corporation shall be an agency member of the Corporation. **Individual Membership:** Any contributor to the United Way and person residing or employed in the area served by the Corporation giving voluntary service through the Corporation shall be an individual member for the year which such contribution is made or such voluntary service is rendered. **Honorary and Ex-Officio Membership:** Honorary membership in the Corporation may be conferred upon any person or persons by the Board of Trustees in recognition of outstanding and unselfish service to the public welfare. Ex-Officio voting membership shall be extended for life to all of the Board of Trustees' previous Chief Volunteer Officers, including those previously titled as President. The General Assembly shall consist of members of the Corporation as defined herein. The powers and duties of the General Assembly shall be: a) To elect annually the members of the Board of

Name of the organization

UNITED WAY OF CENTRAL JERSEY, INC.

Employer identification number

22-1520408

Trustees and Officers of the Corporation, b) To receive reports at its meetings and have the right to require special reports from the Board of Trustees and any division, department or committee of the Corporation, c) To delegate to the Board of Trustees such duties as it deems advisable, consistent with the Corporation's By-Laws and d) To enact, amend, modify, change or alter the By-Laws and/or Certificate of Incorporation pursuant to law at any regular meeting or at any special meeting call for that purpose.

Form 990, Part VI, Section A, line 7a:

Trustees and Officers of the Corporation are elected by the Members at the Annual Meeting.

Form 990, Part VI, Section A, line 7b:

Trustees and Officers of the Corporation are elected by the Members at the Annual Meeting.

Form 990, Part VI, Section B, line 11b:

Form 990 is reviewed by the Finance Committee and the Board of Trustees prior to filing with the IRS.

Form 990, Part VI, Section B, Line 12c:

United Way of Central Jersey adheres to United Way Worldwide's 'CODE OF ETHICS' for Staff and Volunteers. The Policy includes provisions for full and fair disclosure. Board and Staff members annually confirm their review and compliance with the Code-of-Ethics Policy. UWCJ practice requires Board and professional staff to disclose potential conflicts and/or the potential appearance of conflict, and recuse themselves from discussion and vote on any such matters.

Form 990, Part VI, Section B, Line 15:

Each member of the United Way of Central Jersey staff receives an annual performance review prepared by Supervisory Staff, approved by the President/CPO, and provided to the Officers of the Board who constitute the Personnel Committee. The President/CPO prepares salary adjustment recommendations which are shared with the CVO for guidance and input prior to submission of such recommendations to the Personnel Committee. The President's Performance Review is conducted by the Board Chair/CVO, and reviewed by the Personnel Committee. The President/CPO and other Officers and Key Employee's compensation, including benefits, are reviewed and approved by the Personnel Committee. Such review includes reliance on appropriate comparability data in regards to the compensation amount(s). Documentation pertaining to the annual salary review is retained on file.

Form 990, Part VI, Section C, Line 18:

United Way of Central Jersey provides copies of the Form 990 report upon written request. The public version of the most current Form 990 report is available via the United Way of Central Jersey's website, WWW.UWCJ.ORG.

Form 990, Part VI, Section C, Line 19:

United Way of Central Jersey makes these documents available to the public upon written request. Links to the United Way of Central Jersey's public documents are available on the Website, WWW.UWCJ.ORG.

PART XI, LINE 2C

United Way of Central Jersey's Finance Committee selects, and provides oversight over, the independent accounting firm that conducts the

Name of the organization

UNITED WAY OF CENTRAL JERSEY, INC.

Employer identification number

22-1520408

annual independent audit. Between audits, the Finance Committee receives and reviews monthly financial reports. At the conclusion of the annual independent audit, the Finance Committee meets with representatives of the independent accounting firm to review the audit results and management comments (if any). The Finance Committee presents the Audited financials to the full Board for review and acceptance.

Schedule A, Part I

Schedule A, Part I, REASON FOR PUBLIC CHARITY STATUS:

Based on 'Accountability and Membership Standards' guidance received from United Way Worldwide, the leadership and support organization for the network of nearly 1,800 community-based United Ways, the United Way of Central Jersey concludes its 'Reason for Public Charity Status' is that of a 'Public Charity as defined by IRS code Sections 170(b)(1)(A)(vi) and 509(a)(1)'.