Return of Organization Exempt From Income Tax

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

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

** PUBLIC DISCLOSURE COPY **

JUL 1, 2022
JUN 30, 2023

COLLEGE POSSIBLE, INC.
41-1968798
(651) 288-9455
755 PRIOR AVENUE NORTH
SAINT PAUL, MN 55104
WWW.COLLEGEPOSSIBLE.ORG

KAREN A. GRIES
01/22/24

Part I

1. Briefly describe the organization's mission or most significant activities: SEE SCHEDULE O

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

3. Number of voting members of the governing body (Part VI, line 1a)

4. Number of independent voting members of the governing body (Part VI, line 1b)

5. Total number of individuals employed in calendar year 2022 (Part V, line 2a)

6. Total number of volunteers (estimate if necessary)

7a. Total unrelated business revenue from Part VIII, column (C), line 12

7b. Net unrelated business taxable income from Form 990-T, Part I, line 11

8. Contributions and grants (Part VIII, line 1h)

9. Program service revenue (Part VIII, line 2g)

10. Investment income (Part VIII, column (A), lines 3, 4, and 7d)

11. Other revenue (Part VIII, column (A), lines 5, 6d, 8c, 9c, 10c, and 11e)

12. Total revenue - add lines 8 through 11 (must equal Part VIII, column (A), line 12)

13. Grants and similar amounts paid (Part IX, column (A), lines 1-3)

14. Benefits paid to or for members (Part IX, column (A), line 4)

15. Salaries, other compensation, employee benefits (Part IX, column (A), lines 5-10)

16a. Professional fundraising fees (Part IX, column (A), line 11e)

16b. Total fundraising expenses (Part IX, column (D), line 25)

17. Other expenses (Part IX, column (A), lines 11a-11d, 11f-24e)

18. Total expenses. Add lines 13-17 (must equal Part IX, column (A), line 25)

19. Revenue less expenses. Subtract line 18 from line 12

Beginning of Current Year

End of Year

20. Total assets (Part X, line 16)

21. Total liabilities (Part X, line 26)

22. Net assets or fund balances. Subtract line 21 from line 20

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.

Signature of officer

Date

Type or print name and title

Preparer's signature

Date

Check if self-employed

PTIN

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

X Yes

No

Signature block

Date

Type or print name and title

Preparer's signature

Date

Check if self-employed

PTIN

Phone no.

For Paperwork Reduction Act Notice, see the separate instructions.
### 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:
   
   **COLLEGE POSSIBLE IS A 501(C)(3) NON-PROFIT TAX-EXEMPT ORGANIZATION**

   **MAKING COLLEGE ADMISSION AND SUCCESS POSSIBLE FOR LOW-INCOME STUDENTS**

   **THROUGH AN INTENSIVE CURRICULUM OF COACHING AND SUPPORT.**

2. Did the organization undertake any significant program services during the year which were not listed on the prior Form 990 or 990-EZ?
   
   [ ] Yes [X] No

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

3. Did the organization cease conducting, or make significant changes in how it conducts, any program services?
   
   [X] 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 $15,488,541. including grants of $692,144.) (Revenue $615,250.)

   **FLAGSHIP:** SEE SCHEDULE O.

   4b. (Code: _____) (Expenses $1,474,335. including grants of $ ) (Revenue $677,833.)

   **CATALYZE:** SEE SCHEDULE O.

   4c. (Code: _____) (Expenses $527,724. including grants of $ ) (Revenue $ )

   **COLLEGEPOINT:** SEE SCHEDULE O.

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

   (Expenses $4,050,100. including grants of $ ) (Revenue $940,167.)

4e. Total program service expenses 21,540,700.
<table>
<thead>
<tr>
<th>Part IX</th>
<th>Checklist of Required Schedules</th>
</tr>
</thead>
<tbody>
<tr>
<td>1</td>
<td>Is the organization described in section 501(c)(3) or 4947(a)(1) (other than a private foundation)?&lt;br&gt;   If &quot;Yes,&quot; complete Schedule A</td>
</tr>
<tr>
<td>2</td>
<td>Is the organization required to complete Schedule B, Schedule of Contributors? See instructions</td>
</tr>
<tr>
<td>3</td>
<td>Did the organization engage in direct or indirect political campaign activities on behalf of or in opposition to candidates for public office? If &quot;Yes,&quot; complete Schedule C, Part I</td>
</tr>
<tr>
<td>4</td>
<td><strong>Section 501(c)(3) organizations.</strong> Did the organization engage in lobbying activities, or have a section 501(h) election in effect during the tax year? If &quot;Yes,&quot; complete Schedule C, Part II</td>
</tr>
<tr>
<td>5</td>
<td>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? If &quot;Yes,&quot; complete Schedule C, Part III</td>
</tr>
<tr>
<td>6</td>
<td>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? If &quot;Yes,&quot; complete Schedule D, Part I</td>
</tr>
<tr>
<td>7</td>
<td>Did the organization receive or hold a conservation easement, including easements to preserve open space, the environment, historic land areas, or historic structures? If &quot;Yes,&quot; complete Schedule D, Part II</td>
</tr>
<tr>
<td>8</td>
<td>Did the organization maintain collections of works of art, historical treasures, or other similar assets? If &quot;Yes,&quot; complete Schedule D, Part III</td>
</tr>
<tr>
<td>9</td>
<td>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? If &quot;Yes,&quot; complete Schedule D, Part IV</td>
</tr>
<tr>
<td>10</td>
<td>Did the organization, directly or through a related organization, hold assets in donor-restricted endowments or in quasi endowments? If &quot;Yes,&quot; complete Schedule D, Part V</td>
</tr>
<tr>
<td>11</td>
<td>If the organization's answer to any of the following questions is &quot;Yes,&quot; then complete Schedule D, Parts VI, VII, VIII, IX, or X, as applicable.&lt;br&gt;   a. Did the organization report an amount for land, buildings, and equipment in Part X, line 10? If &quot;Yes,&quot; complete Schedule D, Part VI</td>
</tr>
<tr>
<td></td>
<td>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? If &quot;Yes,&quot; complete Schedule D, Part VII</td>
</tr>
<tr>
<td></td>
<td>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? If &quot;Yes,&quot; complete Schedule D, Part VIII</td>
</tr>
<tr>
<td></td>
<td>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? If &quot;Yes,&quot; complete Schedule D, Part IX</td>
</tr>
<tr>
<td></td>
<td>e. Did the organization report an amount for other liabilities in Part X, line 25? If &quot;Yes,&quot; complete Schedule D, Part X</td>
</tr>
<tr>
<td></td>
<td>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)? If &quot;Yes,&quot; complete Schedule D, Part X</td>
</tr>
<tr>
<td></td>
<td>g. Did the organization obtain separate, independent audited financial statements for the tax year? If &quot;Yes,&quot; complete Schedule D, Parts XI and XII</td>
</tr>
<tr>
<td>12a</td>
<td>If &quot;Yes,&quot; and if the organization answered &quot;No&quot; to line 12a, then completing Schedule D, Parts XI and XII is optional</td>
</tr>
<tr>
<td>13</td>
<td>Is the organization a school described in section 170(b)(1)(A)(ii)? If &quot;Yes,&quot; complete Schedule E</td>
</tr>
<tr>
<td>14a</td>
<td>Did the organization maintain an office, employees, or agents outside of the United States?</td>
</tr>
<tr>
<td></td>
<td>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? If &quot;Yes,&quot; complete Schedule F, Parts I and IV</td>
</tr>
<tr>
<td>15</td>
<td>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? If &quot;Yes,&quot; complete Schedule F, Parts II and IV</td>
</tr>
<tr>
<td>16</td>
<td>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? If &quot;Yes,&quot; complete Schedule F, Parts III and IV</td>
</tr>
<tr>
<td>17</td>
<td>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? If &quot;Yes,&quot; complete Schedule G, Part I. See instructions</td>
</tr>
<tr>
<td>18</td>
<td>Did the organization report more than $15,000 total of fundraising event gross income and contributions on Part VIII, lines 1c and 8a? If &quot;Yes,&quot; complete Schedule G, Part II</td>
</tr>
<tr>
<td>19</td>
<td>Did the organization report more than $15,000 of gross income from gaming activities on Part VIII, line 9a? If &quot;Yes,&quot; complete Schedule G, Part III</td>
</tr>
<tr>
<td>20a</td>
<td>Did the organization operate one or more hospital facilities? If &quot;Yes,&quot; complete Schedule H</td>
</tr>
<tr>
<td></td>
<td>b. If &quot;Yes&quot; to line 20a, did the organization attach a copy of its audited financial statements to this return?</td>
</tr>
<tr>
<td>21</td>
<td>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 17? If &quot;Yes,&quot; complete Schedule I, Parts I and II</td>
</tr>
<tr>
<td>22</td>
<td>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?</td>
</tr>
<tr>
<td>23</td>
<td>Did the organization answer &quot;Yes&quot; 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? If &quot;Yes,&quot; complete Schedule J</td>
</tr>
<tr>
<td>24a</td>
<td>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? If &quot;Yes,&quot; answer lines 24b through 24d and complete Schedule K. If &quot;No,&quot; go to line 25a</td>
</tr>
<tr>
<td>24b</td>
<td>Did the organization invest any proceeds of tax-exempt bonds beyond a temporary period exception?</td>
</tr>
<tr>
<td>24c</td>
<td>Did the organization maintain an escrow account other than a refunding escrow at any time during the year to defease any tax-exempt bonds?</td>
</tr>
<tr>
<td>24d</td>
<td>Did the organization act as an &quot;on behalf of&quot; issuer for bonds outstanding at any time during the year?</td>
</tr>
<tr>
<td>25a</td>
<td>Section 501(c)(3), 501(c)(4), and 501(c)(29) organizations. Did the organization engage in an excess benefit transaction with a disqualified person during the year? If &quot;Yes,&quot; complete Schedule L, Part I</td>
</tr>
<tr>
<td>25b</td>
<td>If the organization is aware that it engaged in a 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? If &quot;Yes,&quot; complete Schedule L, Part I</td>
</tr>
<tr>
<td>26</td>
<td>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? If &quot;Yes,&quot; complete Schedule L, Part II</td>
</tr>
<tr>
<td>27</td>
<td>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? If &quot;Yes,&quot; complete Schedule L, Part III</td>
</tr>
<tr>
<td>28</td>
<td>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):</td>
</tr>
<tr>
<td>a</td>
<td>A current or former officer, director, trustee, key employee, creator or founder, or substantial contributor? If &quot;Yes,&quot; complete Schedule L, Part IV</td>
</tr>
<tr>
<td>b</td>
<td>A family member of any individual described in line 28a? If &quot;Yes,&quot; complete Schedule L, Part IV</td>
</tr>
<tr>
<td>c</td>
<td>A 35% controlled entity of one or more individuals and/or organizations described in line 28a or 28b? If &quot;Yes,&quot; complete Schedule L, Part IV</td>
</tr>
<tr>
<td>29</td>
<td>Did the organization receive more than $25,000 in non-cash contributions? If &quot;Yes,&quot; complete Schedule M</td>
</tr>
<tr>
<td>30</td>
<td>Did the organization receive contributions of art, historical treasures, or other similar assets, or qualified conservation contributions? If &quot;Yes,&quot; complete Schedule M</td>
</tr>
<tr>
<td>31</td>
<td>Did the organization liquidate, terminate, or dissolve and cease operations? If &quot;Yes,&quot; complete Schedule N, Part I</td>
</tr>
<tr>
<td>32</td>
<td>Did the organization sell, exchange, dispose of, or transfer more than 25% of its net assets? If &quot;Yes,&quot; complete Schedule N, Part II</td>
</tr>
<tr>
<td>33</td>
<td>Did the organization own 100% of an entity disregarded as separate from the organization under Regulations sections 301.7701-2 and 301.7701-3? If &quot;Yes,&quot; complete Schedule R, Part I</td>
</tr>
<tr>
<td>34</td>
<td>Was the organization related to any tax-exempt or taxable entity? If &quot;Yes,&quot; complete Schedule R, Part II, III, or IV, and Part V, line 1</td>
</tr>
<tr>
<td>35a</td>
<td>Did the organization have a controlled entity within the meaning of section 512(b)(13)?</td>
</tr>
<tr>
<td>b</td>
<td>If &quot;Yes&quot; 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)? If &quot;Yes,&quot; complete Schedule R, Part V, line 2</td>
</tr>
<tr>
<td>36</td>
<td>Section 501(c)(3) organizations. Did the organization make any transfers to an exempt non-charitable related organization? If &quot;Yes,&quot; complete Schedule R, Part V, line 2</td>
</tr>
<tr>
<td>37</td>
<td>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? If &quot;Yes,&quot; complete Schedule R, Part VI</td>
</tr>
<tr>
<td>38</td>
<td>Did the organization complete Schedule O and provide explanations on Schedule O for Part VI, lines 11b and 19?</td>
</tr>
</tbody>
</table>

**Note:** All Form 990 filers are required to complete Schedule O.
### Part V Statements Regarding Other IRS Filings and Tax Compliance (continued)

<table>
<thead>
<tr>
<th>Question</th>
<th>Yes</th>
<th>No</th>
</tr>
</thead>
<tbody>
<tr>
<td>2a Enter the number of employees reported on Form W-3, Transmittal of</td>
<td></td>
<td>709</td>
</tr>
<tr>
<td>Wage and Tax Statements, filed for the calendar year ending with or</td>
<td></td>
<td></td>
</tr>
<tr>
<td>within the year covered by this return</td>
<td>2a</td>
<td></td>
</tr>
<tr>
<td>b If at least one is reported on line 2a, did the organization file all</td>
<td></td>
<td>X</td>
</tr>
<tr>
<td>required federal employment tax returns?</td>
<td>2b</td>
<td>X</td>
</tr>
<tr>
<td>3a Did the organization have unrelated business gross income of $1,000</td>
<td></td>
<td>X</td>
</tr>
<tr>
<td>or more during the year?</td>
<td>3a</td>
<td></td>
</tr>
<tr>
<td>b If &quot;Yes,&quot; has it filed a Form 990-T for this year?</td>
<td></td>
<td>X</td>
</tr>
<tr>
<td>If &quot;No&quot; to line 3b, provide an explanation on Schedule O</td>
<td>3b</td>
<td></td>
</tr>
<tr>
<td>4a At any time during the calendar year, did the organization have an</td>
<td></td>
<td>X</td>
</tr>
<tr>
<td>interest in, or a signature or other authority over, a financial</td>
<td>4a</td>
<td></td>
</tr>
<tr>
<td>account in a foreign country (such as a bank account, securities</td>
<td></td>
<td></td>
</tr>
<tr>
<td>account, or other financial account)?</td>
<td></td>
<td></td>
</tr>
<tr>
<td>b If &quot;Yes,&quot; enter the name of the foreign country</td>
<td></td>
<td></td>
</tr>
<tr>
<td>See instructions for filing requirements for FinCEN Form 114, Report of</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Foreign Bank and Financial Accounts (FBAR).</td>
<td></td>
<td></td>
</tr>
<tr>
<td>5a Was the organization a party to a prohibited tax shelter transaction</td>
<td></td>
<td>X</td>
</tr>
<tr>
<td>at any time during the tax year?</td>
<td>5a</td>
<td></td>
</tr>
<tr>
<td>b Did any taxable party notify the organization that it was or is a</td>
<td></td>
<td>X</td>
</tr>
<tr>
<td>party to a prohibited tax shelter transaction?</td>
<td>5b</td>
<td></td>
</tr>
<tr>
<td>c If &quot;Yes&quot; to line 5a or 5b, did the organization file 8886-T?</td>
<td></td>
<td>X</td>
</tr>
<tr>
<td>6a Does the organization have annual gross receipts that are normally</td>
<td></td>
<td>X</td>
</tr>
<tr>
<td>greater than $100,000, and did the organization solicit</td>
<td>6a</td>
<td></td>
</tr>
<tr>
<td>any contributions that were not tax deductible as charitable</td>
<td></td>
<td></td>
</tr>
<tr>
<td>contributions?</td>
<td>6b</td>
<td></td>
</tr>
<tr>
<td>b If &quot;Yes,&quot; did the organization include with every solicitation an</td>
<td></td>
<td></td>
</tr>
<tr>
<td>express statement that such contributions or gifts were not tax</td>
<td>6c</td>
<td></td>
</tr>
<tr>
<td>deductible?</td>
<td>6d</td>
<td></td>
</tr>
<tr>
<td>7 Organizations that may receive deductible contributions under</td>
<td></td>
<td></td>
</tr>
<tr>
<td>section 170(c).</td>
<td></td>
<td></td>
</tr>
<tr>
<td>a Did the organization receive a payment in excess of $75 made partly</td>
<td></td>
<td>X</td>
</tr>
<tr>
<td>as a contribution and partly for goods and services provided to the</td>
<td>7a</td>
<td></td>
</tr>
<tr>
<td>payor?</td>
<td>7b</td>
<td></td>
</tr>
<tr>
<td>b If &quot;Yes,&quot; did the organization notify the donor of the value of the</td>
<td></td>
<td></td>
</tr>
<tr>
<td>goods or services provided?</td>
<td>7c</td>
<td></td>
</tr>
<tr>
<td>c Did the organization sell, exchange, or otherwise dispose of tangible</td>
<td></td>
<td></td>
</tr>
<tr>
<td>personal property for which it was required to file Form 8282?</td>
<td>7d</td>
<td></td>
</tr>
<tr>
<td>d If &quot;Yes,&quot; indicate the number of Forms 8282 filed during the year</td>
<td></td>
<td>X</td>
</tr>
<tr>
<td>e Did the organization receive any funds, directly or indirectly, to</td>
<td></td>
<td>X</td>
</tr>
<tr>
<td>pay premiums on a personal benefit contract?</td>
<td>7e</td>
<td></td>
</tr>
<tr>
<td>f Did the organization, during the year, pay premiums, directly or</td>
<td></td>
<td></td>
</tr>
<tr>
<td>indirectly, on a personal benefit contract?</td>
<td>7f</td>
<td></td>
</tr>
<tr>
<td>g If the organization received a contribution of qualified intellectual</td>
<td></td>
<td></td>
</tr>
<tr>
<td>property, did the organization file Form 8899 as required?</td>
<td>7g</td>
<td></td>
</tr>
<tr>
<td>h If the organization received a contribution of qualified intellectual</td>
<td></td>
<td></td>
</tr>
<tr>
<td>property, did the organization file form 1098-C?</td>
<td>7h</td>
<td></td>
</tr>
<tr>
<td>8 Sponsoring organizations maintaining donor advised funds. Did a</td>
<td></td>
<td></td>
</tr>
<tr>
<td>donor advised fund maintained by the sponsoring organization have</td>
<td></td>
<td></td>
</tr>
<tr>
<td>excess business holdings at any time during the year?</td>
<td></td>
<td></td>
</tr>
<tr>
<td>9 Sponsoring organizations maintaining donor advised funds.</td>
<td></td>
<td></td>
</tr>
<tr>
<td>a Did the sponsoring organization make any taxable distributions</td>
<td></td>
<td></td>
</tr>
<tr>
<td>under section 4966?</td>
<td>9a</td>
<td></td>
</tr>
<tr>
<td>b Did the sponsoring organization make a distribution to a donor,</td>
<td></td>
<td></td>
</tr>
<tr>
<td>donor advisor, or related person?</td>
<td>9b</td>
<td></td>
</tr>
<tr>
<td>10 Section 501(c)(7) organizations. Enter:</td>
<td></td>
<td></td>
</tr>
<tr>
<td>a Initiation fees and capital contributions included on Part VIII,</td>
<td>10a</td>
<td></td>
</tr>
<tr>
<td>line 12</td>
<td>10b</td>
<td></td>
</tr>
<tr>
<td>11 Section 501(c)(12) organizations. Enter:</td>
<td></td>
<td></td>
</tr>
<tr>
<td>a Gross income from members or shareholders</td>
<td>11a</td>
<td></td>
</tr>
<tr>
<td>b Gross income from other sources. (Do not net amounts due or paid to</td>
<td>11b</td>
<td></td>
</tr>
<tr>
<td>other sources against amounts due or received from them.)</td>
<td></td>
<td></td>
</tr>
<tr>
<td>12a Section 4947(a)(1) non-exempt charitable trusts. Is the</td>
<td></td>
<td></td>
</tr>
<tr>
<td>organization filing Form 990 in lieu of Form 1041?</td>
<td>12a</td>
<td></td>
</tr>
<tr>
<td>b If &quot;Yes,&quot; enter the amount of tax-exempt interest received or</td>
<td></td>
<td></td>
</tr>
<tr>
<td>accrued during the year</td>
<td>12b</td>
<td></td>
</tr>
<tr>
<td>13 Section 501(c)(29) qualified nonprofit health insurance issuers.</td>
<td></td>
<td></td>
</tr>
<tr>
<td>a Is the organization licensed to issue qualified health plans in</td>
<td>13a</td>
<td></td>
</tr>
<tr>
<td>more than one state?</td>
<td></td>
<td></td>
</tr>
<tr>
<td>b Enter the amount of reserves the organization is required to</td>
<td></td>
<td></td>
</tr>
<tr>
<td>maintain in the states in which the organization is licensed to issue</td>
<td>13b</td>
<td></td>
</tr>
<tr>
<td>qualified health plans</td>
<td>13c</td>
<td></td>
</tr>
<tr>
<td>14a Did the organization receive any payments for indoor tanning</td>
<td></td>
<td>X</td>
</tr>
<tr>
<td>services during the tax year?</td>
<td>14a</td>
<td></td>
</tr>
<tr>
<td>b If &quot;Yes,&quot; has it filed a Form 720 to report these payments?</td>
<td></td>
<td>X</td>
</tr>
<tr>
<td>If &quot;No,&quot; provide an explanation on Schedule O</td>
<td>14b</td>
<td></td>
</tr>
<tr>
<td>15 Is the organization subject to the section 4960 tax on payment(s)</td>
<td></td>
<td>X</td>
</tr>
<tr>
<td>of more than $1,000,000 in remuneration or excess parachute</td>
<td>15</td>
<td></td>
</tr>
<tr>
<td>payment(s) during the year?</td>
<td></td>
<td></td>
</tr>
<tr>
<td>If &quot;Yes,&quot; see the instructions and file Form 4720, Schedule N.</td>
<td></td>
<td></td>
</tr>
<tr>
<td>16 Is the organization an educational institution subject to the</td>
<td></td>
<td>X</td>
</tr>
<tr>
<td>section 4968 excise tax on net investment income?</td>
<td>16</td>
<td></td>
</tr>
<tr>
<td>If &quot;Yes,&quot; complete Form 4720, Schedule O</td>
<td></td>
<td></td>
</tr>
<tr>
<td>17 Section 501(c)(21) organizations. Did the trust, or any disqualified</td>
<td></td>
<td></td>
</tr>
<tr>
<td>or other person engage in any activities that would result in the</td>
<td></td>
<td></td>
</tr>
<tr>
<td>imposition of an excise tax under section 4951, 4952 or 4953?</td>
<td></td>
<td></td>
</tr>
<tr>
<td>If &quot;Yes,&quot; complete Form 6069.</td>
<td>17</td>
<td></td>
</tr>
</tbody>
</table>
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

1a Enter the number of voting members of the governing body at the end of the tax year

<table>
<thead>
<tr>
<th></th>
<th>Yes</th>
<th>No</th>
</tr>
</thead>
<tbody>
<tr>
<td>1a</td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

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.

1b Enter the number of voting members included on line 1a, above, who are independent

<table>
<thead>
<tr>
<th></th>
<th>Yes</th>
<th>No</th>
</tr>
</thead>
<tbody>
<tr>
<td>1b</td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

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?

<table>
<thead>
<tr>
<th></th>
<th>Yes</th>
<th>No</th>
</tr>
</thead>
<tbody>
<tr>
<td>2</td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

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?

<table>
<thead>
<tr>
<th></th>
<th>Yes</th>
<th>No</th>
</tr>
</thead>
<tbody>
<tr>
<td>3</td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

4 Did the organization make any significant changes to its governing documents since the prior Form 990 was filed?

<table>
<thead>
<tr>
<th></th>
<th>Yes</th>
<th>No</th>
</tr>
</thead>
<tbody>
<tr>
<td>4</td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

5 Did the organization become aware during the year of a significant diversion of the organization’s assets?

<table>
<thead>
<tr>
<th></th>
<th>Yes</th>
<th>No</th>
</tr>
</thead>
<tbody>
<tr>
<td>5</td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

6 Did the organization have members or stockholders?

<table>
<thead>
<tr>
<th></th>
<th>Yes</th>
<th>No</th>
</tr>
</thead>
<tbody>
<tr>
<td>6</td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

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?

<table>
<thead>
<tr>
<th></th>
<th>Yes</th>
<th>No</th>
</tr>
</thead>
<tbody>
<tr>
<td>7a</td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

7b Are any governance decisions of the organization reserved to (or subject to approval by) members, stockholders, or persons other than the governing body?

<table>
<thead>
<tr>
<th></th>
<th>Yes</th>
<th>No</th>
</tr>
</thead>
<tbody>
<tr>
<td>7b</td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

8 Did the organization contemporaneously document the meetings held or written actions undertaken during the year by the following:

<table>
<thead>
<tr>
<th></th>
<th>Yes</th>
<th>No</th>
</tr>
</thead>
<tbody>
<tr>
<td>8a</td>
<td></td>
<td></td>
</tr>
<tr>
<td>8b</td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

8a The governing body

<table>
<thead>
<tr>
<th></th>
<th>Yes</th>
<th>No</th>
</tr>
</thead>
<tbody>
<tr>
<td>8a</td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

8b Each committee with authority to act on behalf of the governing body

<table>
<thead>
<tr>
<th></th>
<th>Yes</th>
<th>No</th>
</tr>
</thead>
<tbody>
<tr>
<td>8b</td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

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

<table>
<thead>
<tr>
<th></th>
<th>Yes</th>
<th>No</th>
</tr>
</thead>
<tbody>
<tr>
<td>9</td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

Section B. Policies

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

10a Did the organization have local chapters, branches, or affiliates?

<table>
<thead>
<tr>
<th></th>
<th>Yes</th>
<th>No</th>
</tr>
</thead>
<tbody>
<tr>
<td>10a</td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

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?

<table>
<thead>
<tr>
<th></th>
<th>Yes</th>
<th>No</th>
</tr>
</thead>
<tbody>
<tr>
<td>10b</td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

11a Has the organization provided a complete copy of this Form 990 to all members of its governing body before filing the form?

<table>
<thead>
<tr>
<th></th>
<th>Yes</th>
<th>No</th>
</tr>
</thead>
<tbody>
<tr>
<td>11a</td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

b Describe on Schedule O the process, if any, used by the organization to review this Form 990.

<table>
<thead>
<tr>
<th></th>
<th>Yes</th>
<th>No</th>
</tr>
</thead>
<tbody>
<tr>
<td>11b</td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

12a Did the organization have a written conflict of interest policy? If "No," go to line 13

<table>
<thead>
<tr>
<th></th>
<th>Yes</th>
<th>No</th>
</tr>
</thead>
<tbody>
<tr>
<td>12a</td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

b Were officers, directors, or trustees, and key employees required to disclose annually interests that could give rise to conflicts?

<table>
<thead>
<tr>
<th></th>
<th>Yes</th>
<th>No</th>
</tr>
</thead>
<tbody>
<tr>
<td>12b</td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

12c Did the organization regularly and consistently monitor and enforce compliance with the policy? If "Yes," describe on Schedule O how this was done

<table>
<thead>
<tr>
<th></th>
<th>Yes</th>
<th>No</th>
</tr>
</thead>
<tbody>
<tr>
<td>12c</td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

13 Did the organization have a written whistleblower policy?

<table>
<thead>
<tr>
<th></th>
<th>Yes</th>
<th>No</th>
</tr>
</thead>
<tbody>
<tr>
<td>13</td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

14 Did the organization have a written document retention and destruction policy?

<table>
<thead>
<tr>
<th></th>
<th>Yes</th>
<th>No</th>
</tr>
</thead>
<tbody>
<tr>
<td>14</td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

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?

<table>
<thead>
<tr>
<th></th>
<th>Yes</th>
<th>No</th>
</tr>
</thead>
<tbody>
<tr>
<td>15a</td>
<td></td>
<td></td>
</tr>
<tr>
<td>15b</td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

a The organization’s CEO, Executive Director, or top management official

<table>
<thead>
<tr>
<th></th>
<th>Yes</th>
<th>No</th>
</tr>
</thead>
<tbody>
<tr>
<td>15a</td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

b Other officers or key employees of the organization

<table>
<thead>
<tr>
<th></th>
<th>Yes</th>
<th>No</th>
</tr>
</thead>
<tbody>
<tr>
<td>15b</td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

If "Yes" to line 15a or 15b, describe the process on Schedule O. See instructions.

16a Did the organization invest in, contribute assets to, or participate in a joint venture or similar arrangement with a taxable entity during the year?

<table>
<thead>
<tr>
<th></th>
<th>Yes</th>
<th>No</th>
</tr>
</thead>
<tbody>
<tr>
<td>16a</td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

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?

<table>
<thead>
<tr>
<th></th>
<th>Yes</th>
<th>No</th>
</tr>
</thead>
<tbody>
<tr>
<td>16b</td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

Section C. Disclosure

17 List the states with which a copy of this Form 990 is required to be filed

<table>
<thead>
<tr>
<th>State</th>
<th>Yes</th>
<th>No</th>
</tr>
</thead>
<tbody>
<tr>
<td>CA</td>
<td></td>
<td></td>
</tr>
<tr>
<td>MN</td>
<td></td>
<td></td>
</tr>
<tr>
<td>WI</td>
<td></td>
<td></td>
</tr>
<tr>
<td>OR</td>
<td></td>
<td></td>
</tr>
<tr>
<td>PA</td>
<td></td>
<td></td>
</tr>
<tr>
<td>IL</td>
<td></td>
<td></td>
</tr>
<tr>
<td>NY</td>
<td></td>
<td></td>
</tr>
<tr>
<td>CT</td>
<td></td>
<td></td>
</tr>
<tr>
<td>OH</td>
<td></td>
<td></td>
</tr>
<tr>
<td>IA</td>
<td></td>
<td></td>
</tr>
<tr>
<td>WA</td>
<td></td>
<td></td>
</tr>
<tr>
<td>TX</td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

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.

<table>
<thead>
<tr>
<th>Method</th>
<th>Yes</th>
<th>No</th>
</tr>
</thead>
<tbody>
<tr>
<td>Own website</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Another’s website</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Upon request</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Other (explain on Schedule O)</td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

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

<table>
<thead>
<tr>
<th>Name</th>
<th>Phone</th>
</tr>
</thead>
<tbody>
<tr>
<td>JAMES NARR</td>
<td>(651) 288-9455</td>
</tr>
</tbody>
</table>

755 PRIOR AVENUE NORTH, 210, SAINT PAUL, MN 55104
### Part VII: Compensation of Officers, Directors, Trustees, Key Employees, Highest Compensated Employees, and Independent Contractors

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

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

1. 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.**

<table>
<thead>
<tr>
<th>Position</th>
<th>Name and title</th>
<th>Average hours per week</th>
<th>Reportable compensation from organization (W-2/1099-MISC/1099-NEC)</th>
</tr>
</thead>
<tbody>
<tr>
<td>(A) Name and title</td>
<td>(B) Position</td>
<td>(C) Average hours per week</td>
<td>(D) Reportable compensation from organization (W-2/1099-MISC/1099-NEC)</td>
</tr>
<tr>
<td>FORMER CEO</td>
<td>CRAIG ROBINSON</td>
<td>0.00</td>
<td>X</td>
</tr>
<tr>
<td>VICE PRESIDENT, PEOPLE AND CULTURE</td>
<td>LAVADA WILLIAMS</td>
<td>40.00</td>
<td>X</td>
</tr>
<tr>
<td>CHAIR</td>
<td>AUSTIN BUCHAN</td>
<td>40.00</td>
<td>X</td>
</tr>
<tr>
<td>INTERIM CEO/DIRECT.</td>
<td>LILIA ALVARADO</td>
<td>40.00</td>
<td>X</td>
</tr>
<tr>
<td>VICE PRESIDENT OF SITE LEADERSHIP</td>
<td>KELLIE SIGH</td>
<td>40.00</td>
<td>X</td>
</tr>
<tr>
<td>INTERIM CEO/DIRECT.</td>
<td>ALBERT FAN, EX OFFICIO DIR.</td>
<td>40.00</td>
<td>X</td>
</tr>
<tr>
<td>SR EXECUTIVE DIRECTOR, OMAHA</td>
<td>ARVIN FRAZIER</td>
<td>40.00</td>
<td>X</td>
</tr>
<tr>
<td>EXECUTIVE DIRECTOR, CHICAGO</td>
<td>CHRISTINE POORMAN</td>
<td>40.00</td>
<td>X</td>
</tr>
<tr>
<td>EXECUTIVE DIRECTOR, PHILADELPHIA</td>
<td>PRECIOUS MINES</td>
<td>40.00</td>
<td>X</td>
</tr>
<tr>
<td>DIRECTOR, PORTLAND OR</td>
<td>EMIELLE NISCHIK, EXECUTIVE</td>
<td>40.00</td>
<td>X</td>
</tr>
<tr>
<td>EXECUTIVE DIRECTOR, WASHINGTON</td>
<td>LAUREN TREACY</td>
<td>40.00</td>
<td>X</td>
</tr>
<tr>
<td>CEO (AS OF 05/2023)</td>
<td>DR. SIVA KUMARI</td>
<td>40.00</td>
<td>X</td>
</tr>
<tr>
<td>CHAIR</td>
<td>JOANNA BURLESON</td>
<td>0.80</td>
<td>X</td>
</tr>
<tr>
<td>TREASURER</td>
<td>DANIEL LUGO, JD</td>
<td>0.30</td>
<td>X</td>
</tr>
<tr>
<td>DIRECTOR</td>
<td>ANDREA MOAKROS</td>
<td>0.30</td>
<td>X</td>
</tr>
<tr>
<td>DIRECTOR</td>
<td>DR. DONNELL BUTLER</td>
<td>0.30</td>
<td>X</td>
</tr>
<tr>
<td>DIRECTOR</td>
<td>DR. DOREEN JAMES WISE</td>
<td>0.30</td>
<td>X</td>
</tr>
<tr>
<td>Name and title</td>
<td>Average hours per week</td>
<td>Position</td>
<td>Reportable compensation from the organization (W-2/1099-MISC/1099-NEC)</td>
</tr>
<tr>
<td>----------------</td>
<td>------------------------</td>
<td>----------</td>
<td>-------------------------------------------------</td>
</tr>
<tr>
<td>(18) DR. FAYNEESE MILLER</td>
<td>0.30</td>
<td></td>
<td>0.</td>
</tr>
<tr>
<td>(19) DR. JENNIFER RICKARD</td>
<td>0.30</td>
<td></td>
<td>0.</td>
</tr>
<tr>
<td>(20) DR. SUZANNE RIVERA</td>
<td>0.30</td>
<td></td>
<td>0.</td>
</tr>
<tr>
<td>(21) JOELLE MURCHISON</td>
<td>0.30</td>
<td></td>
<td>0.</td>
</tr>
<tr>
<td>(22) MARLENE IBSEN</td>
<td>0.30</td>
<td></td>
<td>0.</td>
</tr>
<tr>
<td>(23) NORM BONTJE</td>
<td>0.30</td>
<td></td>
<td>0.</td>
</tr>
</tbody>
</table>

1b Subtotal: 2,010,127. 0. 100,246.
c Total from continuation sheets to Part VII, Section A: 0. 0. 0. 
d Total (add lines 1b and 1c): 2,010,127. 0. 100,246.

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: 21

3 Did the organization list any former officer, director, trustee, key employee, or highest compensated employee on line 1a? If "Yes," complete Schedule J for such individual: 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? If "Yes," complete Schedule J for such individual: 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? If "Yes," complete Schedule J for such person: 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.

<table>
<thead>
<tr>
<th>Name and business address</th>
<th>Description of services</th>
<th>Compensation</th>
</tr>
</thead>
<tbody>
<tr>
<td>ASPEN ROOT STRATEGY</td>
<td>STRATEGIC CONSULTING</td>
<td>165,047.</td>
</tr>
<tr>
<td>MIRROR MIRROR STRATEGIES</td>
<td>LEADERSHIP DEVELOPMENT</td>
<td>155,500.</td>
</tr>
<tr>
<td>WHITEBOARD ADVISORS, 4005 WASHINGTON AVE NW, PO BOX 9535, WASHINGTON, DC 20016-99</td>
<td>COMMUNICATIONS &amp; PR</td>
<td>129,023.</td>
</tr>
</tbody>
</table>

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: 3
### Part VIII Statement of Revenue

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

<table>
<thead>
<tr>
<th>Contributions, Gifts, Grants and Other Similar Amounts</th>
<th>(A) Total revenue</th>
<th>(B) Related or exempt function revenue</th>
<th>(C) Unrelated business revenue</th>
<th>(D) Revenue excluded from tax under sections 512 - 514</th>
</tr>
</thead>
<tbody>
<tr>
<td>1a Federated campaigns</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>1b Membership dues</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>1c Fundraising events</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>1d Related organizations</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>1e Government grants (contributions)</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>1f All other contributions, gifts, grants, and similar amounts not included above</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>1g Noncash contributions included in lines 1a-1f</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>h Total, Add lines 1a-1f</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>Program Service Revenue</th>
<th>Business Code</th>
</tr>
</thead>
<tbody>
<tr>
<td>2a COPILOT PARTNERSHIP FE</td>
<td>611710</td>
</tr>
<tr>
<td>2b CONSORTIUM FEES</td>
<td>611710</td>
</tr>
<tr>
<td>2c SERVICE FEES</td>
<td>611710</td>
</tr>
<tr>
<td>f All other program service revenue</td>
<td></td>
</tr>
<tr>
<td>g Total, Add lines 2a-2f</td>
<td>2,233,250</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>Investment income (including dividends, interest, and other similar amounts)</th>
<th>(A) Total revenue</th>
<th>(B) Related or exempt function revenue</th>
<th>(C) Unrelated business revenue</th>
<th>(D) Revenue excluded from tax under sections 512 - 514</th>
</tr>
</thead>
<tbody>
<tr>
<td>3</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>Royalties</th>
<th></th>
</tr>
</thead>
<tbody>
<tr>
<td>4</td>
<td>Income from investment of tax-exempt bond proceeds</td>
</tr>
<tr>
<td>5</td>
<td>Royalties</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>Gross rents</th>
<th></th>
</tr>
</thead>
<tbody>
<tr>
<td>i Real</td>
<td>(ii) Personal</td>
</tr>
<tr>
<td>6a</td>
<td></td>
</tr>
<tr>
<td>6b</td>
<td></td>
</tr>
<tr>
<td>6c</td>
<td></td>
</tr>
<tr>
<td>d</td>
<td>Net rental income (or loss)</td>
</tr>
<tr>
<td>a</td>
<td>Gross amount from sales of assets other than inventory</td>
</tr>
<tr>
<td>7a</td>
<td></td>
</tr>
<tr>
<td>7b</td>
<td></td>
</tr>
<tr>
<td>7c</td>
<td></td>
</tr>
<tr>
<td>d</td>
<td>Net gain or (loss)</td>
</tr>
<tr>
<td>a</td>
<td>Gross income from fundraising events (not including $ 384,412 of contributions reported on line 1c). See Part IV, line 18</td>
</tr>
<tr>
<td>8a</td>
<td></td>
</tr>
<tr>
<td>b</td>
<td>Less: direct expenses</td>
</tr>
<tr>
<td>8b</td>
<td></td>
</tr>
<tr>
<td>c</td>
<td>Net income or (loss) from fundraising events</td>
</tr>
<tr>
<td>9a</td>
<td></td>
</tr>
<tr>
<td>9b</td>
<td></td>
</tr>
<tr>
<td>9c</td>
<td></td>
</tr>
<tr>
<td>9d</td>
<td></td>
</tr>
<tr>
<td>10a</td>
<td></td>
</tr>
<tr>
<td>10b</td>
<td></td>
</tr>
<tr>
<td>10c</td>
<td></td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>Gross sales of inventory, less returns and allowances</th>
<th></th>
</tr>
</thead>
<tbody>
<tr>
<td>10a</td>
<td></td>
</tr>
<tr>
<td>10b</td>
<td></td>
</tr>
<tr>
<td>10c</td>
<td></td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>Miscellaneous Revenue</th>
<th>Business Code</th>
</tr>
</thead>
<tbody>
<tr>
<td>11a REFUND</td>
<td>900099</td>
</tr>
<tr>
<td>11b MISCELLANEOUS INCOME</td>
<td>900099</td>
</tr>
<tr>
<td>11c</td>
<td></td>
</tr>
<tr>
<td>11d All other revenue</td>
<td></td>
</tr>
<tr>
<td>e Total, Add lines 11a-11d</td>
<td>217,625</td>
</tr>
<tr>
<td>12 Total revenue, See instructions</td>
<td>25,981,991</td>
</tr>
</tbody>
</table>

<p>| 232009 12-13-22 08010122 144198 142482 207,239. |
|--------------------------------------------------|-------------------|
| 2022.05030 COLLEGE POSSIBLE, INC. 142482_1        | 10,386.           |
| -3,220.                                           | -3,220.           |
| 384,412.                                          | 384,412.          |
| 91,474.                                           | 91,474.           |
| 924,867.                                          | 924,867.          |
| 392,750.                                          | 392,750.          |
| 2,059.                                            | 2,059.            |
| 5,279.                                            | 5,279.            |
| 384,412.                                          | 384,412.          |
| 403,326.                                          | 403,326.          |
| 255,696.                                          | 255,696.          |
| 10,386.                                           | 10,386.           |
| 108,010122 144198 142482 2022.05030 COLLEGE POSSIBLE, INC. 142482_1 | | | | |</p>
<table>
<thead>
<tr>
<th></th>
<th>(A) Total expenses</th>
<th>(B) Program service expenses</th>
<th>(C) Management and general expenses</th>
<th>(D) Fundraising expenses</th>
</tr>
</thead>
<tbody>
<tr>
<td>1</td>
<td>Grants and other assistance to domestic organizations and domestic governments. See Part IV, line 21...</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>2</td>
<td>Grants and other assistance to domestic individuals. See Part IV, line 22</td>
<td>692,144.</td>
<td>692,144.</td>
<td></td>
</tr>
<tr>
<td>3</td>
<td>Grants and other assistance to foreign organizations, foreign governments, and foreign individuals. See Part IV, lines 15 and 16...</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>4</td>
<td>Benefits paid to or for members</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>5</td>
<td>Compensation of current officers, directors, trustees, and key employees</td>
<td>921,048.</td>
<td>656,760.</td>
<td>110,424.</td>
</tr>
<tr>
<td>6</td>
<td>Compensation not included above to disqualified persons (as defined under section 4958(f)(11) and persons described in section 4958(c)(3)(B)</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>7</td>
<td>Other salaries and wages</td>
<td>16,338,029.</td>
<td>12,934,588.</td>
<td>1,422,012.</td>
</tr>
<tr>
<td>8</td>
<td>Pension plan accruals and contributions (include section 401(k) and 403(b) employer contributions)</td>
<td>476,467.</td>
<td>365,354.</td>
<td>42,982.</td>
</tr>
<tr>
<td>9</td>
<td>Other employee benefits</td>
<td>1,281,726.</td>
<td>982,826.</td>
<td>115,625.</td>
</tr>
<tr>
<td>10</td>
<td>Payroll taxes</td>
<td>1,088,397.</td>
<td>723,343.</td>
<td>119,256.</td>
</tr>
<tr>
<td>11</td>
<td>Fees for services (nonemployees):</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>a</td>
<td>Management</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>b</td>
<td>Legal</td>
<td>65,333.</td>
<td>65,333.</td>
<td></td>
</tr>
<tr>
<td>c</td>
<td>Accounting</td>
<td>74,023.</td>
<td>74,023.</td>
<td></td>
</tr>
<tr>
<td>d</td>
<td>Lobbying</td>
<td>171,000.</td>
<td>171,000.</td>
<td></td>
</tr>
<tr>
<td>e</td>
<td>Professional fundraising services. See Part IV, line 17</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>f</td>
<td>Investment management fees</td>
<td>24,123.</td>
<td>24,123.</td>
<td></td>
</tr>
<tr>
<td>g</td>
<td>Other. (If line 11g amount exceeds 10% of line 25, column (A), amount, list line 11g expenses on Sch O.)</td>
<td>1,870,275.</td>
<td>999,646.</td>
<td>359,553.</td>
</tr>
<tr>
<td>12</td>
<td>Advertising and promotion</td>
<td>177,079.</td>
<td>28,925.</td>
<td>6,902.</td>
</tr>
<tr>
<td>13</td>
<td>Office expenses</td>
<td>107,548.</td>
<td>42,594.</td>
<td>37,866.</td>
</tr>
<tr>
<td>14</td>
<td>Information technology</td>
<td>1,442,209.</td>
<td>1,293,042.</td>
<td>57,703.</td>
</tr>
<tr>
<td>15</td>
<td>Royalties</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>16</td>
<td>Occupancy</td>
<td>1,176,146.</td>
<td>1,054,498.</td>
<td>47,058.</td>
</tr>
<tr>
<td>17</td>
<td>Travel</td>
<td>420,311.</td>
<td>420,311.</td>
<td></td>
</tr>
<tr>
<td>18</td>
<td>Payments of travel or entertainment expenses for any federal, state, or local public officials...</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>19</td>
<td>Conferences, conventions, and meetings</td>
<td>96,592.</td>
<td>90,395.</td>
<td>2,399.</td>
</tr>
<tr>
<td>20</td>
<td>Interest</td>
<td>27,758.</td>
<td>24,887.</td>
<td>1,111.</td>
</tr>
<tr>
<td>21</td>
<td>Payments to affiliates</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>22</td>
<td>Depreciation, depletion, and amortization</td>
<td>330,692.</td>
<td>296,494.</td>
<td>13,231.</td>
</tr>
<tr>
<td>23</td>
<td>Insurance</td>
<td>112,325.</td>
<td>100,707.</td>
<td>4,494.</td>
</tr>
<tr>
<td>24</td>
<td>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.)</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>a</td>
<td>STAFF TRAINING, Wages, R</td>
<td>976,412.</td>
<td>846,025.</td>
<td>50,437.</td>
</tr>
<tr>
<td>b</td>
<td>STUDENT SUPPORT COSTS</td>
<td>361,531.</td>
<td>361,531.</td>
<td></td>
</tr>
<tr>
<td>c</td>
<td>BAD DEBT</td>
<td>34,848.</td>
<td>34,848.</td>
<td></td>
</tr>
<tr>
<td>d</td>
<td>PROGRAM EVALUATION</td>
<td>25,222.</td>
<td>25,222.</td>
<td></td>
</tr>
<tr>
<td>e</td>
<td>All other expenses</td>
<td>1,918.</td>
<td>1,719.</td>
<td>77.</td>
</tr>
<tr>
<td>26</td>
<td>Joint costs. Complete this line only if the organization reported in column (B) joint costs from a combined educational campaign and fundraising solicitation.</td>
<td></td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

Check here if following SOP 98-2 (ASC 958-720)
### Form 990 (2022) COLLEGE POSSIBLE, INC. 41-1968798 Page 11

#### Part X: Balance Sheet

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

<p>| | | |</p>
<table>
<thead>
<tr>
<th></th>
<th></th>
<th></th>
</tr>
</thead>
<tbody>
<tr>
<td>(A)</td>
<td>Beginning of year</td>
<td>(B)</td>
</tr>
<tr>
<td>1</td>
<td>Cash - non-interest-bearing</td>
<td>1,033,702.</td>
</tr>
<tr>
<td>3</td>
<td>Pledges and grants receivable, net</td>
<td>3,855,925.</td>
</tr>
<tr>
<td>5</td>
<td>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</td>
<td>1,652,155.</td>
</tr>
<tr>
<td>6</td>
<td>Loans and other receivables from other disqualified persons (as defined under section 4958(f)(1)), and persons described in section 4958(c)(3)(B)</td>
<td>794,556.</td>
</tr>
<tr>
<td>7</td>
<td>Notes and loans receivable, net</td>
<td>11,684,924.</td>
</tr>
<tr>
<td>8</td>
<td>Inventories for sale or use</td>
<td>402,553.</td>
</tr>
<tr>
<td>9</td>
<td>Prepaid expenses and deferred charges</td>
<td>1,795,584.</td>
</tr>
<tr>
<td>10a</td>
<td>Land, buildings, and equipment: cost or other basis. Complete Part VI of Schedule D</td>
<td>1,652,155.</td>
</tr>
<tr>
<td>10b</td>
<td>Less: accumulated depreciation</td>
<td>794,556.</td>
</tr>
<tr>
<td>11</td>
<td>Investments - publicly traded securities</td>
<td>11,684,924.</td>
</tr>
<tr>
<td>13</td>
<td>Investments - program-related. See Part IV, line 11</td>
<td>11,684,924.</td>
</tr>
<tr>
<td>14</td>
<td>Intangible assets</td>
<td>11,684,924.</td>
</tr>
<tr>
<td>15</td>
<td>Other assets. See Part IV, line 11</td>
<td>3,141,730.</td>
</tr>
<tr>
<td>16</td>
<td><strong>Total assets.</strong> Add lines 1 through 15 (must equal line 33)</td>
<td>23,283,310.</td>
</tr>
<tr>
<td>17</td>
<td>Accounts payable and accrued expenses</td>
<td>1,795,584.</td>
</tr>
<tr>
<td>18</td>
<td>Grants payable</td>
<td>1,795,584.</td>
</tr>
<tr>
<td>19</td>
<td>Deferred revenue</td>
<td>1,147,176.</td>
</tr>
<tr>
<td>20</td>
<td>Tax-exempt bond liabilities</td>
<td>1,147,176.</td>
</tr>
<tr>
<td>21</td>
<td>Escrow or custodial account liability. Complete Part IV of Schedule D</td>
<td>1,147,176.</td>
</tr>
<tr>
<td>22</td>
<td>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</td>
<td>1,000,000.</td>
</tr>
<tr>
<td>23</td>
<td>Secured mortgages and notes payable to unrelated third parties</td>
<td>1,000,000.</td>
</tr>
<tr>
<td>24</td>
<td>Unsecured notes and loans payable to unrelated third parties</td>
<td>1,000,000.</td>
</tr>
<tr>
<td>25</td>
<td>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</td>
<td>255,380.</td>
</tr>
<tr>
<td>26</td>
<td><strong>Total liabilities.</strong> Add lines 17 through 25</td>
<td>4,198,140.</td>
</tr>
</tbody>
</table>

#### Organizations that follow FASB ASC 958, check here and complete lines 27, 28, 32, and 33.

<p>| | |</p>
<table>
<thead>
<tr>
<th></th>
<th></th>
</tr>
</thead>
<tbody>
<tr>
<td>27</td>
<td>Net assets without donor restrictions</td>
</tr>
<tr>
<td>28</td>
<td>Net assets with donor restrictions</td>
</tr>
</tbody>
</table>

#### Organizations that do not follow FASB ASC 958, check here and complete lines 29 through 33.

<p>| | |</p>
<table>
<thead>
<tr>
<th></th>
<th></th>
</tr>
</thead>
<tbody>
<tr>
<td>29</td>
<td>Capital stock or trust principal, or current funds</td>
</tr>
<tr>
<td>30</td>
<td>Paid-in or capital surplus, or land, building, or equipment fund</td>
</tr>
<tr>
<td>31</td>
<td>Retained earnings, endowment, accumulated income, or other funds</td>
</tr>
<tr>
<td>32</td>
<td>Total net assets or fund balances</td>
</tr>
<tr>
<td>33</td>
<td>Total liabilities and net assets/fund balances</td>
</tr>
</tbody>
</table>

---

Form 990 (2022) 12-13-22 08010122 144198 142482 2022.05030 COLLEGE POSSIBLE, INC. 142482_1
**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 24,598,991.
2. Total expenses (must equal Part IX, column (A), line 25) .................................................. 2 28,232,798.
3. Revenue less expenses. Subtract line 2 from line 1 ................................................................. 3 -3,633,807.
4. Net assets or fund balances at beginning of year (must equal Part X, line 32, column (A)) .......... 4 19,085,170.
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) ....................................... 9 380,248.
10. Net assets or fund balances at end of year. Combine lines 3 through 9 (must equal Part X, line 32, column (B)) ................................................................. 10 16,044,988.

---

**Part XII** | Financial Statements and Reporting
---
Check if Schedule O contains a response or note to any line in this Part XII

1. Accounting method used to prepare the Form 990: Cash X Accrual Other
   If the organization changed its method of accounting from a prior year or checked "Other," explain on Schedule O.

2a. Were the organization's financial statements compiled or reviewed by an independent accountant?
   If "Yes," check a box below to indicate whether the financial statements for the year were compiled or reviewed on a separate basis, consolidated basis, or both:
   X Separate basis X Consolidated basis 

2b. 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:
   X Separate basis X Consolidated basis X Both consolidated and separate basis

2c. 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?

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?

3b. 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
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 trust described in section 170(b)(1)(A)(vi) 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).

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

Total

LHA For Paperwork Reduction Act Notice, see the Instructions for Form 990 or 990-EZ. 232021 12-09-22

Schedule A (Form 990) 2022
### Section A. Public Support

<table>
<thead>
<tr>
<th>Calendar year (or fiscal year beginning in)</th>
<th>(a) 2018</th>
<th>(b) 2019</th>
<th>(c) 2020</th>
<th>(d) 2021</th>
<th>(e) 2022</th>
<th>(f) Total</th>
</tr>
</thead>
<tbody>
<tr>
<td>1. Gifts, grants, contributions, and membership fees received. (Do not include any &quot;unusual grants.&quot;)</td>
<td>18,430,727</td>
<td>24,125,726</td>
<td>24,357,470</td>
<td>28,875,422</td>
<td>21,987,114</td>
<td>117,776,459</td>
</tr>
<tr>
<td>2. Tax revenues levied for the organization's benefit and either paid to or expended on its behalf</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>3. The value of services or facilities furnished by a governmental unit to the organization without charge</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>4. Total. Add lines 1 through 3</td>
<td>18,430,727</td>
<td>24,125,726</td>
<td>24,357,470</td>
<td>28,875,422</td>
<td>21,987,114</td>
<td>117,776,459</td>
</tr>
<tr>
<td>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)</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td>15,585,406</td>
</tr>
<tr>
<td>6. Public support. Subtract line 5 from line 4</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td>102,191,053</td>
</tr>
</tbody>
</table>

### Section B. Total Support

<table>
<thead>
<tr>
<th>Calendar year (or fiscal year beginning in)</th>
<th>(a) 2018</th>
<th>(b) 2019</th>
<th>(c) 2020</th>
<th>(d) 2021</th>
<th>(e) 2022</th>
<th>(f) Total</th>
</tr>
</thead>
<tbody>
<tr>
<td>7. Amounts from line 4</td>
<td>18,430,727</td>
<td>24,125,726</td>
<td>24,357,470</td>
<td>28,875,422</td>
<td>21,987,114</td>
<td>117,776,459</td>
</tr>
<tr>
<td>8. Gross income from interest, dividends, payments received on securities loans, rents, royalties, and income from similar sources</td>
<td>90,421</td>
<td>283,649</td>
<td>265,210</td>
<td>244,798</td>
<td>255,696</td>
<td>1,139,774</td>
</tr>
<tr>
<td>9. Net income from unrelated business activities, whether or not the business is regularly carried on</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>10. Other income. Do not include gain or loss from the sale of capital assets (Explain in Part VI.)</td>
<td>9,692</td>
<td>10,381</td>
<td>1,610</td>
<td>36,177</td>
<td>217,625</td>
<td>275,485</td>
</tr>
<tr>
<td>11. Total support. Add lines 7 through 10</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td>119,191,718</td>
</tr>
<tr>
<td>12. Gross receipts from related activities, etc. (see instructions)</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td>6,790,157</td>
</tr>
</tbody>
</table>

### Section C. Computation of Public Support Percentage

<table>
<thead>
<tr>
<th>Percentage</th>
<th>(a) 2018</th>
<th>(b) 2019</th>
<th>(c) 2020</th>
<th>(d) 2021</th>
<th>(e) 2022</th>
<th>(f) Total</th>
</tr>
</thead>
<tbody>
<tr>
<td>14. Public support percentage for 2022 (line 6, column (f), divided by line 11, column (f))</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td>85.74 %</td>
</tr>
<tr>
<td>15. Public support percentage from 2021 Schedule A, Part II, line 14</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td>84.55 %</td>
</tr>
<tr>
<td>16a 33 1/3% support test - 2022</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td>X</td>
</tr>
<tr>
<td>b 33 1/3% support test - 2021</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>17a 10% -facts-and-circumstances test - 2022</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>b 10% -facts-and-circumstances test - 2021</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>18. Private foundation</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

**Schedule A (Form 990) 2022**

**Page 2**

**COLLEGE POSSIBLE, INC.**

**41-1968798**

**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 II. 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):**
- **Line 2:**
  - **Tax revenues levied for the organization's benefit and either paid to or expended on its behalf:**
  - **Line 3:**
  - **The value of services or facilities furnished by a governmental unit to the organization without charge:**
  - **Line 4:** Total: 117,776,459
- **Line 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):** 15,585,406
- **Line 6:** Public support: Subtract line 5 from line 4: 102,191,053

**Section B. Total Support**

- **Calendar year (or fiscal year beginning in):**
  - Line 7: 18,430,727; 2019: 24,125,726; 2020: 24,357,470; 2021: 28,875,422; 2022: 21,987,114; Total: 117,776,459
- **Line 8:** Gross income from interest, dividends, payments received on securities loans, rents, royalties, and income from similar sources: 90,421; 283,649; 265,210; 244,798; 255,696; Total: 1,139,774
- **Line 9:** Net income from unrelated business activities, whether or not the business is regularly carried on: 9,692; 10,381; 1,610; 36,177; 217,625; Total: 275,485
- **Line 10:** Other income: 119,191,718
- **Line 12:** Gross receipts from related activities, etc.: 6,790,157

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

- **Line 14:** Public support percentage for 2022: 85.74%
- **Line 15:** Public support percentage from 2021: 84.55%
- **Line 16a:** 33 1/3% support test - 2022: X
- **Line 17:** 10% -facts-and-circumstances test - 2022: X
- **Line 18:** Private foundation: X
**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>
<thead>
<tr>
<th>Calendar year (or fiscal year beginning in)</th>
<th>(a) 2018</th>
<th>(b) 2019</th>
<th>(c) 2020</th>
<th>(d) 2021</th>
<th>(e) 2022</th>
<th>(f) Total</th>
</tr>
</thead>
<tbody>
<tr>
<td>1 Gifts, grants, contributions, and membership fees received. (Do not include any &quot;unusual grants.&quot;)</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>2 Gross receipts from admissions, merchandise sold or services performed, or facilities furnished in any activity that is related to the organization's tax-exempt purpose</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>3 Gross receipts from activities that are not an unrelated trade or business under section 513</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>4 Tax revenues levied for the organization's benefit and either paid to or expended on its behalf</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>5 The value of services or facilities furnished by a governmental unit to the organization without charge</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>6 Total. Add lines 1 through 5</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>7a Amounts included on lines 1, 2, and 3 received from disqualified persons</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>7b 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</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>7c Add lines 7a and 7b</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>8 Public support. (Subtract line 7c from line 6)</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

### Section B. Total Support

<table>
<thead>
<tr>
<th>Calendar year (or fiscal year beginning in)</th>
<th>(a) 2018</th>
<th>(b) 2019</th>
<th>(c) 2020</th>
<th>(d) 2021</th>
<th>(e) 2022</th>
<th>(f) Total</th>
</tr>
</thead>
<tbody>
<tr>
<td>9 Amounts from line 6</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>10a Gross income from interest, dividends, payments received on securities loans, rents, royalties, and income from similar sources</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>10b Unrelated business taxable income (less section 511 taxes) from businesses acquired after June 30, 1975</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>10c Add lines 10a and 10b</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>11 Net income from unrelated business activities not included on line 10b, whether or not the business is regularly carried on</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>12 Other income. Do not include gain or loss from the sale of capital assets (Explain in Part VI.)</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>13 Total support. (Add lines 9, 10c, 11, and 12.)</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>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</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

### Section C. Computation of Public Support Percentage

<table>
<thead>
<tr>
<th>(a) 2018</th>
<th>(b) 2019</th>
<th>(c) 2020</th>
<th>(d) 2021</th>
<th>(e) 2022</th>
<th>(f) Total</th>
</tr>
</thead>
<tbody>
<tr>
<td>15 Public support percentage for 2022 (line 8, column (f), divided by line 13, column (f))</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>16 Public support percentage from 2021 Schedule A, Part III, line 15</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

### Section D. Computation of Investment Income Percentage

<table>
<thead>
<tr>
<th>(a) 2018</th>
<th>(b) 2019</th>
<th>(c) 2020</th>
<th>(d) 2021</th>
<th>(e) 2022</th>
<th>(f) Total</th>
</tr>
</thead>
<tbody>
<tr>
<td>17 Investment income percentage for 2022 (line 10c, column (f), divided by line 13, column (f))</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>18 Investment income percentage from 2021 Schedule A, Part III, line 17</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

### 33 1/3% Support Tests

- **33 1/3% support tests - 2022.** 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.

- **33 1/3% support tests - 2021.** 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.

### Private Foundation

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

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**Schedule A (Form 990) 2022**

**COLLEGE POSSIBLE, INC.**

**41-1968798**

**Page 3**

**232023 12-09-22**

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**08010122 144198 142482 2022.05030 COLLEGE POSSIBLE, INC. 142482_1**
Supporting Organizations

Sections A, D, and E. If you checked box 12d, Part I, complete Sections A and D, and complete Part V.)

1. Are all of the organization’s supported organizations listed by name in the organization’s governing documents? 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.

2. Did the organization have any supported organization that does not have an IRS determination of status under section 509(a)(1) or (2)? If "Yes," explain in Part VI how the organization determined that the supported organization was described in section 509(a)(1) or (2).

3a. Did the organization have a supported organization described in section 501(c)(4), (5), or (6)? If "Yes," answer lines 3b and 3c below.

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)? If "Yes," describe in Part VI when and how the organization made the determination.

c. Did the organization ensure that all support to such organizations was used exclusively for section 170(c)(2)(B) purposes? If "Yes," explain in Part VI what controls the organization put in place to ensure such use.

4a. Was any supported organization not organized in the United States ("foreign supported organization")? If "Yes," and if you checked box 12a or 12b in Part I, answer lines 4b and 4c below.

b. Did the organization have ultimate control and discretion in deciding whether to make grants to the foreign supported organization? 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.

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)? 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.

5a. Did the organization add, substitute, or remove any supported organizations during the tax year? 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).

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? If "Yes," provide detail in Part VI.

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? If "Yes," complete Part I of Schedule L (Form 990).

8. Did the organization make a loan to a disqualified person (as defined in section 4958) not described on line 7? If "Yes," complete Part I of Schedule L (Form 990).

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))? If "Yes," provide detail in Part VI.

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? If "Yes," provide detail in Part VI.

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? If "Yes," provide detail in Part VI.

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)? If "Yes," answer line 10b below.

b. Did the organization have any excess business holdings in the tax year? (Use Schedule C, Form 4720, to determine whether the organization had excess business holdings.)
Part IV. Supporting Organizations (continued)

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? Yes No 11a
   b A family member of a person described on line 11a above? Yes No 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. Yes No 11c

Section B. Type I Supporting Organizations

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. Yes No 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. Yes No 2

Section C. Type II Supporting Organizations

1 Were a majority of the organization’s officers 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). Yes No 1

Section D. All Type III Supporting Organizations

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? Yes No 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). Yes No 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. Yes No 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 The organization satisfied the Activities Test. Complete line 2 below. Yes No a
   b The organization is the parent of each of its supported organizations. Complete line 3 below. Yes No b
   c The organization supported a governmental entity. Describe in Part VI how you supported a governmental entity (see instructions). Yes No c

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
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. Yes No 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. Yes No 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. Yes No 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. Yes No 3b
### Part VI

#### Section A - Adjusted Net Income

<table>
<thead>
<tr>
<th>Part</th>
<th>Description</th>
<th>(A) Prior Year</th>
<th>(B) Current Year (optional)</th>
</tr>
</thead>
<tbody>
<tr>
<td>1</td>
<td>Net short-term capital gain</td>
<td>1</td>
<td></td>
</tr>
<tr>
<td>2</td>
<td>Recoveries of prior-year distributions</td>
<td>2</td>
<td></td>
</tr>
<tr>
<td>3</td>
<td>Other gross income (see instructions)</td>
<td>3</td>
<td></td>
</tr>
<tr>
<td>4</td>
<td>Add lines 1 through 3.</td>
<td>4</td>
<td></td>
</tr>
<tr>
<td>5</td>
<td>Depreciation and depletion</td>
<td>5</td>
<td></td>
</tr>
<tr>
<td>6</td>
<td>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)</td>
<td>6</td>
<td></td>
</tr>
<tr>
<td>7</td>
<td>Other expenses (see instructions)</td>
<td>7</td>
<td></td>
</tr>
<tr>
<td>8</td>
<td><strong>Adjusted Net Income</strong> (subtract lines 5, 6, and 7 from line 4)</td>
<td>8</td>
<td></td>
</tr>
</tbody>
</table>

#### Section B - Minimum Asset Amount

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

#### Section C - Distributable Amount

<table>
<thead>
<tr>
<th>Part</th>
<th>Description</th>
<th>Current Year</th>
</tr>
</thead>
<tbody>
<tr>
<td>1</td>
<td>Adjusted net income for prior year (from Section A, line 8, column A)</td>
<td>1</td>
</tr>
<tr>
<td>2</td>
<td>Enter 0.85 of line 1.</td>
<td>2</td>
</tr>
<tr>
<td>3</td>
<td>Minimum asset amount for prior year (from Section B, line 8, column A)</td>
<td>3</td>
</tr>
<tr>
<td>4</td>
<td>Enter greater of line 2 or line 3.</td>
<td>4</td>
</tr>
<tr>
<td>5</td>
<td>Income tax imposed in prior year</td>
<td>5</td>
</tr>
<tr>
<td>6</td>
<td><strong>Distributable Amount</strong>. Subtract line 5 from line 4, unless subject to emergency temporary reduction (see instructions).</td>
<td>6</td>
</tr>
<tr>
<td>7</td>
<td>Check here if the current year is the organization's first as a non-functionally integrated Type III supporting organization (see instructions).</td>
<td></td>
</tr>
</tbody>
</table>
### Part V - Type III Non-Functionally Integrated 509(a)(3) Supporting Organizations (continued)

#### Section D - Distributions

<table>
<thead>
<tr>
<th></th>
<th>Current Year</th>
</tr>
</thead>
<tbody>
<tr>
<td>1</td>
<td>Amounts paid to supported organizations to accomplish exempt purposes</td>
</tr>
<tr>
<td>2</td>
<td>Amounts paid to perform activity that directly furthers exempt purposes of supported organizations, in excess of income from activity</td>
</tr>
<tr>
<td>3</td>
<td>Administrative expenses paid to accomplish exempt purposes of supported organizations</td>
</tr>
<tr>
<td>4</td>
<td>Amounts paid to acquire exempt-use assets</td>
</tr>
<tr>
<td>5</td>
<td>Qualified set-aside amounts (prior IRS approval required - [provide details in Part VI].)</td>
</tr>
<tr>
<td>6</td>
<td>Other distributions ([describe in Part VI].) See instructions.</td>
</tr>
<tr>
<td>7</td>
<td>Total annual distributions. Add lines 1 through 6.</td>
</tr>
<tr>
<td>8</td>
<td>Distributions to attentive supported organizations to which the organization is responsive ([provide details in Part VI].) See instructions.</td>
</tr>
<tr>
<td>9</td>
<td>Distributable amount for 2022 from Section C, line 6</td>
</tr>
<tr>
<td>10</td>
<td>Line 8 amount divided by line 9 amount</td>
</tr>
</tbody>
</table>

#### Section E - Distribution Allocations (see instructions)

<table>
<thead>
<tr>
<th></th>
<th>(i) Excess Distributions</th>
<th>(ii) Underdistributions Pre-2022</th>
<th>(iii) Distributable Amount for 2022</th>
</tr>
</thead>
<tbody>
<tr>
<td>1</td>
<td>Distributable amount for 2022 from Section C, line 6</td>
<td></td>
<td></td>
</tr>
<tr>
<td>2</td>
<td>Underdistributions, if any, for years prior to 2022 (reasonable cause required - [explain in Part VI].) See instructions.</td>
<td></td>
<td></td>
</tr>
<tr>
<td>3</td>
<td>Excess distributions carryover, if any, to 2022</td>
<td></td>
<td></td>
</tr>
<tr>
<td>a</td>
<td>From 2017</td>
<td></td>
<td></td>
</tr>
<tr>
<td>b</td>
<td>From 2018</td>
<td></td>
<td></td>
</tr>
<tr>
<td>c</td>
<td>From 2019</td>
<td></td>
<td></td>
</tr>
<tr>
<td>d</td>
<td>From 2020</td>
<td></td>
<td></td>
</tr>
<tr>
<td>e</td>
<td>From 2021</td>
<td></td>
<td></td>
</tr>
<tr>
<td>f</td>
<td>Total of lines 3a through 3e</td>
<td></td>
<td></td>
</tr>
<tr>
<td>g</td>
<td>Applied to underdistributions of prior years</td>
<td></td>
<td></td>
</tr>
<tr>
<td>h</td>
<td>Applied to 2022 distributable amount</td>
<td></td>
<td></td>
</tr>
<tr>
<td>i</td>
<td>Carryover from 2017 not applied (see instructions)</td>
<td></td>
<td></td>
</tr>
<tr>
<td>j</td>
<td>Remainder. Subtract lines 3g, 3h, and 3i from line 3f.</td>
<td></td>
<td></td>
</tr>
<tr>
<td>4</td>
<td>Distributions for 2022 from Section D, line 7:</td>
<td>$</td>
<td></td>
</tr>
<tr>
<td>a</td>
<td>Applied to underdistributions of prior years</td>
<td></td>
<td></td>
</tr>
<tr>
<td>b</td>
<td>Applied to 2022 distributable amount</td>
<td></td>
<td></td>
</tr>
<tr>
<td>c</td>
<td>Remainder. Subtract lines 4a and 4b from line 4.</td>
<td></td>
<td></td>
</tr>
<tr>
<td>5</td>
<td>Remaining underdistributions for years prior to 2022, if any. Subtract lines 3g and 4a from line 2. For result greater than zero, [explain in Part VI]. See instructions.</td>
<td></td>
<td></td>
</tr>
<tr>
<td>6</td>
<td>Remaining underdistributions for 2022. Subtract lines 3h and 4b from line 1. For result greater than zero, [explain in Part VI]. See instructions.</td>
<td></td>
<td></td>
</tr>
<tr>
<td>7</td>
<td>Excess distributions carryover to 2023. Add lines 3j and 4c.</td>
<td></td>
<td></td>
</tr>
<tr>
<td>a</td>
<td>Excess from 2018</td>
<td></td>
<td></td>
</tr>
<tr>
<td>b</td>
<td>Excess from 2019</td>
<td></td>
<td></td>
</tr>
<tr>
<td>c</td>
<td>Excess from 2020</td>
<td></td>
<td></td>
</tr>
<tr>
<td>d</td>
<td>Excess from 2021</td>
<td></td>
<td></td>
</tr>
<tr>
<td>e</td>
<td>Excess from 2022</td>
<td></td>
<td></td>
</tr>
</tbody>
</table>
Supplemental Information. Provide the explanations required by Part II, line 10; Part II, line 17a or 17b; Part III, line 12; Part IV, Section A, lines 1, 2, 3b, 3c, 4b, 4c, 5a, 6, 9a, 9b, 9c, 11a, 11b, and 11c; Part IV, Section B, lines 1 and 2; Part IV, Section C, line 1; Part IV, Section D, lines 2 and 3; Part IV, Section E, lines 1c, 2a, 2b, 3a, and 3b; Part V, line 1; Part V, Section B, line 1e; Part V, Section D, lines 5, 6, and 8; and Part V, Section E, lines 2, 5, and 6. Also complete this part for any additional information.

(See instructions.)

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

OTHER INCOME
**Schedule B (Form 990) (2022)**

**Schedule of Contributors**

Attach to Form 990 or Form 990-PF.

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

<table>
<thead>
<tr>
<th>Name of the organization</th>
<th>Employer identification number</th>
</tr>
</thead>
<tbody>
<tr>
<td>COLLEGE POSSIBLE, INC.</td>
<td>41-1968798</td>
</tr>
</tbody>
</table>

Organization type (check one):

<table>
<thead>
<tr>
<th>Filers of:</th>
<th>Section:</th>
</tr>
</thead>
<tbody>
<tr>
<td>Form 990 or 990-EZ</td>
<td>X 501(c)(3) (enter number) organization</td>
</tr>
<tr>
<td></td>
<td>4947(a)(1) nonexempt charitable trust not treated as a private foundation</td>
</tr>
<tr>
<td></td>
<td>527 political organization</td>
</tr>
<tr>
<td>Form 990-PF</td>
<td>501(c)(3) exempt private foundation</td>
</tr>
<tr>
<td></td>
<td>4947(a)(1) nonexempt charitable trust treated as a private foundation</td>
</tr>
<tr>
<td></td>
<td>501(c)(3) taxable private foundation</td>
</tr>
</tbody>
</table>

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).
### Part I

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

<table>
<thead>
<tr>
<th>(a) No.</th>
<th>(b) Name, address, and ZIP + 4</th>
<th>(c) Total contributions</th>
<th>(d) Type of contribution</th>
</tr>
</thead>
<tbody>
<tr>
<td>1</td>
<td></td>
<td>$2,175,000.</td>
<td>Person ☑️ Payroll ☐ Noncash ☐</td>
</tr>
<tr>
<td>2</td>
<td></td>
<td>$1,083,206.</td>
<td>Person ☑️ Payroll ☐ Noncash ☐</td>
</tr>
<tr>
<td>3</td>
<td></td>
<td>$1,000,000.</td>
<td>Person ☑️ Payroll ☐ Noncash ☐</td>
</tr>
<tr>
<td>4</td>
<td></td>
<td>$641,754.</td>
<td>Person ☑️ Payroll ☐ Noncash ☐</td>
</tr>
<tr>
<td>5</td>
<td></td>
<td>$600,000.</td>
<td>Person ☑️ Payroll ☐ Noncash ☐</td>
</tr>
<tr>
<td>6</td>
<td></td>
<td>$550,000.</td>
<td>Person ☑️ Payroll ☐ Noncash ☐</td>
</tr>
</tbody>
</table>
### Part I  Contributors

<table>
<thead>
<tr>
<th>No.</th>
<th>Name, address, and ZIP + 4</th>
<th>Total contributions</th>
<th>Type of contribution</th>
</tr>
</thead>
<tbody>
<tr>
<td>7</td>
<td></td>
<td>$500,000.</td>
<td>Person X Payroll Noncash</td>
</tr>
<tr>
<td>8</td>
<td></td>
<td>$500,000.</td>
<td>Person X Payroll Noncash</td>
</tr>
</tbody>
</table>

(Complete Part II for noncash contributions.)
<table>
<thead>
<tr>
<th>(a) No. from Part I</th>
<th>(b) Description of noncash property given</th>
<th>(c) FMV (or estimate)</th>
<th>(d) Date received</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td></td>
<td>$</td>
<td></td>
</tr>
<tr>
<td></td>
<td></td>
<td>$</td>
<td></td>
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<tr>
<td></td>
<td></td>
<td>$</td>
<td></td>
</tr>
</tbody>
</table>

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

Use duplicate copies of Part III if additional space is needed.

<table>
<thead>
<tr>
<th>(a) No. from Part I</th>
<th>(b) Purpose of gift</th>
<th>(c) Use of gift</th>
<th>(d) Description of how gift is held</th>
<th>(e) Transfer of gift</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td></td>
<td></td>
<td></td>
<td>Transferee's name, address, and ZIP + 4</td>
</tr>
<tr>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

Schedule B (Form 990) (2022)  
COLLEGE POSSIBLE, INC.  
41-1968798  

Name of organization  
Employer identification number  

Part III  

Employer identification number  

Use duplicate copies of Part III if additional space is needed.
**Schedule C (Form 990) 2022**

**Political Campaign and Lobbying Activities**

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

Complete if the organization is described below. Attach to Form 990 or Form 990-EZ.

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

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

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

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

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

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

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

**Name of organization**

**COLLEGE POSSIBLE, INC.**

**Employer identification number**

**41-1968798**

**Part I-A** Complete if the organization is exempt under section 501(c) or is a section 527 organization.

1. Provide a description of the organization's direct and indirect political campaign activities in Part IV.

2. Political campaign activity expenditures

3. Volunteer hours for political campaign activities

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

1. Enter the amount of any excise tax incurred by the organization under section 4955

2. Enter the amount of any excise tax incurred by organization managers under section 4955

3. If the organization incurred a section 4955 tax, did it file Form 4720 for this year?

   - Yes
   - No

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.

<table>
<thead>
<tr>
<th>(a) Name</th>
<th>(b) Address</th>
<th>(c) EIN</th>
<th>(d) Amount paid from filing organization’s funds. If none, enter -0-.</th>
<th>(e) Amount of political contributions received and promptly and directly delivered to a separate political organization. If none, enter -0-.</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td></td>
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</tr>
<tr>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

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

Schedule C (Form 990) 2022

LHA

232041 11-08-22

08010122 144198 142482

2022.05030 COLLEGE POSSIBLE, INC. 142482_1
**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.)

<table>
<thead>
<tr>
<th></th>
<th></th>
<th>(a) Filing organization’s totals</th>
<th>(b) Affiliated group totals</th>
</tr>
</thead>
<tbody>
<tr>
<td>1a</td>
<td>Total lobbying expenditures to influence public opinion (grassroots lobbying)</td>
<td></td>
<td></td>
</tr>
<tr>
<td>b</td>
<td>Total lobbying expenditures to influence a legislative body (direct lobbying)</td>
<td></td>
<td></td>
</tr>
<tr>
<td>c</td>
<td>Total lobbying expenditures (add lines 1a and 1b)</td>
<td></td>
<td></td>
</tr>
<tr>
<td>d</td>
<td>Other exempt purpose expenditures</td>
<td></td>
<td></td>
</tr>
<tr>
<td>e</td>
<td>Total exempt purpose expenditures (add lines 1c and 1d)</td>
<td></td>
<td></td>
</tr>
<tr>
<td>f</td>
<td>Lobbying nontaxable amount. Enter the amount from the following table in both columns.</td>
<td></td>
<td></td>
</tr>
<tr>
<td>g</td>
<td>Grassroots nontaxable amount (enter 25% of line 1f)</td>
<td></td>
<td></td>
</tr>
<tr>
<td>h</td>
<td>Subtract line 1g from line 1a. If zero or less, enter 0.</td>
<td></td>
<td></td>
</tr>
<tr>
<td>i</td>
<td>Subtract line 1f from line 1c. If zero or less, enter 0.</td>
<td></td>
<td></td>
</tr>
<tr>
<td>j</td>
<td>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?</td>
<td>Yes ☐ No ☐</td>
<td></td>
</tr>
</tbody>
</table>

#### 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

<table>
<thead>
<tr>
<th>Calendar year (or fiscal year beginning in)</th>
<th>(a) 2019</th>
<th>(b) 2020</th>
<th>(c) 2021</th>
<th>(d) 2022</th>
<th>(e) Total</th>
</tr>
</thead>
<tbody>
<tr>
<td>2a Lobbying nontaxable amount</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>b Lobbying ceiling amount (150% of line 2a, column (e))</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>c Total lobbying expenditures</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>d Grassroots nontaxable amount</td>
<td></td>
<td></td>
<td></td>
<td>0.</td>
<td></td>
</tr>
<tr>
<td>e Grassroots ceiling amount (150% of line 2d, column (e))</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>f Grassroots lobbying expenditures</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
</tbody>
</table>
## 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)).

For each "Yes" response on lines 1a through 1i below, provide in Part IV a detailed description of the lobbying activity.

<table>
<thead>
<tr>
<th></th>
<th>(a)</th>
<th>(b)</th>
</tr>
</thead>
<tbody>
<tr>
<td>1</td>
<td>During the year, did the filing organization attempt to influence foreign, national, state, or local legislation, including any attempt to influence public opinion on a legislative matter or referendum, through the use of:</td>
<td>Yes</td>
</tr>
<tr>
<td>a</td>
<td>Volunteers?</td>
<td>X</td>
</tr>
<tr>
<td>b</td>
<td>Paid staff or management (include compensation in expenses reported on lines 1c through 1j)?</td>
<td>X</td>
</tr>
<tr>
<td>c</td>
<td>Media advertisements?</td>
<td>X</td>
</tr>
<tr>
<td>d</td>
<td>Mailings to members, legislators, or the public?</td>
<td>X</td>
</tr>
<tr>
<td>e</td>
<td>Publications, or published or broadcast statements?</td>
<td>X</td>
</tr>
<tr>
<td>f</td>
<td>Grants to other organizations for lobbying purposes?</td>
<td>X</td>
</tr>
<tr>
<td>g</td>
<td>Direct contact with legislators, their staffs, government officials, or a legislative body?</td>
<td>X</td>
</tr>
<tr>
<td>h</td>
<td>Rallies, demonstrations, seminars, conventions, speeches, lectures, or any similar means?</td>
<td>X</td>
</tr>
<tr>
<td>i</td>
<td>Other activities?</td>
<td>X</td>
</tr>
<tr>
<td>j</td>
<td>Total. Add lines 1c through 1i</td>
<td></td>
</tr>
</tbody>
</table>

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

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

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

### 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.

**PART II-B, LINE 1, LOBBYING ACTIVITIES:**

- COLLEGE POSSIBLE: PAID ROGER J ARONSON, AN OUTSIDE CONSULTANT, $30,000
- FOR LOBBYING IN FY23. THE ORGANIZATION ALSO PAID EBI PUBLIC AFFAIRS, AN OUTSIDE CONSULTANT, $19,500 FOR LOBBYING IN FY23. THE ORGANIZATION ALSO PAID WISCONSIN CAPITOL SOLUTIONS, AN OUTSIDE CONSULTANT, $16,500 FOR LOBBYING IN FY23. THE ORGANIZATION ALSO PAID GRIST PUBLIC AFFAIRS/LACEY...
STANAGE/CLOWERS CONSULTING, AN OUTSIDE CONSULTANTS, $24,000 FOR LOBBYING IN FY23. IN ADDITION, THE ORGANIZATION PAID NATIONAL STRATEGIES $81,000 FOR LOBBYIST SUPPORT PAYMENTS IN PENNSYLVANIA AND TEXAS.
## Part I: Organizations Maintaining Donor Advised Funds or Other Similar Funds or Accounts.

<table>
<thead>
<tr>
<th>1</th>
<th>Total number at end of year</th>
<th>(a) Donor advised funds</th>
<th>(b) Funds and other accounts</th>
</tr>
</thead>
<tbody>
<tr>
<td>2</td>
<td>Aggregate value of contributions to (during year)</td>
<td></td>
<td></td>
</tr>
<tr>
<td>3</td>
<td>Aggregate value of grants from (during year)</td>
<td></td>
<td></td>
</tr>
<tr>
<td>4</td>
<td>Aggregate value at end of year</td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

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? 

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? 

## Part II: Conservation Easements.

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)
- Protection of natural habitat
- Preservation of open space
- Preservation of a historically important land area
- Preservation of a certified historic structure

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.

<table>
<thead>
<tr>
<th>2a</th>
<th>Total number of conservation easements</th>
</tr>
</thead>
<tbody>
<tr>
<td>2b</td>
<td>Total acreage restricted by conservation easements</td>
</tr>
<tr>
<td>2c</td>
<td>Number of conservation easements on a certified historic structure included in (a)</td>
</tr>
<tr>
<td>2d</td>
<td>Number of conservation easements included in (c) acquired after July 25, 2006, and not on a historic structure listed in the National Register</td>
</tr>
</tbody>
</table>

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

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

5 Does the organization have a written policy regarding the periodic monitoring, inspection, handling of violations, and enforcement of the conservation easements it holds? 

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

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

8 Does each conservation easement reported on line 2(d) above satisfy the requirements of section 170(h)(4)(B)(i) and section 170(h)(4)(B)(ii)? 

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

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

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:

- Revenue included on Form 990, Part VIII, line 1
- Assets included in Form 990, Part X

- Revenue included on Form 990, Part VIII, line 1
- Assets included in Form 990, Part X
### Part III: Organizations Maintaining Collections of Art, Historical Treasures, or Other Similar Assets (continued)

3 Using the organization's acquisition, accession, and other records, check any of the following that make significant use of its collection items (check all that apply):
   a Public exhibition
   b Scholarly research
   c Preservation for future generations

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:

<table>
<thead>
<tr>
<th>Amount</th>
<th></th>
</tr>
</thead>
<tbody>
<tr>
<td>1c</td>
<td></td>
</tr>
<tr>
<td>1d</td>
<td></td>
</tr>
<tr>
<td>1e</td>
<td></td>
</tr>
<tr>
<td>1f</td>
<td></td>
</tr>
</tbody>
</table>

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.

1a Beginning of year balance  
1b Contributions  
1c Net investment earnings, gains, and losses  
1d Grants or scholarships  
1e Other expenditures for facilities and programs  
1f Administrative expenses  
1g End of year balance

<table>
<thead>
<tr>
<th>(a) Current year</th>
<th>(b) Prior year</th>
<th>(c) Two years back</th>
<th>(d) Three years back</th>
<th>(e) Four years back</th>
</tr>
</thead>
<tbody>
<tr>
<td>2,297,205</td>
<td>2,695,060</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>100,000</td>
<td>2,453,292</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>548,997</td>
<td>-397,855</td>
<td>241,768</td>
<td></td>
<td></td>
</tr>
<tr>
<td>2,946,202</td>
<td>2,297,205</td>
<td>2,695,060</td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

2 Provide the estimated percentage of the current year end balance (line 1g, column (a)) held as:

- Board designated or quasi-endowment  
- Permanent endowment  
- 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:
   (i) Unrelated organizations
   (ii) Related organizations

b If "Yes" on line 3a(ii), are the related organizations listed as required on Schedule R?

### 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.

<table>
<thead>
<tr>
<th>Description of property</th>
<th>(a) Cost or other basis (investment)</th>
<th>(b) Cost or other basis (other)</th>
<th>(c) Accumulated depreciation</th>
<th>(d) Book value</th>
</tr>
</thead>
<tbody>
<tr>
<td>1a Land</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>1b Buildings</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>1c Leasehold improvements</td>
<td>694,572</td>
<td>398,306</td>
<td>296,266</td>
<td></td>
</tr>
<tr>
<td>1d Equipment</td>
<td>957,583</td>
<td>545,250</td>
<td>412,333</td>
<td></td>
</tr>
<tr>
<td>1e Other</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

Total. Add lines 1a through 1e. (Column (d) must equal Form 990, Part X, column (B), line 10c.)  

| Total | 708,599 |

Schedule D (Form 990) 2022
### 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.

<table>
<thead>
<tr>
<th>(a) Description of security or category (including name of security)</th>
<th>(b) Book value</th>
<th>(c) Method of valuation: Cost or end-of-year market value</th>
</tr>
</thead>
<tbody>
<tr>
<td>(1) Financial derivatives</td>
<td></td>
<td></td>
</tr>
<tr>
<td>(2) Closely held equity interests</td>
<td></td>
<td></td>
</tr>
<tr>
<td>(3) Other</td>
<td></td>
<td></td>
</tr>
<tr>
<td>(A)</td>
<td></td>
<td></td>
</tr>
<tr>
<td>(B)</td>
<td></td>
<td></td>
</tr>
<tr>
<td>(C)</td>
<td></td>
<td></td>
</tr>
<tr>
<td>(D)</td>
<td></td>
<td></td>
</tr>
<tr>
<td>(E)</td>
<td></td>
<td></td>
</tr>
<tr>
<td>(F)</td>
<td></td>
<td></td>
</tr>
<tr>
<td>(G)</td>
<td></td>
<td></td>
</tr>
<tr>
<td>(H)</td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

Total. (Col. (b) must equal Form 990, Part X, col. (B) line 12.)

### Part VIII  Investments - Program Related.

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

<table>
<thead>
<tr>
<th>(a) Description of investment</th>
<th>(b) Book value</th>
<th>(c) Method of valuation: Cost or end-of-year market value</th>
</tr>
</thead>
<tbody>
<tr>
<td>(1)</td>
<td></td>
<td></td>
</tr>
<tr>
<td>(2)</td>
<td></td>
<td></td>
</tr>
<tr>
<td>(3)</td>
<td></td>
<td></td>
</tr>
<tr>
<td>(4)</td>
<td></td>
<td></td>
</tr>
<tr>
<td>(5)</td>
<td></td>
<td></td>
</tr>
<tr>
<td>(6)</td>
<td></td>
<td></td>
</tr>
<tr>
<td>(7)</td>
<td></td>
<td></td>
</tr>
<tr>
<td>(8)</td>
<td></td>
<td></td>
</tr>
<tr>
<td>(9)</td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

Total. (Col. (b) must equal Form 990, Part X, col. (B) line 13.)

### Part IX  Other Assets.

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

<table>
<thead>
<tr>
<th>(a) Description</th>
<th>(b) Book value</th>
</tr>
</thead>
<tbody>
<tr>
<td>RIGHT OF USE ASSETS</td>
<td>3,141,730.</td>
</tr>
<tr>
<td>(2)</td>
<td></td>
</tr>
<tr>
<td>(3)</td>
<td></td>
</tr>
<tr>
<td>(4)</td>
<td></td>
</tr>
<tr>
<td>(5)</td>
<td></td>
</tr>
<tr>
<td>(6)</td>
<td></td>
</tr>
<tr>
<td>(7)</td>
<td></td>
</tr>
<tr>
<td>(8)</td>
<td></td>
</tr>
<tr>
<td>(9)</td>
<td></td>
</tr>
</tbody>
</table>

Total. (Column (b) must equal Form 990, Part X, col. (B) line 15.)

### Part X  Other Liabilities.

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

<table>
<thead>
<tr>
<th>(a) Description of liability</th>
<th>(b) Book value</th>
</tr>
</thead>
<tbody>
<tr>
<td>(1) Federal income taxes</td>
<td>3,269,711.</td>
</tr>
<tr>
<td>(2) OPERATING LEASE LIABILITIES</td>
<td>3,269,711.</td>
</tr>
<tr>
<td>(3)</td>
<td></td>
</tr>
<tr>
<td>(4)</td>
<td></td>
</tr>
<tr>
<td>(5)</td>
<td></td>
</tr>
<tr>
<td>(6)</td>
<td></td>
</tr>
<tr>
<td>(7)</td>
<td></td>
</tr>
<tr>
<td>(8)</td>
<td></td>
</tr>
<tr>
<td>(9)</td>
<td></td>
</tr>
</tbody>
</table>

Total. (Column (b) must equal Form 990, Part X, col. (B) line 25.)

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. X

Schedule D (Form 990) 2022
Schedule D (Form 990) 2022

**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 25,302,509.
2. Amounts included on line 1 but not on Form 990, Part VIII, line 12:
   b. Donated services and use of facilities ....................................................... 2b 42,542.
   c. Recoveries of prior year grants ...................................................................... 2c
   d. Other (Describe in Part XIII.) ...................................................................... 2d 471,722.
   e. Add lines 2a through 2d .............................................................................. 2e 727,641.
3. Subtract line 2e from line 1 ........................................................................... 3 24,574,868.
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 24,123.
   b. Other (Describe in Part XIII.) ...................................................................... 4b
   c. Add lines 4a and 4b ...................................................................................... 4c 24,123.
5. Total revenue. Add lines 3 and 4c. (This must equal Form 990, Part I, line 12) .. 5 24,598,991.

**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 28,342,691.
2. Amounts included on line 1 but not on Form 990, Part IX, line 25:
   a. Donated services and use of facilities ....................................................... 2a 42,542.
   b. Prior year adjustments ............................................................................. 2b
   c. Other losses .............................................................................................. 2c
   d. Other (Describe in Part XIII.) ...................................................................... 2d 91,474.
   e. Add lines 2a through 2d .............................................................................. 2e 134,016.
3. Subtract line 2e from line 1 ........................................................................... 3 28,208,675.
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 24,123.
   b. Other (Describe in Part XIII.) ...................................................................... 4b
   c. Add lines 4a and 4b ...................................................................................... 4c 24,123.
5. Total expenses. Add lines 3 and 4c. (This must equal Form 990, Part I, line 18) .. 5 28,232,798.

**Part XIII | Supplemental Information.**

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

**PART V, LINE 4:**

THE ORGANIZATION'S ENDOWMENT ACCOUNT IS A DONOR-RESTRICTED ACCOUNT CREATED FOR THE PURPOSE OF PROVIDING COLLEGE STUDENTS ENROLLED IN COLLEGE POSSIBLE PROGRAMMING WITH ACADEMIC SCHOLARSHIPS.

**PART X, LINE 2:**

THE ORGANIZATION IS ORGANIZED AS A MINNESOTA NOT-FOR-PROFIT CORPORATION AND HAS BEEN RECOGNIZED BY THE INTERNAL REVENUE SERVICE (IRS) AS EXEMPT FROM FEDERAL INCOME TAXES UNDER INTERNAL REVENUE CODE SECTION 501(C)(3) AND HAS BEEN CLASSIFIED AS AN ORGANIZATION THAT IS NOT A PRIVATE FOUNDATION UNDER SECTION 509(A). THE ORGANIZATION IS ANNUALLY REQUIRED TO FILE A RETURN OF ORGANIZATION EXEMPT FROM INCOME TAX (FORM 990) WITH THE

232054 09-01-22 144198 142482 2022.05030 COLLEGE POSSIBLE, INC. 142482_1
IRS. IN ADDITION, THE ORGANIZATION IS SUBJECT TO INCOME TAX ON ANY NET INCOME THAT IS DERIVED FROM BUSINESS ACTIVITIES THAT ARE UNRELATED TO ITS EXEMPT PURPOSE. DURING FISCAL YEARS 2023 AND 2022, THE ORGANIZATION DID NOT EARN ANY INCOME SUBJECT TO UNRELATED BUSINESS INCOME TAX AND HAS NOT FILED AN EXEMPT ORGANIZATION BUSINESS INCOME TAX RETURN (FORM 990-T) WITH THE IRS.

THE ORGANIZATION BELIEVES THAT IT HAS APPROPRIATE SUPPORT FOR ANY TAX POSITIONS TAKEN AFFECTING ITS ANNUAL FILING REQUIREMENTS, AND, AS SUCH, DOES NOT HAVE ANY UNCERTAIN TAX POSITIONS THAT ARE MATERIAL TO THE FINANCIAL STATEMENTS. THE ORGANIZATION WOULD RECOGNIZE FUTURE ACCRUED INTEREST AND PENALTIES RELATED TO UNRECOGNIZED TAX BENEFITS AND LIABILITIES, IF SUCH INTEREST AND PENALTIES WERE INCURRED. THERE WAS NO SUCH LIABILITY AS OF JUNE 30, 2023 AND 2022.

PART XI, LINE 2D - OTHER ADJUSTMENTS:

SPECIAL EVENT EXPENSES NETTED WITH REVENUE FOR TAX PURPOSES 91,474.

ENDOWMENT CONTRIBUTIONS 380,248.

TOTAL TO SCHEDULE D, PART XI, LINE 2D 471,722.

PART XII, LINE 2D - OTHER ADJUSTMENTS:

SPECIAL EVENT EXPENSES NETTED WITH REVENUE FOR TAX PURPOSES 91,474.
## Part I  Fundraising Activities
Complete if the organization answered "Yes" on Form 990, Part IV, line 17. Form 990-EZ filers are not required to complete this part.

1. Indicate whether the organization raised funds through any of the following activities. Check all that apply.
   - a) Mail solicitations
   - b) Internet and email solicitations
   - c) Phone solicitations
   - d) In-person solicitations
   - e) Solicitation of non-government grants
   - f) Solicitation of government grants
   - g) Special fundraising events

2. a) Did the organization have a written or oral agreement with any individual (including officers, directors, trustees, or key employees listed in Form 990, Part VII) or entity in connection with professional fundraising services?  
   - Yes  
   - No

   b) If "Yes," list the 10 highest paid individuals or entities (fundraisers) pursuant to agreements under which the fundraiser is to be compensated at least $5,000 by the organization.

<table>
<thead>
<tr>
<th>(i) Name and address of individual or entity (fundraiser)</th>
<th>(ii) Activity</th>
<th>(iii) Did fundraiser have custody or control of contributions?</th>
<th>(iv) Gross receipts from activity</th>
<th>(v) Amount paid to (or retained by) fundraiser listed in col. (i)</th>
<th>(vi) Amount paid to (or retained by) organization</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td></td>
<td>Yes</td>
<td>No</td>
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</tbody>
</table>

Total

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.

   - COLLEGE POSSIBLE, INC.

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

<table>
<thead>
<tr>
<th>(a) Event #1</th>
<th>(b) Event #2</th>
<th>(c) Other events</th>
<th>(d) Total events (add col. (a) through col. (c))</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Revenue</strong></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>1 Gross receipts</td>
<td>245,644.</td>
<td>94,793.</td>
<td>68,674.</td>
</tr>
<tr>
<td>2 Less: Contributions</td>
<td>225,144.</td>
<td>90,594.</td>
<td>68,674.</td>
</tr>
<tr>
<td>3 Gross income (line 1 minus line 2)</td>
<td>20,500.</td>
<td>4,199.</td>
<td>24,699.</td>
</tr>
<tr>
<td><strong>Direct Expenses</strong></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>4 Cash prizes</td>
<td>300.</td>
<td>0.</td>
<td>300.</td>
</tr>
<tr>
<td>5 Noncash prizes</td>
<td>1,796.</td>
<td>4,183.</td>
<td>150.</td>
</tr>
<tr>
<td>6 Rent/facility costs</td>
<td>9,422.</td>
<td>11,000.</td>
<td>6,798.</td>
</tr>
<tr>
<td>7 Food and beverages</td>
<td>31,441.</td>
<td>3,045.</td>
<td>16,696.</td>
</tr>
<tr>
<td>8 Entertainment</td>
<td>1,000.</td>
<td>0.</td>
<td>1,000.</td>
</tr>
<tr>
<td>9 Other direct expenses</td>
<td>805.</td>
<td>2,230.</td>
<td>2,608.</td>
</tr>
<tr>
<td>10 Direct expense summary. Add lines 4 through 9 in column (d)</td>
<td></td>
<td></td>
<td>91,474.</td>
</tr>
<tr>
<td>11 Net income summary. Subtract line 10 from line 3, column (d)</td>
<td></td>
<td></td>
<td>-66,775.</td>
</tr>
</tbody>
</table>

### 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.

<table>
<thead>
<tr>
<th>(a) Bingo</th>
<th>(b) Pull tabs/instant bingo/progressive bingo</th>
<th>(c) Other gaming</th>
<th>(d) Total gaming (add col. (a) through col. (c))</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Revenue</strong></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>1 Gross revenue</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>2 Cash prizes</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>3 Noncash prizes</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>4 Rent/facility costs</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>5 Other direct expenses</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>6 Volunteer labor</td>
<td></td>
<td></td>
<td>100%</td>
</tr>
<tr>
<td>7 Direct expense summary. Add lines 2 through 5 in column (d)</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>8 Net gaming income summary. Subtract line 7 from line 1, column (d)</td>
<td></td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

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 G (Form 990) 2022**

**COLLEGE POSSIBLE, INC.**

41-1968798

**Page 3**

<table>
<thead>
<tr>
<th>Question</th>
<th>Yes</th>
<th>No</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>11</strong> Does the organization conduct gaming activities with nonmembers?</td>
<td></td>
<td></td>
</tr>
<tr>
<td><strong>12</strong> Is the organization a grantor, beneficiary or trustee of a trust,</td>
<td></td>
<td></td>
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<tr>
<td>or a member of a partnership or other entity formed to administer</td>
<td></td>
<td></td>
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<tr>
<td>charitable gaming?</td>
<td></td>
<td></td>
</tr>
<tr>
<td><strong>13</strong> Indicate the percentage of gaming activity conducted in:</td>
<td></td>
<td></td>
</tr>
<tr>
<td>a The organization's facility</td>
<td></td>
<td></td>
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<tr>
<td>b An outside facility</td>
<td></td>
<td></td>
</tr>
<tr>
<td><strong>14</strong> Enter the name and address of the person who prepares the</td>
<td></td>
<td></td>
</tr>
<tr>
<td>organization's gaming/special events books and records:</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Name</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Address</td>
<td></td>
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<tr>
<td><strong>15a</strong> Does the organization have a contract with a third party</td>
<td></td>
<td></td>
</tr>
<tr>
<td>from whom the organization receives gaming revenue?</td>
<td></td>
<td></td>
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<tr>
<td><strong>b</strong> If &quot;Yes,&quot; enter the amount of gaming revenue received by the</td>
<td></td>
<td></td>
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<tr>
<td>organization $ _____________ and the amount of gaming revenue retained</td>
<td></td>
<td></td>
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<tr>
<td>by the third party $ _____________</td>
<td></td>
<td></td>
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<tr>
<td><strong>c</strong> If &quot;Yes,&quot; enter name and address of the third party:</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Name</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Address</td>
<td></td>
<td></td>
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<tr>
<td><strong>16</strong> Gaming manager information:</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Name</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Gaming manager compensation $ _____________</td>
<td></td>
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<tr>
<td>Description of services provided</td>
<td></td>
<td></td>
</tr>
<tr>
<td>☐ Director/officer ☐ Employee ☐ Independent contractor</td>
<td></td>
<td></td>
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<tr>
<td><strong>17</strong> Mandatory distributions:</td>
<td></td>
<td></td>
</tr>
<tr>
<td>a Is the organization required under state law to make charitable</td>
<td></td>
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<tr>
<td>distributions from the gaming proceeds to retain the state gaming</td>
<td></td>
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<tr>
<td>license?</td>
<td></td>
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<tr>
<td><strong>b</strong> Enter the amount of distributions required under state law to</td>
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<tr>
<td>be distributed to other exempt organizations or spent in the</td>
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<tr>
<td>organization's own exempt activities during the tax year $</td>
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</tbody>
</table>

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

---

---
## 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?**
   - [X] 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

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

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

LHA For Paperwork Reduction Act Notice, see the Instructions for Form 990.
### Grants and Other Assistance to Domestic Individuals

**Part III**

Complete if the organization answered “Yes” on Form 990, Part IV, line 22.

Part III can be duplicated if additional space is needed.

<table>
<thead>
<tr>
<th>(a) Type of grant or assistance</th>
<th>(b) Number of recipients</th>
<th>(c) Amount of cash grant</th>
<th>(d) Amount of non-cash assistance</th>
<th>(e) Method of valuation (book, FMV, appraisal, other)</th>
<th>(f) Description of noncash assistance</th>
</tr>
</thead>
<tbody>
<tr>
<td>DIRECT STUDENT AID</td>
<td>338</td>
<td>692,144.</td>
<td>0.</td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

### Supplemental Information

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

**PART I, LINE 2:**

COLLEGE POSSIBLE UTILIZES SALESFORCE TO MONITOR THE USE OF AWARDED DIRECT STUDENT AID.
<table>
<thead>
<tr>
<th>Part I</th>
<th>Questions Regarding Compensation</th>
</tr>
</thead>
<tbody>
<tr>
<td>1a</td>
<td>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.</td>
</tr>
<tr>
<td></td>
<td>Yes</td>
</tr>
<tr>
<td>☐ First-class or charter travel</td>
<td>☐ Housing allowance or residence for personal use</td>
</tr>
<tr>
<td>☐ Travel for companions</td>
<td>☐ Payments for business use of personal residence</td>
</tr>
<tr>
<td>☐ Tax indemnification and gross-up payments</td>
<td>☐ Health or social club dues or initiation fees</td>
</tr>
<tr>
<td>☐ Discretionary spending account</td>
<td>☐ Personal services (such as maid, chauffeur, chef)</td>
</tr>
</tbody>
</table>

| 1b | 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. |
| ☐ Compensation committee | ☐ Written employment contract |
| ☐ Independent compensation consultant | ☐ Compensation survey or study |
| ☐ Form 990 of other organizations | ☐ Approval by the board or compensation committee |

| 4a | 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: |
| | ☐ Receive a severance payment or change of control payment? |
| | ☐ Participate in or receive payment from a supplemental nonqualified retirement plan? |
| | ☐ Participate in or receive payment from an equity-based compensation arrangement? |

| 4b | If "Yes" to any of lines 4a-c, list the persons and provide the applicable amounts for each item in Part III. |

| 4c | 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.

| 5a | 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: |
| | ☐ The organization? |
| | ☐ Any related organization? |

| 5b | If "Yes" on line 5a or 5b, describe in Part III. |

| 6a | 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: |
| | ☐ The organization? |
| | ☐ Any related organization? |

| 6b | 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)? |

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

Schedule J (Form 990) 2022
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.

<table>
<thead>
<tr>
<th>(A) Name and Title</th>
<th>(B) Breakdown of W-2 and/or 1099-MISC and/or 1099-NEC compensation</th>
<th>(C) Retirement and other deferred compensation</th>
<th>(D) Nontaxable benefits</th>
<th>(E) Total of columns (B)(i)-(D)</th>
<th>(F) Compensation in column (B) reported as deferred on prior Form 990</th>
</tr>
</thead>
<tbody>
<tr>
<td>(1) CRAIG ROBINSON</td>
<td>(i) 114,379. 30,120. 205,964.</td>
<td>0.</td>
<td>14,614.</td>
<td>365,077.</td>
<td>0.</td>
</tr>
<tr>
<td>FORMER CEO</td>
<td>(ii) 0. 0. 0.</td>
<td>0.</td>
<td>0.</td>
<td>0.</td>
<td>0.</td>
</tr>
<tr>
<td>(2) LAVADA WILLIAMS, SENIOR VICE PRESIDENT, PEOPLE AND CULTURE</td>
<td>(i) 196,234. 25,000.</td>
<td>0.</td>
<td>14,173.</td>
<td>235,407.</td>
<td>0.</td>
</tr>
<tr>
<td>(iii) 0. 0. 0.</td>
<td>0.</td>
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</tr>
<tr>
<td>(3) AUSTIN BUCHAN, SENIOR VICE PRESIDENT, PROGRAM &amp; TECH INNOVATION</td>
<td>(i) 160,861. 30,000.</td>
<td>0.</td>
<td>1,321.</td>
<td>6,730.</td>
<td>198,912.</td>
</tr>
<tr>
<td>(ii) 0. 0. 0.</td>
<td>0.</td>
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</tr>
<tr>
<td>(4) LILIA ALVARADO, HR DIRECTOR (THRU. 11/2022)</td>
<td>(i) 150,897. 25,000.</td>
<td>0.</td>
<td>0.</td>
<td>16,108.</td>
<td>192,005.</td>
</tr>
<tr>
<td>(ii) 0. 0. 0.</td>
<td>0.</td>
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</tr>
<tr>
<td>(5) KELLY SIGH, VICE PRESIDENT OF SITE LEADERSHIP</td>
<td>(i) 136,560. 20,126.</td>
<td>0.</td>
<td>3,309.</td>
<td>18,096.</td>
<td>178,911.</td>
</tr>
<tr>
<td>(ii) 0. 0. 0.</td>
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<tr>
<td>(6) ALBERT PAN, EX OFFICIO DIR., INTERIM CEO/DIRECT. (THRU. 04/2023)</td>
<td>(i) 161,691.</td>
<td>0.</td>
<td>0.</td>
<td>0.</td>
<td>161,691.</td>
</tr>
<tr>
<td>(ii) 0. 0. 0.</td>
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<tr>
<td>(7) ARVIN FRAZIER, SR EXECUTIVE DIRECTOR, OMAHA</td>
<td>(i) 136,610. 12,113.</td>
<td>0.</td>
<td>2,795.</td>
<td>6,749.</td>
<td>158,448.</td>
</tr>
<tr>
<td>(ii) 0. 0. 0.</td>
<td>0.</td>
<td>0.</td>
<td>0.</td>
<td>0.</td>
<td>0.</td>
</tr>
<tr>
<td>(8) CHRISTINE POORMAN, EXECUTIVE DIRECTOR, CHICAGO</td>
<td>(i) 141,172. 13,933.</td>
<td>0.</td>
<td>3,119.</td>
<td>0.</td>
<td>158,224.</td>
</tr>
<tr>
<td>(ii) 0. 0. 0.</td>
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</tr>
<tr>
<td>(9) PRECIOUS MINES, EXECUTIVE DIRECTOR, PHILADELPHIA</td>
<td>(i) 131,635. 13,450.</td>
<td>0.</td>
<td>2,665.</td>
<td>6,749.</td>
<td>154,499.</td>
</tr>
<tr>
<td>(ii) 0. 0. 0.</td>
<td>0.</td>
<td>0.</td>
<td>0.</td>
<td>0.</td>
<td>0.</td>
</tr>
<tr>
<td>(10) EMIELLE NISCHIK, EXECUTIVE DIR., PORTLAND OR (THRU. 07/2023)</td>
<td>(i) 138,369. 12,674.</td>
<td>0.</td>
<td>2,837.</td>
<td>0.</td>
<td>153,880.</td>
</tr>
<tr>
<td>(ii) 0. 0. 0.</td>
<td>0.</td>
<td>0.</td>
<td>0.</td>
<td>0.</td>
<td>0.</td>
</tr>
<tr>
<td>(11) LAUREN TREACY, EXECUTIVE DIRECTOR, WASHINGTON</td>
<td>(i) 145,489. 7,850.</td>
<td>0.</td>
<td>0.</td>
<td>0.</td>
<td>153,339.</td>
</tr>
<tr>
<td>(ii) 0. 0. 0.</td>
<td>0.</td>
<td>0.</td>
<td>0.</td>
<td>0.</td>
<td>0.</td>
</tr>
</tbody>
</table>
PART I, LINE 4A:

CRAIG ROBINSON RECEIVED SEVERANCE COMPENSATION OF $186,142 DURING THE YEAR.

PART I, LINE 5:

SLT BONUSES ARE DETERMINED BY A COMBINATION OF THE INDIVIDUAL’S OVERALL ANNUAL PERFORMANCE REVIEW AND FINANCIAL PERFORMANCE OF THE SITE.
## Part I - Types of Property

<table>
<thead>
<tr>
<th></th>
<th>(a) Check if applicable</th>
<th>(b) Number of contributions or items contributed</th>
<th>(c) Noncash contribution amounts reported on Form 990, Part VIII, line 1g</th>
<th>(d) Method of determining noncash contribution amounts</th>
</tr>
</thead>
<tbody>
<tr>
<td>1</td>
<td>Art - Works of art</td>
<td>X</td>
<td>121,561, NET SELLING PRICE</td>
<td></td>
</tr>
<tr>
<td>2</td>
<td>Art - Historical treasures</td>
<td>X</td>
<td>49,298, COST</td>
<td></td>
</tr>
<tr>
<td>3</td>
<td>Art - Fractional interests</td>
<td></td>
<td>22,970, COST</td>
<td></td>
</tr>
<tr>
<td>4</td>
<td>Books and publications</td>
<td>X</td>
<td></td>
<td></td>
</tr>
<tr>
<td>5</td>
<td>Clothing and household goods</td>
<td>X</td>
<td></td>
<td></td>
</tr>
<tr>
<td>6</td>
<td>Cars and other vehicles</td>
<td>X</td>
<td></td>
<td></td>
</tr>
<tr>
<td>7</td>
<td>Boats and planes</td>
<td>X</td>
<td></td>
<td></td>
</tr>
<tr>
<td>8</td>
<td>Intellectual property</td>
<td>X</td>
<td></td>
<td></td>
</tr>
<tr>
<td>9</td>
<td>Securities - Publicly traded</td>
<td>X</td>
<td></td>
<td></td>
</tr>
<tr>
<td>10</td>
<td>Securities - Closely held stock</td>
<td>X</td>
<td></td>
<td></td>
</tr>
<tr>
<td>11</td>
<td>Securities - Partnership, LLC, or trust interests</td>
<td>X</td>
<td></td>
<td></td>
</tr>
<tr>
<td>12</td>
<td>Securities - Miscellaneous</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>13</td>
<td>Qualified conservation contribution - Historic structures</td>
<td>X</td>
<td></td>
<td></td>
</tr>
<tr>
<td>14</td>
<td>Qualified conservation contribution - Other</td>
<td>X</td>
<td></td>
<td></td>
</tr>
<tr>
<td>15</td>
<td>Real estate - Residential</td>
<td>X</td>
<td></td>
<td></td>
</tr>
<tr>
<td>16</td>
<td>Real estate - Commercial</td>
<td>X</td>
<td></td>
<td></td>
</tr>
<tr>
<td>17</td>
<td>Real estate - Other</td>
<td>X</td>
<td></td>
<td></td>
</tr>
<tr>
<td>18</td>
<td>Collectibles</td>
<td>X</td>
<td></td>
<td></td>
</tr>
<tr>
<td>19</td>
<td>Food inventory</td>
<td>X</td>
<td></td>
<td></td>
</tr>
<tr>
<td>20</td>
<td>Drugs and medical supplies</td>
<td>X</td>
<td></td>
<td></td>
</tr>
<tr>
<td>21</td>
<td>Taxidermy</td>
<td>X</td>
<td></td>
<td></td>
</tr>
<tr>
<td>22</td>
<td>Historical artifacts</td>
<td>X</td>
<td></td>
<td></td>
</tr>
<tr>
<td>23</td>
<td>Scientific specimens</td>
<td>X</td>
<td></td>
<td></td>
</tr>
<tr>
<td>24</td>
<td>Archeological artifacts</td>
<td>X</td>
<td></td>
<td></td>
</tr>
<tr>
<td>25</td>
<td>Other (STUDENT PRIZES)</td>
<td>X</td>
<td></td>
<td></td>
</tr>
<tr>
<td>26</td>
<td>Other (FUNDRAISING EVE)</td>
<td>X</td>
<td></td>
<td></td>
</tr>
<tr>
<td>27</td>
<td>Other (SCHOOL SUPPLIES)</td>
<td>X</td>
<td></td>
<td></td>
</tr>
<tr>
<td>28</td>
<td>Other</td>
<td>X</td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

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

### 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?  
- Yes: X  
- No:   

### 31
Does the organization have a gift acceptance policy that requires the review of any nonstandard contributions?  
- Yes: X  
- No:   

### 32a
Does the organization hire or use third parties or related organizations to solicit, process, or sell noncash contributions?  
- Yes: X  
- No:   

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

COLLEGE POSSIBLE IS MAKING COLLEGE ADMISSION AND SUCCESS POSSIBLE FOR STUDENTS FROM LOW-INCOME BACKGROUNDS THROUGH AN INTENSIVE CURRICULUM OF COACHING AND SUPPORT.

FORM 990, PART III, LINE 3, CHANGES IN PROGRAM SERVICES:

FUNDING FROM BLOOMBERG PHILANTHROPIES FOR THE COLLEGEPOINT PROGRAM ENDED IN FY22 WITH A SLIGHT CARRYOVER OF WORK INTO FY23 (NO STUDENT SERVICES). NEW FUNDING FROM BLOOMBERG PHILANTHROPIES WAS RECEIVED IN FY23 TO SUPPORT PROGRAMMING SIMILAR TO OUR FLAGSHIP PROGRAM. STUDENTS WILL BEGIN ENROLLING IN THIS NEW VIRTUAL PROGRAM DURING FY24 AND FORM 990 WILL BE UPDATED, AS NECESSARY.

FORM 990, PART III, LINE 4A:

COLLEGE POSSIBLE'S FLAGSHIP HIGH SCHOOL PROGRAMMING STARTS AT THE BEGINNING OF STUDENTS' JUNIOR YEAR. AMERICORPS SERVICE MEMBERS, CALLED COACHES, SERVE FULL-TIME AT THE HIGH SCHOOL. COACHES SERVE AS STUDENT MENTORS, RESOURCES AND ADVOCATES, BUILDING A CULTURE OF HIGH EXPECTATIONS IN WHICH STUDENTS EXCEL. EACH HIGH SCHOOL STUDENT HAS THE OPPORTUNITY TO RECEIVE A TOTAL OF 320 HOURS OF DIRECT INSTRUCTION.

IN THEIR SENIOR YEAR, STUDENTS WORK WITH COACHES TO APPLY TO "BEST-FIT" SCHOOLS THAT FIT THEIR ACADEMIC, SOCIAL AND FINANCIAL NEEDS. STUDENTS ALSO WORK WITH COACHES TO APPLY FOR FINANCIAL AID THROUGH THE FREE APPLICATION FOR FEDERAL STUDENT AID (FAFSA) AND BY COMPLETING SCHOLARSHIP APPLICATIONS. ONCE A SENIOR SELECTS THE SCHOOL THEY WILL ATTEND, COACHES HELP WITH THE ENROLLMENT PROCESS AND PROVIDE CONTINUOUS SUPPORT THROUGHOUT THE STUDENT'S COLLEGE EXPERIENCE.
ATTEND FOR THE FALL, THEY RECEIVE CONTINUED COACHING SUPPORT TO GUIDE

THEM THROUGH THE COMPLEX ENROLLMENT PROCESS WHICH INCLUDES ACCEPTING

AND MANAGING FINANCIAL AID PACKAGES, REGISTERING FOR CLASSES, AND

DEVELOPING A HOUSING AND/OR TRANSPORTATION PLAN.

AFTER HIGH SCHOOL GRADUATION, AMERICORPS COACHES HELP FOSTER OUR

STUDENTS’ SUCCESSFUL TRANSITION TO COLLEGE BY PROVIDING SUMMER BRIDGE

SERVICES, WHICH IS INTENSIVE ONE-ON-ONE SUPPORT TO ENSURE THAT THEY

COMPLETE ALL NECESSARY TASKS FOR SUCCESSFUL ENROLLMENT IN AND

MATRICULATION TO COLLEGE. EXTERNAL DATA SIGNALS THAT, WHILE MANY

STUDENTS INTEND TO GO TO COLLEGE, SOMETHING HAPPENS TO PREVENT THEM

FROM ENROLLING IN COLLEGE ON TIME AND, OFTEN, AT ALL. THIS PHENOMENON,

CALLED “SUMMER MELT”, ESPECIALLY IMPACTS STUDENTS FROM LOW-INCOME

BACKGROUND.

AFTER HIGH SCHOOL, COLLEGE POSSIBLE CONTINUES TO SERVE OUR STUDENTS

THROUGHOUT THEIR COLLEGE CAREER AS THEY WORK TOWARD GRADUATION AND

WORKFORCE ENTRY. COLLEGE COACHES ARE HIGHLY TRAINED TO ASSIST WITH THE

CHALLENGES STUDENTS FROM LOW-INCOME BACKGROUNDS FACE WHEN NAVIGATING

HIGHER EDUCATION. THEY PROVIDE TARGETED, PROACTIVE SUPPORT TO FOSTER

COLLEGE ENROLLMENT, PERSISTENCE AND GRADUATION BY ADDRESSING COMMON

ACADEMIC, FINANCIAL AND CULTURAL BARRIERS TO STUDENTS’ COLLEGE SUCCESS.

COACHES CONTINUE TO WORK WITH STUDENTS THROUGH COLLEGE GRADUATION.

NAVIGATE HIGH SCHOOL PROGRAMMING: IN RESPONSE TO THE NEEDS IN AREAS

OUTSIDE OF THE METROPOLITAN AREAS WHERE WE ARE BASED, COLLEGE POSSIBLE

ALSO OPERATES A TECH-CONNECTED MODEL FOCUSED ON IMPROVING ACHIEVEMENT

OF STUDENTS FROM LOW-INCOME BACKGROUNDS, IN GEOGRAPHICALLY UNDERSERVED
AREAS. COLLEGE POSSIBLE OPERATES THIS PROGRAMMING IN MINNESOTA,
WISCONSIN, TEXAS, AND OREGON.

IN ORDER TO FULFILL OUR MISSION, COLLEGE POSSIBLE Focuses ON:

* IDENTIFYING LOW-INCOME STUDENTS WITH THE POTENTIAL FOR HIGHER
EDUCATION. COLLEGE POSSIBLE SERVES LOW-INCOME STUDENTS WHO HAVE COLLEGE
POTENTIAL BUT LACK THE TOOLS TO APPLY.

* PROVIDING ACADEMIC SUPPORT FOR COLLEGE ACCESS AND SUCCESS. IN HIGH
SCHOOL, INTENSIVE ACT/SAT TEST PREPARATION ENSURES THAT STUDENTS’
SCORES REFLECT THEIR TRUE APTITUDE FOR HIGHER EDUCATION IN ORDER TO
IMPROVE COLLEGE ADMISSION OPPORTUNITIES WHILE IMPROVING STUDENTS’
ACADEMIC PREPARATION. ONCE IN COLLEGE, WE SUPPORT STUDENTS IN
IDENTIFYING MAJORS, COURSES AND ACADEMIC SUPPORTS THAT WILL LEAD TO
COLLEGE SUCCESS.

* INCREASING STUDENTS’ UNDERSTANDING OF THE ADMISSIONS PROCESS AND
IMPROVING COLLEGE ADMISSION RATES. COLLEGE POSSIBLE PROVIDES INTENSIVE
ADMISSIONS CONSULTING TO HELP STUDENTS COMPETE WITH THEIR MORE AFFLUENT
PEERS, CHOOSE COLLEGES THAT ARE THE BEST FIT FOR THEM AND ENROLL IN THE
COLLEGE OF THEIR CHOICE.

* ENSURING FINANCIAL AID FOR STUDENTS. COLLEGE POSSIBLE HELPS STUDENTS
IDENTIFY SCHOLARSHIPS, COMPLETE THE ANNUAL FINANCIAL AID PROCESS AND
SECURE WORK-STUDY POSITIONS ON CAMPUS. STUDENTS ALSO RECEIVE FINANCIAL
LITERACY EDUCATION TO HELP THEM MANAGE AND MAKE THE MOST OF THEIR
FINANCIAL RESOURCES.
* BUILDING AND SUSTAINING PEER NETWORKS TO PROVIDE SOCIAL AND CULTURAL SUPPORT. RESEARCH SHOWS THE IMPORTANCE OF PEER SUPPORT IN BOTH PREPARING FOR AND SUCCEEDING IN COLLEGE. COLLEGE POSSIBLE HELPS STUDENTS BUILD AND EXPAND SOCIAL NETWORKS TO PROVIDE THIS SUPPORT THROUGHOUT THEIR PURSUIT OF A COLLEGE DEGREE.

* LEVERAGING EXISTING NETWORKS OF SUPPORT THROUGH COLLABORATIVE PARTNERSHIPS AND COMMUNITY OUTREACH, COLLEGE POSSIBLE WORKS CLOSELY WITH OTHER MENTORING AND ENRICHMENT PROGRAMS CREATING A PIPELINE OF SERVICES AND LIMITING DUPLICATION OF EFFORT.

PROGRAM RESULTS FOR THE FISCAL YEAR ENDING JUNE 30, 2023 ARE AS FOLLOWS:

HIGH SCHOOL STUDENTS SERVED: 3,818

COLLEGE STUDENTS SERVED: 16,923

FORM 990, PART III, LINE 4B:

CATALYZE: CATALYZE BUILDS THE CAPACITY OF COLLEGES AND UNIVERSITIES TO ADOPT AND INTEGRATE COLLEGE POSSIBLE’S PROVEN COLLEGE COACHING MODEL INTO THEIR OWN INFRASTRUCTURE TO BETTER SUPPORT EVERY LOW-INCOME AND FIRST-GENERATION COLLEGE STUDENT ON CAMPUS, FROM MATRICULATION THROUGH GRADUATION. A CATALYZE PARTNERSHIP ALLOWS COLLEGES AND UNIVERSITIES TO TAILOR THE COLLEGE POSSIBLE MODEL TO MEET THEIR UNIQUE NEEDS. BY PARTNERING WITH COLLEGE POSSIBLE, CAMPUSES CAN ENHANCE THEIR SUPPORT SERVICES FOR STUDENTS FROM LOW-INCOME BACKGROUNDS AND CLOSE THE OPPORTUNITY GAP.
IN 2016 WE STARTED PILOT PROGRAMS AT THREE UNIVERSITIES IN MINNESOTA.

IN OUR 2022-2023 PROGRAM YEAR WE PARTNERED WITH A TOTAL OF TEN INSTITUTIONS ACROSS SIX STATES. EACH OF THESE INSTITUTIONS HOSTS ON-CAMPUS COACHES WHO SUPPORT COLLEGE STUDENTS, FROM LOW-INCOME BACKGROUNDS, WITH COLLEGE POSSIBLE’S TRIED-AND-TRUE CURRICULUM AND COACHING.

CATALYZE STUDENTS SERVED: 4,201

FORM 990, PART III, LINE 4C:

COLLEGEPOSSIBLE STUDENT PROGRAMMING ENDED FOLLOWING THE 2021-22 ACADEMIC YEAR.

FORM 990, PART III, LINE 4D, OTHER PROGRAM SERVICES:

NATIONAL OFFICE SUPPORTS THE ENTIRE OPERATION.

EXPENSES $ 3,389,107. INCLUDING GRANTS OF $ 0. REVENUE $ 15,300.

CO-PILOT

EXPENSES $ 660,993. INCLUDING GRANTS OF $ 0. REVENUE $ 924,867.

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

THE FORM 990 WILL BE REVIEWED BY THE SENIOR DIRECTOR OF FINANCE, THE BUDGET & OVERSIGHT COMMITTEE WILL RECEIVE THE FORM 990 AND REVIEW. THE COMMITTEE WILL VOTE TO AUTHORIZE MANAGEMENT TO SIGN IT ON THE ORGANIZATION’S BEHALF AT THE COMMITTEE MEETING. A COPY OF THE FORM 990 WILL BE DISTRIBUTED TO ALL MEMBERS OF THE ORGANIZATION’S GOVERNING BODY PRIOR TO FILING.
FORM 990, PART VI, SECTION B, LINE 12C:

EMPLOYEES REVIEW AND AGREE TO OUR CONFLICT OF INTEREST POLICY INCLUDED IN
OUR EMPLOYEE HANDBOOK AT THE ONSET OF THEIR EMPLOYMENT. ALL BOARD MEMBERS
AND OFFICERS ARE REQUIRED TO FILL OUT AN ANNUAL CONFLICT OF INTEREST FORM.
BOARD AND OFFICER FORMS ARE REVIEWED BY THE SENIOR DIRECTOR OF FINANCE
INITIALLY, THEN BY THE CEO AND BOARD OF DIRECTORS IF POTENTIAL CONFLICTS
ARE IDENTIFIED. PERSONS WITH IDENTIFIED CONFLICTS OF INTEREST ARE RECUSED
FROM PARTICIPATION IN DECISIONS AFFECTED BY THE CONFLICT OF INTEREST.
TRANSACTIONS WITH PARTIES WITH WHOM A CONFLICTING INTEREST EXIST MAY BE
UNDERTAKEN ONLY IF ALL OF THE FOLLOWING ARE OBSERVED:

1. THE CONFLICT OF INTEREST IS FULLY DISCLOSED,
2. THE PERSON WITH THE CONFLICT OF INTEREST IS EXCLUDED FROM THE DISCUSSION
AND APPROVAL OF SUCH TRANSACTION,
3. A COMPETITIVE BID OR COMPARABLE VALUATION EXISTS, AND
4. THE BOARD CHAIR OR A DUTY CONSTITUTED COMMITTEE THEREOF HAS DETERMINED

THAT THE TRANSACTION IS IN THE BEST INTEREST OF THE ORGANIZATION.

DISCLOSURE IN THE ORGANIZATION SHOULD BE MADE TO THE CEO (OR IF SHE OR HE
IS THE ONE WITH THE CONFLICT, THEN TO THE BOARD CHAIR), WHO SHALL BRING THE
MATTER TO THE ATTENTION OF THE BOARD CHAIR OR THE BUDGET AND OVERSIGHT
COMMITTEE. DISCLOSURE INVOLVING DIRECTORS SHOULD BE MADE TO THE BOARD CHAIR
(OR IF SHE OR HE IS THE ONE WITH THE CONFLICT, THEN TO THE BOARD
VICE-CHAIR), WHO SHALL BRING THESE MATTERS TO THE BOARD OR A DUTY
CONSTITUTED COMMITTEE THEREOF, THE BOARD OR A DUTY CONSTITUTED COMMITTEE

THEREOF SHALL DETERMINE WHETHER A CONFLICT EXISTS AND IN THE CASE OF AN
EXISTING CONFLICT, WHETHER THE CONTEMPLATED TRANSACTION MAY BE AUTHORIZED
AS JUST, FAIR, AND REASONABLE TO COLLEGE POSSIBLE. THE DECISION OF THE
BOARD, OR THE DESIGNATED COMMITTEE, ON THESE MATTERS WILL REST IN THEIR
SOLE DISCRETION, AND THEIR CONCERN MUST BE THE WELFARE OF COLLEGE POSSIBLE
AND THE ADVANCEMENT OF ITS PURPOSE.

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

THE CEO’S COMPENSATION IS DETERMINED ANNUALLY BY THE ORGANIZATION’S BOARD OF DIRECTORS. AN INDEPENDENT CONSULTANT IS HIRED REGULARLY (MOST RECENTLY HIRED IN 2023) TO DETERMINE THE MARKET RATE FOR THE CEO’S COMPENSATION.

THE ORGANIZATION ALSO USES AN INDEPENDENT COMPENSATION CONSULTANT TO DETERMINE MARKET RATE FOR ALL SVP COMPENSATION (MOST RECENTLY HIRED IN 2023).

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

THE AUDIT REPORT AND FORM 990 ARE AVAILABLE ON COLLEGE POSSIBLE’S WEBSITE.

ALL OTHER DOCUMENTS ARE AVAILABLE UPON REQUEST.

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

CHANGE IN VALUE OF ENDOWMENT FUNDS 380,248.

FORM 990, PART XII, LINE 2C:

NEITHER THE OVERSIGHT PROCESS FOR THE AUDIT OR THE SELECTION PROCESS OF THE INDEPENDENT ACCOUNTANT CHANGED DURING THE TAX YEAR.