

Return of Organization Exempt From Income Tax

Form 990

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

2023

Department of the Treasury Internal Revenue Service

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

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

Open to Public Inspection

A For the 2023 calendar year, or tax year beginning and ending

B Check if applicable: X Address change... C Name of organization: GREATER WORCESTER COMMUNITY FOUNDATION, INC. D Employer identification number: 04-2572276 E Telephone number: 508-755-0980 G Gross receipts \$: 74,031,737. H(a) Is this a group return for subordinates? Yes No X No H(b) Are all subordinates included? Yes No H(c) Group exemption number... I Tax-exempt status: X 501(c)(3) J Website: WWW.GREATERWORCESTER.ORG K Form of organization: X Corporation L Year of formation: 1975 M State of legal domicile: MA

Part I Summary

Table with 3 main sections: Activities & Governance (lines 1-7), Revenue (lines 8-12), Expenses (lines 13-19), and Net Assets or Fund Balances (lines 20-22). Includes columns for Prior Year and Current Year.

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: PETER DUNN, PRESIDENT & CEO. Date: 05/17/24. Preparer: CHARLES J. WEBB, CPA. Firm: AAFCPAS, INC. Address: 50 WASHINGTON STREET, WESTBOROUGH, MA 01581.

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

Part III Statement of Program Service Accomplishments

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

1 Briefly describe the organization's mission: GREATER WORCESTER COMMUNITY FOUNDATION'S MISSION IS TO BUILD HEALTHY AND VIBRANT COMMUNITIES IN CENTRAL MASSACHUSETTS. THE FOUNDATION WORKS WITH DONORS, BUILDS CHARITABLE ENDOWMENTS, AND PROVIDES SUPPORT TO NONPROFITS IN THE AREA.

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

3 Did the organization cease conducting, or make significant changes in how it conducts, any program services? Yes No

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 \$ 4,453,823. including grants of \$ 3,661,922.) (Revenue \$ 313,721.) DONOR ADVISED AND DESIGNATED GRANTMAKING: FORMALLY STRUCTURED TO ENABLE THE DONOR TO SUGGEST SPECIFIC GRANTS FROM FUNDS. INCLUDES FUNDS ESTABLISHED AS ENDOWMENTS FOR SPECIFIC AGENCIES. ALSO INCLUDES GRANTING FROM FUNDS ESTABLISHED BY NON-PROFIT ORGANIZATIONS FOR THEIR OWN BENEFIT (AGENCY FUNDS).

4b (Code:) (Expenses \$ 3,076,735. including grants of \$ 2,299,029.) (Revenue \$) DISCRETIONARY AND FIELD OF INTEREST GRANTMAKING: DISCRETIONARY FUNDS HAVE NO EXTERNAL RESTRICTIONS ON THEIR GRANT PURPOSE. FIELD OF INTEREST FUNDS SUPPORT A CLASS OF CHARITABLE BENEFICIARIES. SUCH GRANTS ARE AWARDED THROUGH COMPETITIVE PROCESSES, REQUIRING APPLICATIONS AND PROGRESS REPORTS TO BE SUBMITTED.

4c (Code:) (Expenses \$ 3,638,659. including grants of \$ 2,915,833.) (Revenue \$ 12,077.) OTHER PROGRAM SERVICES INCLUDE: COMMUNITY LEADERSHIP SERVICES, NON-PROFIT MANAGEMENT TRAININGS, DONOR EDUCATION, AND OTHER.

4d Other program services (Describe on Schedule O.) (Expenses \$ including grants of \$) (Revenue \$)

4e Total program service expenses 11,169,217.

Part IV Checklist of Required Schedules

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

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Part IV Checklist of Required Schedules (continued)

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

Note: All Form 990 filers are required to complete Schedule O

Part V Statements Regarding Other IRS Filings and Tax Compliance

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

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

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

		Yes	No
2a	Enter the number of employees reported on Form W-3, Transmittal of Wage and Tax Statements, filed for the calendar year ending with or within the year covered by this return		
	2a		18
b	If at least one is reported on line 2a, did the organization file all required federal employment tax returns?	X	
3a	Did the organization have unrelated business gross income of \$1,000 or more during the year?		X
b	If "Yes," has it filed a Form 990-T for this year? <i>If "No" to line 3b, provide an explanation on Schedule O</i>		
4a	At any time during the calendar year, did the organization have an interest in, or a signature or other authority over, a financial account in a foreign country (such as a bank account, securities account, or other financial account)?		X
b	If "Yes," enter the name of the foreign country See instructions for filing requirements for FinCEN Form 114, Report of Foreign Bank and Financial Accounts (FBAR).		
5a	Was the organization a party to a prohibited tax shelter transaction at any time during the tax year?		X
b	Did any taxable party notify the organization that it was or is a party to a prohibited tax shelter transaction?		X
c	If "Yes" to line 5a or 5b, did the organization file Form 8886-T?		
6a	Does the organization have annual gross receipts that are normally greater than \$100,000, and did the organization solicit any contributions that were not tax deductible as charitable contributions?		X
b	If "Yes," did the organization include with every solicitation an express statement that such contributions or gifts were not tax deductible?		
7	Organizations that may receive deductible contributions under section 170(c).		
a	Did the organization receive a payment in excess of \$75 made partly as a contribution and partly for goods and services provided to the payor?		X
b	If "Yes," did the organization notify the donor of the value of the goods or services provided?		
c	Did the organization sell, exchange, or otherwise dispose of tangible personal property for which it was required to file Form 8282?		X
d	If "Yes," indicate the number of Forms 8282 filed during the year		
	7d		
e	Did the organization receive any funds, directly or indirectly, to pay premiums on a personal benefit contract?		X
f	Did the organization, during the year, pay premiums, directly or indirectly, on a personal benefit contract?		X
g	If the organization received a contribution of qualified intellectual property, did the organization file Form 8899 as required?		
h	If the organization received a contribution of cars, boats, airplanes, or other vehicles, did the organization file a Form 1098-C?		
8	Sponsoring organizations maintaining donor advised funds. Did a donor advised fund maintained by the sponsoring organization have excess business holdings at any time during the year?		X
9	Sponsoring organizations maintaining donor advised funds.		
a	Did the sponsoring organization make any taxable distributions under section 4966?		X
b	Did the sponsoring organization make a distribution to a donor, donor advisor, or related person?		X
10	Section 501(c)(7) organizations. Enter:		
a	Initiation fees and capital contributions included on Part VIII, line 12	10a	
b	Gross receipts, included on Form 990, Part VIII, line 12, for public use of club facilities	10b	
11	Section 501(c)(12) organizations. Enter:		
a	Gross income from members or shareholders	11a	
b	Gross income from other sources. (Do not net amounts due or paid to other sources against amounts due or received from them.)	11b	
12a	Section 4947(a)(1) non-exempt charitable trusts. Is the organization filing Form 990 in lieu of Form 1041?	12a	
b	If "Yes," enter the amount of tax-exempt interest received or accrued during the year	12b	
13	Section 501(c)(29) qualified nonprofit health insurance issuers.		
a	Is the organization licensed to issue qualified health plans in more than one state? Note: See the instructions for additional information the organization must report on Schedule O.	13a	
b	Enter the amount of reserves the organization is required to maintain by the states in which the organization is licensed to issue qualified health plans	13b	
c	Enter the amount of reserves on hand	13c	
14a	Did the organization receive any payments for indoor tanning services during the tax year?		X
b	If "Yes," has it filed a Form 720 to report these payments? <i>If "No," provide an explanation on Schedule O</i>	14b	
15	Is the organization subject to the section 4960 tax on payment(s) of more than \$1,000,000 in remuneration or excess parachute payment(s) during the year? If "Yes," see the instructions and file Form 4720, Schedule N.	15	X
16	Is the organization an educational institution subject to the section 4968 excise tax on net investment income? If "Yes," complete Form 4720, Schedule O.	16	X
17	Section 501(c)(21) organizations. Did the trust, or any disqualified or other person engage in any activities that would result in the imposition of an excise tax under section 4951, 4952 or 4953? If "Yes," complete Form 6069.	17	

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

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

Section A. Governing Body and Management

		Yes	No
1a	Enter the number of voting members of the governing body at the end of the tax year If there are material differences in voting rights among members of the governing body, or if the governing body delegated broad authority to an executive committee or similar committee, explain on Schedule O.		
	1a 20		
b	Enter the number of voting members included on line 1a, above, who are independent		
	1b 20		
2	Did any officer, director, trustee, or key employee have a family relationship or a business relationship with any other officer, director, trustee, or key employee?	X	
3	Did the organization delegate control over management duties customarily performed by or under the direct supervision of officers, directors, trustees, or key employees to a management company or other person?		X
4	Did the organization make any significant changes to its governing documents since the prior Form 990 was filed?		X
5	Did the organization become aware during the year of a significant diversion of the organization's assets?		X
6	Did the organization have members or stockholders?	X	
7a	Did the organization have members, stockholders, or other persons who had the power to elect or appoint one or more members of the governing body?	X	
b	Are any governance decisions of the organization reserved to (or subject to approval by) members, stockholders, or persons other than the governing body?	X	
8	Did the organization contemporaneously document the meetings held or written actions undertaken during the year by the following:		
a	The governing body?	X	
b	Each committee with authority to act on behalf of the governing body?	X	
9	Is there any officer, director, trustee, or key employee listed in Part VII, Section A, who cannot be reached at the organization's mailing address? If "Yes," provide the names and addresses on Schedule O		X

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

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

Section C. Disclosure

- 17** List the states with which a copy of this Form 990 is required to be filed MA
- 18** Section 6104 requires an organization to make its Forms 1023 (1024 or 1024-A, if applicable), 990, and 990-T (section 501(c)(3)s only) available for public inspection. Indicate how you made these available. Check all that apply.
 Own website Another's website Upon request Other (explain on Schedule O)
- 19** Describe on Schedule O whether (and if so, how) the organization made its governing documents, conflict of interest policy, and financial statements available to the public during the tax year.
- 20** State the name, address, and telephone number of the person who possesses the organization's books and records
THE ORGANIZATION - 508-755-0980
ONE MERCANTILE STREET, 010, WORCESTER, MA 01608

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

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

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

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

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

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

(A) Name and title	(B) Average hours per week (list any hours for related organizations below line)	(C) Position (do not check more than one box, unless person is both an officer and a director/trustee)						(D) Reportable compensation from the organization (W-2/1099-MISC/1099-NEC)	(E) Reportable compensation from related organizations (W-2/1099-MISC/1099-NEC)	(F) Estimated amount of other compensation from the organization and related organizations
		Individual trustee or director	Institutional trustee	Officer	Key employee	Highest compensated employee	Former			
(1) JONATHAN COHEN VICE PRESIDENT COMMUNITY IMPACT	37.50			X			119,392.	0.	27,376.	
(2) KELLY STIMSON VP PHILANTHROPY	37.50			X			132,054.	0.	14,405.	
(3) PETER DUNN PRESIDENT & CEO	37.50			X			134,472.	0.	6,295.	
(4) DIANE ALLAIN VP OF FINANCE & ADMIN	37.50			X			117,674.	0.	13,749.	
(5) THOMAS J. BARTHOLOMEW CHAIR	2.00	X		X			0.	0.	0.	
(6) SATYA B. MITRA CHAIR ELECT	2.00	X		X			0.	0.	0.	
(7) MARIA A. HESKES-ALLARD TREASURER	1.00	X		X			0.	0.	0.	
(8) JOYCELYN AUGUSTUS CLERK	2.00	X		X			0.	0.	0.	
(9) JENNIFER DAVIS CAREY DIRECTOR	1.00	X					0.	0.	0.	
(10) MIKE ANGELINI DIRECTOR	2.00	X					0.	0.	0.	
(11) LINDA CAMMUSO DIRECTOR	1.00	X					0.	0.	0.	
(12) CHRISTOPHER W. MCCARTHY DIRECTOR	1.00	X					0.	0.	0.	
(13) SONIA PAULINO DIRECTOR	1.00	X					0.	0.	0.	
(14) KIMBERLY M. SALMON DIRECTOR	1.00	X					0.	0.	0.	
(15) ERIC TORKORNOO DIRECTOR	1.00	X					0.	0.	0.	
(16) CHE ANDERSON DIRECTOR	1.00	X					0.	0.	0.	
(17) GERMAN CHIRIBOGA DIRECTOR	1.00	X					0.	0.	0.	

GREATER WORCESTER COMMUNITY FOUNDATION, INC.

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

(A) Name and title	(B) Average hours per week (list any hours for related organizations below line)	(C) Position (do not check more than one box, unless person is both an officer and a director/trustee)						(D) Reportable compensation from the organization (W-2/1099-MISC/1099-NEC)	(E) Reportable compensation from related organizations (W-2/1099-MISC/1099-NEC)	(F) Estimated amount of other compensation from the organization and related organizations
		Individual trustee or director	Institutional trustee	Officer	Key employee	Highest compensated employee	Former			
(18) RONALD WADDELL DIRECTOR	1.00	X						0.	0.	0.
(19) VALERIE ZOLEZZI-WYNDHAM DIRECTOR	1.00	X						0.	0.	0.
(20) NAOMI SLEEPER DIRECTOR	1.00	X						0.	0.	0.
(21) ANN TRIPP DIRECTOR	1.00	X						0.	0.	0.
(22) DENNIS F. KERRIGAN DIRECTOR	1.00	X						0.	0.	0.
(23) MARYBETH CAMPBELL DIRECTOR	1.00	X						0.	0.	0.
(24) KOLA AKINDELE DIRECTOR	1.00	X						0.	0.	0.
1b Subtotal								503,592.	0.	61,825.
c Total from continuation sheets to Part VII, Section A								0.	0.	0.
d Total (add lines 1b and 1c)								503,592.	0.	61,825.

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 **4**

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

Section B. Independent Contractors

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

(A) Name and business address	(B) Description of services	(C) Compensation
INTERIM EXECUTIVE SOLUTIONS, 1188 BEACON STREET, UNIT B, NEWTON, MA 02461	TEMP SERVICES	133,000.

2 Total number of independent contractors (including but not limited to those listed above) who received more than \$100,000 of compensation from the organization **1**

GREATER WORCESTER COMMUNITY FOUNDATION, INC.

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Part VIII Statement of Revenue

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

			(A)	(B)	(C)	(D)	
			Total revenue	Related or exempt function revenue	Unrelated business revenue	Revenue excluded from tax under sections 512 - 514	
Contributions, Gifts, Grants and Other Similar Amounts	1 a Federated campaigns	1a					
	b Membership dues	1b					
	c Fundraising events	1c					
	d Related organizations	1d					
	e Government grants (contributions)	1e	1,902,743.				
	f All other contributions, gifts, grants, and similar amounts not included above	1f	9,232,094.				
	g Noncash contributions included in lines 1a-1f	1g	\$ 436,007.				
	h Total. Add lines 1a-1f			11,134,837.			
Program Service Revenue	2 a AGENCY FUND FEES	Business Code 523000	313,721.	313,721.			
	b						
	c						
	d						
	e						
	f All other program service revenue						
	g Total. Add lines 2a-2f			313,721.			
Other Revenue	3 Investment income (including dividends, interest, and other similar amounts)		2,569,815.			2569815.	
	4 Income from investment of tax-exempt bond proceeds						
	5 Royalties						
	6 a Gross rents	6a	(i) Real				
			(ii) Personal				
	b Less: rental expenses	6b					
	c Rental income or (loss)	6c					
	d Net rental income or (loss)						
	7 a Gross amount from sales of assets other than inventory	7a	(i) Securities	60,001,287.			
			(ii) Other				
	b Less: cost or other basis and sales expenses	7b	60,302,518.				
	c Gain or (loss)	7c	-301,231.				
	d Net gain or (loss)			-301,231.		-301,231.	
8 a Gross income from fundraising events (not including \$ _____ of contributions reported on line 1c). See Part IV, line 18	8a						
b Less: direct expenses	8b						
c Net income or (loss) from fundraising events							
9 a Gross income from gaming activities. See Part IV, line 19	9a						
b Less: direct expenses	9b						
c Net income or (loss) from gaming activities							
10 a Gross sales of inventory, less returns and allowances	10a						
b Less: cost of goods sold	10b						
c Net income or (loss) from sales of inventory							
Miscellaneous Revenue	11 a OTHER REVENUE	Business Code 900099	12,077.	12,077.			
	b						
	c						
	d All other revenue						
	e Total. Add lines 11a-11d			12,077.			
12 Total revenue. See instructions			13,729,219.	325,798.	0.	2268584.	

**GREATER WORCESTER COMMUNITY FOUNDATION,
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Part IX Statement of Functional Expenses

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

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

Do not include amounts reported on lines 6b, 7b, 8b, 9b, and 10b of Part VIII.	(A) Total expenses	(B) Program service expenses	(C) Management and general expenses	(D) Fundraising expenses
1 Grants and other assistance to domestic organizations and domestic governments. See Part IV, line 21	8,104,234.	8,104,234.		
2 Grants and other assistance to domestic individuals. See Part IV, line 22	772,550.	772,550.		
3 Grants and other assistance to foreign organizations, foreign governments, and foreign individuals. See Part IV, lines 15 and 16				
4 Benefits paid to or for members				
5 Compensation of current officers, directors, trustees, and key employees	572,828.	244,922.	134,878.	193,028.
6 Compensation not included above to disqualified persons (as defined under section 4958(f)(1)) and persons described in section 4958(c)(3)(B)				
7 Other salaries and wages	563,969.	197,319.	167,506.	199,144.
8 Pension plan accruals and contributions (include section 401(k) and 403(b) employer contributions)	51,330.	19,144.	14,157.	18,029.
9 Other employee benefits	110,547.	30,970.	33,319.	46,258.
10 Payroll taxes	118,736.	45,119.	32,059.	41,558.
11 Fees for services (nonemployees):				
a Management				
b Legal	236,955.		236,955.	
c Accounting	77,397.	10,000.	67,397.	
d Lobbying				
e Professional fundraising services. See Part IV, line 17				
f Investment management fees	1,322,295.	1,322,295.		
g Other. (If line 11g amount exceeds 10% of line 25, column (A), amount, list line 11g expenses on Sch O.)	317,945.	120,819.	85,845.	111,281.
12 Advertising and promotion	123,519.	46,937.	33,350.	43,232.
13 Office expenses	87,195.	33,134.	23,543.	30,518.
14 Information technology				
15 Royalties				
16 Occupancy	80,302.	28,296.	25,944.	26,062.
17 Travel				
18 Payments of travel or entertainment expenses for any federal, state, or local public officials				
19 Conferences, conventions, and meetings	37,801.	15,109.	9,882.	12,810.
20 Interest				
21 Payments to affiliates				
22 Depreciation, depletion, and amortization	19,495.		19,495.	
23 Insurance				
24 Other expenses. Itemize expenses not covered above. (List miscellaneous expenses on line 24e. If line 24e amount exceeds 10% of line 25, column (A), amount, list line 24e expenses on Schedule O.)				
a TEMPORARY HELP	222,879.	129,351.	26,722.	66,806.
b SOFTWARE LICENSING AND	68,966.	26,207.	18,621.	24,138.
c OTHER EXPENSES	43,100.	14,291.	11,618.	17,191.
d MEMBERSHIPS AND SUBSCRI	22,421.	8,520.	6,054.	7,847.
e All other expenses				
25 Total functional expenses. Add lines 1 through 24e	12,954,464.	11,169,217.	947,345.	837,902.
26 Joint costs. Complete this line only if the organization reported in column (B) joint costs from a combined educational campaign and fundraising solicitation. Check here <input type="checkbox"/> if following SOP 98-2 (ASC 958-720)				

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Part X Balance Sheet

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

		(A) Beginning of year		(B) End of year
Assets	1 Cash - non-interest-bearing	371,163.	1	830,095.
	2 Savings and temporary cash investments	5,269,743.	2	2,804,300.
	3 Pledges and grants receivable, net	87,831.	3	876,391.
	4 Accounts receivable, net		4	
	5 Loans and other receivables from any current or former officer, director, trustee, key employee, creator or founder, substantial contributor, or 35% controlled entity or family member of any of these persons		5	
	6 Loans and other receivables from other disqualified persons (as defined under section 4958(f)(1)), and persons described in section 4958(c)(3)(B)		6	
	7 Notes and loans receivable, net		7	
	8 Inventories for sale or use		8	
	9 Prepaid expenses and deferred charges	120,698.	9	70,821.
	10a Land, buildings, and equipment: cost or other basis. Complete Part VI of Schedule D	10a 152,634.		
	b Less: accumulated depreciation	10b 113,500.	47,785.	10c 39,134.
	11 Investments - publicly traded securities	79,870,290.	11	101,058,860.
	12 Investments - other securities. See Part IV, line 11	89,728,068.	12	100,048,175.
	13 Investments - program-related. See Part IV, line 11		13	
	14 Intangible assets		14	
	15 Other assets. See Part IV, line 11	0.	15	468,873.
16 Total assets. Add lines 1 through 15 (must equal line 33)	175,495,578.	16	206,196,649.	
Liabilities	17 Accounts payable and accrued expenses	161,893.	17	203,002.
	18 Grants payable	394,580.	18	195,000.
	19 Deferred revenue		19	
	20 Tax-exempt bond liabilities		20	
	21 Escrow or custodial account liability. Complete Part IV of Schedule D		21	
	22 Loans and other payables to any current or former officer, director, trustee, key employee, creator or founder, substantial contributor, or 35% controlled entity or family member of any of these persons		22	
	23 Secured mortgages and notes payable to unrelated third parties		23	
	24 Unsecured notes and loans payable to unrelated third parties		24	
	25 Other liabilities (including federal income tax, payables to related third parties, and other liabilities not included on lines 17-24). Complete Part X of Schedule D	39,075,943.	25	46,853,010.
	26 Total liabilities. Add lines 17 through 25	39,632,416.	26	47,251,012.
Net Assets or Fund Balances	Organizations that follow FASB ASC 958, check here <input checked="" type="checkbox"/> and complete lines 27, 28, 32, and 33.			
	27 Net assets without donor restrictions	6,684,901.	27	7,851,932.
	28 Net assets with donor restrictions	129,178,261.	28	151,093,705.
	Organizations that do not follow FASB ASC 958, check here <input type="checkbox"/> and complete lines 29 through 33.			
	29 Capital stock or trust principal, or current funds		29	
	30 Paid-in or capital surplus, or land, building, or equipment fund		30	
	31 Retained earnings, endowment, accumulated income, or other funds		31	
	32 Total net assets or fund balances	135,863,162.	32	158,945,637.
33 Total liabilities and net assets/fund balances	175,495,578.	33	206,196,649.	

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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	13,729,219.
2	Total expenses (must equal Part IX, column (A), line 25)	2	12,954,464.
3	Revenue less expenses. Subtract line 2 from line 1	3	774,755.
4	Net assets or fund balances at beginning of year (must equal Part X, line 32, column (A))	4	135,863,162.
5	Net unrealized gains (losses) on investments	5	29,876,291.
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	-7,568,571.
10	Net assets or fund balances at end of year. Combine lines 3 through 9 (must equal Part X, line 32, column (B))	10	158,945,637.

Part XII Financial Statements and Reporting

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

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

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

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

Section A. Public Support

Calendar year (or fiscal year beginning in)	(a) 2019	(b) 2020	(c) 2021	(d) 2022	(e) 2023	(f) Total
1 Gifts, grants, contributions, and membership fees received. (Do not include any "unusual grants.")	4894632.	13163124.	12891363.	15178162.	11134837.	57262118.
2 Tax revenues levied for the organization's benefit and either paid to or expended on its behalf						
3 The value of services or facilities furnished by a governmental unit to the organization without charge						
4 Total. Add lines 1 through 3	4894632.	13163124.	12891363.	15178162.	11134837.	57262118.
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)						7533753.
6 Public support. Subtract line 5 from line 4.						49728365.

Section B. Total Support

Calendar year (or fiscal year beginning in)	(a) 2019	(b) 2020	(c) 2021	(d) 2022	(e) 2023	(f) Total
7 Amounts from line 4	4894632.	13163124.	12891363.	15178162.	11134837.	57262118.
8 Gross income from interest, dividends, payments received on securities loans, rents, royalties, and income from similar sources	1739769.	1703920.	2788716.	2233669.	2569815.	11035889.
9 Net income from unrelated business activities, whether or not the business is regularly carried on						
10 Other income. Do not include gain or loss from the sale of capital assets (Explain in Part VI.)						
11 Total support. Add lines 7 through 10						68298007.
12 Gross receipts from related activities, etc. (see instructions)					12	1,952,481.
13 First 5 years. If the Form 990 is for the organization's first, second, third, fourth, or fifth tax year as a section 501(c)(3) organization, check this box and stop here						<input type="checkbox"/>

Section C. Computation of Public Support Percentage

14 Public support percentage for 2023 (line 6, column (f), divided by line 11, column (f))	14	72.81 %
15 Public support percentage from 2022 Schedule A, Part II, line 14	15	74.56 %
16a 33 1/3% support test - 2023. If the organization did not check the box on line 13, and line 14 is 33 1/3% or more, check this box and stop here. The organization qualifies as a publicly supported organization		<input checked="" type="checkbox"/>
b 33 1/3% support test - 2022. If the organization did not check a box on line 13 or 16a, and line 15 is 33 1/3% or more, check this box and stop here. The organization qualifies as a publicly supported organization		<input type="checkbox"/>
17a 10% -facts-and-circumstances test - 2023. If the organization did not check a box on line 13, 16a, or 16b, and line 14 is 10% or more, and if the organization meets the facts-and-circumstances test, check this box and stop here. Explain in Part VI how the organization meets the facts-and-circumstances test. The organization qualifies as a publicly supported organization		<input type="checkbox"/>
b 10% -facts-and-circumstances test - 2022. If the organization did not check a box on line 13, 16a, 16b, or 17a, and line 15 is 10% or more, and if the organization meets the facts-and-circumstances test, check this box and stop here. Explain in Part VI how the organization meets the facts-and-circumstances test. The organization qualifies as a publicly supported organization		<input type="checkbox"/>
18 Private foundation. If the organization did not check a box on line 13, 16a, 16b, 17a, or 17b, check this box and see instructions		<input type="checkbox"/>

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

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

Section A. Public Support

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

Section B. Total Support

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

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

Section C. Computation of Public Support Percentage

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

Section D. Computation of Investment Income Percentage

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

19a 33 1/3% support tests - 2023. If the organization did not check the box on line 14, and line 15 is more than 33 1/3%, and line 17 is not more than 33 1/3%, check this box and **stop here**. The organization qualifies as a publicly supported organization

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

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

Part IV Supporting Organizations

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

Section A. All Supporting Organizations

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

Part IV Supporting Organizations (continued)

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

Section B. Type I Supporting Organizations

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

Section C. Type II Supporting Organizations

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

Section D. All Type III Supporting Organizations

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

Section E. Type III Functionally Integrated Supporting Organizations

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

**GREATER WORCESTER COMMUNITY FOUNDATION,
INC.**

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

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

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

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

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

**GREATER WORCESTER COMMUNITY FOUNDATION,
INC.**

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

Section D - Distributions	Current Year
1 Amounts paid to supported organizations to accomplish exempt purposes	1
2 Amounts paid to perform activity that directly furthers exempt purposes of supported organizations, in excess of income from activity	2
3 Administrative expenses paid to accomplish exempt purposes of supported organizations	3
4 Amounts paid to acquire exempt-use assets	4
5 Qualified set-aside amounts (prior IRS approval required - <i>provide details in Part VI</i>)	5
6 Other distributions (<i>describe in Part VI</i>). See instructions.	6
7 Total annual distributions. Add lines 1 through 6.	7
8 Distributions to attentive supported organizations to which the organization is responsive (<i>provide details in Part VI</i>). See instructions.	8
9 Distributable amount for 2023 from Section C, line 6	9
10 Line 8 amount divided by line 9 amount	10

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

GREATER WORCESTER COMMUNITY FOUNDATION,
INC.

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

COPY

SCHEDULE C
(Form 990)

Political Campaign and Lobbying Activities

OMB No. 1545-0047

2023

Open to Public Inspection

Department of the Treasury
Internal Revenue Service

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

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

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

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

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

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

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

Name of organization GREATER WORCESTER COMMUNITY FOUNDATION, INC.	Employer identification number 04-2572276
--	---

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

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

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

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

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

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

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

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

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

Limits on Lobbying Expenditures (The term "expenditures" means amounts paid or incurred.)	(a) Filing organization's totals	(b) Affiliated group totals												
1a Total lobbying expenditures to influence public opinion (grassroots lobbying)														
b Total lobbying expenditures to influence a legislative body (direct lobbying)														
c Total lobbying expenditures (add lines 1a and 1b)														
d Other exempt purpose expenditures														
e Total exempt purpose expenditures (add lines 1c and 1d)														
f Lobbying nontaxable amount. Enter the amount from the following table in both columns.														
<table border="1" style="width: 100%; border-collapse: collapse;"> <thead> <tr> <th style="width: 35%;">If the amount on line 1e, column (a) or (b) is:</th> <th style="width: 65%;">The lobbying nontaxable amount is:</th> </tr> </thead> <tbody> <tr> <td>not over \$500,000,</td> <td>20% of the amount on line 1e.</td> </tr> <tr> <td>over \$500,000 but not over \$1,000,000,</td> <td>\$100,000 plus 15% of the excess over \$500,000.</td> </tr> <tr> <td>over \$1,000,000 but not over \$1,500,000,</td> <td>\$175,000 plus 10% of the excess over \$1,000,000.</td> </tr> <tr> <td>over \$1,500,000 but not over \$17,000,000,</td> <td>\$225,000 plus 5% of the excess over \$1,500,000.</td> </tr> <tr> <td>over \$17,000,000,</td> <td>\$1,000,000.</td> </tr> </tbody> </table>	If the amount on line 1e, column (a) or (b) is:	The lobbying nontaxable amount is:	not over \$500,000,	20% of the amount on line 1e.	over \$500,000 but not over \$1,000,000,	\$100,000 plus 15% of the excess over \$500,000.	over \$1,000,000 but not over \$1,500,000,	\$175,000 plus 10% of the excess over \$1,000,000.	over \$1,500,000 but not over \$17,000,000,	\$225,000 plus 5% of the excess over \$1,500,000.	over \$17,000,000,	\$1,000,000.		
If the amount on line 1e, column (a) or (b) is:	The lobbying nontaxable amount is:													
not over \$500,000,	20% of the amount on line 1e.													
over \$500,000 but not over \$1,000,000,	\$100,000 plus 15% of the excess over \$500,000.													
over \$1,000,000 but not over \$1,500,000,	\$175,000 plus 10% of the excess over \$1,000,000.													
over \$1,500,000 but not over \$17,000,000,	\$225,000 plus 5% of the excess over \$1,500,000.													
over \$17,000,000,	\$1,000,000.													
g Grassroots nontaxable amount (enter 25% of line 1f)														
h Subtract line 1g from line 1a. If zero or less, enter -0-														
i Subtract line 1f from line 1c. If zero or less, enter -0-														
j If there is an amount other than zero on either line 1h or line 1i, did the organization file Form 4720 reporting section 4911 tax for this year?	<input type="checkbox"/> Yes	<input type="checkbox"/> No												

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

Lobbying Expenditures During 4-Year Averaging Period					
Calendar year (or fiscal year beginning in)	(a) 2020	(b) 2021	(c) 2022	(d) 2023	(e) Total
2a Lobbying nontaxable amount					
b Lobbying ceiling amount (150% of line 2a, column(e))					
c Total lobbying expenditures					
d Grassroots nontaxable amount					
e Grassroots ceiling amount (150% of line 2d, column (e))					
f Grassroots lobbying expenditures					

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

	(a)		(b)
	Yes	No	Amount
1 During the year, did the filing organization attempt to influence foreign, national, state, or local legislation, including any attempt to influence public opinion on a legislative matter or referendum, through the use of:			
a Volunteers?		X	
b Paid staff or management (include compensation in expenses reported on lines 1c through 1i)?		X	
c Media advertisements?		X	
d Mailings to members, legislators, or the public?		X	
e Publications, or published or broadcast statements?		X	
f Grants to other organizations for lobbying purposes?		X	
g Direct contact with legislators, their staffs, government officials, or a legislative body?		X	
h Rallies, demonstrations, seminars, conventions, speeches, lectures, or any similar means?		X	
i Other activities?	X		900.
j Total. Add lines 1c through 1i			900.
2a Did the activities in line 1 cause the organization to not be described in section 501(c)(3)?		X	
b If "Yes," enter the amount of any tax incurred under section 4912			
c If "Yes," enter the amount of any tax incurred by organization managers under section 4912			
d If the filing organization incurred a section 4912 tax, did it file Form 4720 for this year?			

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

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

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

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

Part IV Supplemental Information

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

PART II-B, LINE 1, LOBBYING ACTIVITIES:

MEMBERSHIP DUES PAID TO AN ORGANIZATION THAT CONDUCTS LOBBYING

ACTIVITIES ON BEHALF OF THE FOUNDATION

SCHEDULE D
(Form 990)

Department of the Treasury
Internal Revenue Service

Supplemental Financial Statements

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

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

OMB No. 1545-0047

2023

Open to Public
Inspection

Name of the organization **GREATER WORCESTER COMMUNITY FOUNDATION, INC.** Employer identification number **04-2572276**

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

	(a) Donor advised funds	(b) Funds and other accounts
1 Total number at end of year	101	
2 Aggregate value of contributions to (during year)	1,790,624.	
3 Aggregate value of grants from (during year)	1,458,595.	
4 Aggregate value at end of year	24,673,732.	
5 Did the organization inform all donors and donor advisors in writing that the assets held in donor advised funds are the organization's property, subject to the organization's exclusive legal control?		<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
6 Did the organization inform all grantees, donors, and donor advisors in writing that grant funds can be used only for charitable purposes and not for the benefit of the donor or donor advisor, or for any other purpose conferring impermissible private benefit?		<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No

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

1 Purpose(s) of conservation easements held by the organization (check all that apply).
 Preservation of land for public use (for example, recreation or education) Preservation of a historically important land area
 Protection of natural habitat Preservation of a certified historic structure
 Preservation of open space

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

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

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

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

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

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

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

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

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

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

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

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

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

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

(ii) Assets included in Form 990, Part X

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

a Revenue included on Form 990, Part VIII, line 1

b Assets included in Form 990, Part X

LHA For Paperwork Reduction Act Notice, see the Instructions for Form 990. Schedule D (Form 990) 2023

Part VII Investments - Other Securities

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

(a) Description of security or category (including name of security)	(b) Book value	(c) Method of valuation: Cost or end-of-year market value
(1) Financial derivatives		
(2) Closely held equity interests		
(3) Other		
(A) DOMESTIC EQUITIES	44,946,013.	END-OF-YEAR MARKET VALUE
(B) INTERNATIONAL EQUITIES	9,829,277.	END-OF-YEAR MARKET VALUE
(C) HEDGED EQUITY	37,724,018.	END-OF-YEAR MARKET VALUE
(D) REAL ASSET FUNDS	7,548,867.	END-OF-YEAR MARKET VALUE
(E)		
(F)		
(G)		
(H)		
Total. (Col. (b) must equal Form 990, Part X, line 12, col. (B))	100,048,175.	

Part VIII Investments - Program Related.

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

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

Part IX Other Assets

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

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

Part X Other Liabilities

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

1. (a) Description of liability	(b) Book value
(1) Federal income taxes	
(2) AGENCY FUND LIABILITY	45,582,620.
(3) SPLIT INTEREST AGREEMENTS	795,678.
(4) OPERATING LEASE LIABILITY	474,712.
(5)	
(6)	
(7)	
(8)	
(9)	
Total. (Column (b) must equal Form 990, Part X, line 25, col. (B))	46,853,010.

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

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

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

1	Total revenue, gains, and other support per audited financial statements		1	33,688,476.
2	Amounts included on line 1 but not on Form 990, Part VIII, line 12:			
	a Net unrealized gains (losses) on investments	2a	29,876,291.	
	b Donated services and use of facilities	2b		
	c Recoveries of prior year grants	2c		
	d Other (Describe in Part XIII.)	2d	-8,594,739.	
	e Add lines 2a through 2d	2e		21,281,552.
3	Subtract line 2e from line 1		3	12,406,924.
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	1,322,295.	
	b Other (Describe in Part XIII.)	4b		
	c Add lines 4a and 4b	4c		1,322,295.
5	Total revenue. Add lines 3 and 4c. (This must equal Form 990, Part I, line 12.)		5	13,729,219.

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	10,606,001.
2	Amounts included on line 1 but not on Form 990, Part IX, line 25:			
	a Donated services and use of facilities	2a		
	b Prior year adjustments	2b		
	c Other losses	2c		
	d Other (Describe in Part XIII.)	2d	-1,026,168.	
	e Add lines 2a through 2d	2e		-1,026,168.
3	Subtract line 2e from line 1		3	11,632,169.
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	1,322,295.	
	b Other (Describe in Part XIII.)	4b		
	c Add lines 4a and 4b	4c		1,322,295.
5	Total expenses. Add lines 3 and 4c. (This must equal Form 990, Part I, line 18.)		5	12,954,464.

Part XIII Supplemental Information

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

PART X, LINE 2:

THE FOUNDATION ACCOUNTS FOR UNCERTAINTY IN INCOME TAXES IN ACCORDANCE WITH ASC TOPIC, INCOME TAXES. THIS STANDARD CLARIFIES THE ACCOUNTING FOR UNCERTAINTY IN TAX POSITIONS AND PRESCRIBES A RECOGNITION THRESHOLD AND MEASUREMENT ATTRIBUTE FOR THE FINANCIAL STATEMENTS REGARDING A TAX POSITION TAKEN OR EXPECTED TO BE TAKEN IN A TAX RETURN. THE FOUNDATION HAS DETERMINED THAT THERE ARE NO UNCERTAIN TAX POSITIONS WHICH QUALIFY FOR EITHER RECOGNITION OR DISCLOSURE IN THE FINANCIAL STATEMENTS AT DECEMBER 31, 2023. THE FOUNDATION'S INFORMATION RETURNS ARE SUBJECT TO EXAMINATION BY THE FEDERAL AND STATE JURISDICTIONS.

PART XI, LINE 2D - OTHER ADJUSTMENTS:

Part XIII Supplemental Information (continued)

CHANGE IN VALUE OF SPLIT-INTEREST AGREEMENTS	82,740.
INVESTMENT RETURN FOR AGENCY ENDOWMENTS	-6,976,546.
GIFTS AND DONATIONS FOR AGENCY ENDOWMENTS	-1,700,933.
TOTAL TO SCHEDULE D, PART XI, LINE 2D	-8,594,739.

PART XII, LINE 2D - OTHER ADJUSTMENTS:

DISTRIBUTIONS FOR AGENCY FUNDS	-1,026,168.
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**SCHEDULE I
(Form 990)**

Department of the Treasury
Internal Revenue Service

**Grants and Other Assistance to Organizations,
Governments, and Individuals in the United States**
Complete if the organization answered "Yes" on Form 990, Part IV, line 21 or 22.
Attach to Form 990.
Go to www.irs.gov/Form990 for the latest information.

OMB No. 1545-0047

2023

Open to Public
Inspection

Name of the organization **GREATER WORCESTER COMMUNITY FOUNDATION,
INC.**

Employer identification number
04-2572276

Part I General Information on Grants and Assistance

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

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

1 (a) Name and address of organization or government	(b) EIN	(c) IRC section (if applicable)	(d) Amount of cash grant	(e) Amount of noncash assistance	(f) Method of valuation (book, FMV, appraisal, other)	(g) Description of noncash assistance	(h) Purpose of grant or assistance
2GETHER WE EAT P.O. BOX 121 WORCESTER, MA 01613	85-2778948	501(C)(3)	216,874.	0.			FOOD, AGRICULTURE & NUTRITION
508 FOREVER YOUNG, INC. 104 CISCO STREET SOUTHBRIDGE, MA 01550	83-2972057	501(C)(3)	20,000.	0.			YOUTH DEVELOPMENT
ABBY'S HOUSE 52 HIGH STREET WORCESTER, MA 01609-2409	04-2648411	501(C)(3)	134,390.	0.			WOMEN'S CENTERS
AFRICAN COMMUNITY EDUCATION PROGRAM (ACE) - 51 GAGE STREET - WORCESTER, MA 01605	14-1970474	501(C)(3)	27,300.	0.			HUMAN SERVICES
ALL SAINTS EPISCOPAL CHURCH 10 IRVING STREET WORCESTER, MA 01609-3210	31-1629166		24,113.	0.			RELIGION-RELATED
AMERICAN ACADEMY OF CHILD AND ADOLESCENT PSYCHIATRY - 3615 WISCONSIN AVENUE, NW - WASHINGTON, DC 20016-3007	13-1958990	501(C)(3)	10,000.	0.			MENTAL HEALTH TREATMENT

- 2** Enter total number of section 501(c)(3) and government organizations listed in the line 1 table **194.**
- 3** Enter total number of other organizations listed in the line 1 table **28.**

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

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

(a) Name and address of organization or government	(b) EIN	(c) IRC section if applicable	(d) Amount of cash grant	(e) Amount of noncash assistance	(f) Method of valuation (book, FMV, appraisal, other)	(g) Description of non-cash assistance	(h) Purpose of grant or assistance
AMERICAN ANTIQUARIAN SOCIETY 185 SALISBURY STREET WORCESTER, MA 01609-1636	04-2103652	501(C)(3)	33,164.	0.			ARTS & CULTURE
ANGELS-NET FOUNDATION, INC. 360 WEST BOYLSTON STREET, #216 WEST BOYLSTON, MA 01583	45-0576321	501(C)(3)	10,000.	0.			EDUCATION
ANSAAR OF WORCESTER 26 SHREWSBURY STREET WEST BOYLSTON, MA 01583-2104	82-1371776	501(C)(3)	25,750.	0.			FOOD, AGRICULTURE & NUTRITION
APPLE TREE ARTS ONE GRAFTON COMMON GRAFTON, MA 01519	04-3267088	501(C)(3)	10,000.	0.			EDUCATION
ARTSWORCESTER 44 PORTLAND STREET WORCESTER, MA 01608-2023	04-2768202	501(C)(3)	53,655.	0.			ART MUSEUMS
ASCENTRIA COMMUNITY SERVICES, INC. 261 SHEEP DAVIS ROAD, SUITE A-1 CONCORD, NH 03301	04-3566243	501(C)(3)	21,000.	0.			YOUTH DEVELOPMENT
ASSUMPTION UNIVERSITY 500 SALISBURY STREET WORCESTER, MA 01609-1296	04-2105776		7,305.	0.			EDUCATION
BABSON COLLEGE STUDENT FINANCIAL SERVICES BABSON PARK, MA 02457-0310	04-2103544		10,000.	0.			HIGHER EDUCATION
BANCROFT SCHOOL 110 SHORE DRIVE WORCESTER, MA 01605-3198	04-2103861		67,386.	0.			EDUCATION

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BE LIKE BRIT FOUNDATION, INC. 66 PULLMAN ST. WORCESTER, MA 01606	27-1857525	501(C)(3)	34,100.	0.			INTERNATIONAL, FOREIGN AFFAIRS & NATIONAL SECURITY
BLACK EXCELLENCE ACADEMY WORCESTER STATE UNIVERSITY WORCESTER, MA 01602	04-3338778		17,500.	0.			EDUCATION
BOSTON SYMPHONY ORCHESTRA, INC. SYMPHONY HALL BOSTON, MA 02115	04-2103550	501(C)(3)	10,000.	0.			SYMPHONY ORCHESTRAS
BOURQUE FAMILY FOUNDATION, INC. 800 W. CUMMINGS, PARK STE. 3700 WOBURN, MA 01801	82-1999119	501(C)(3)	10,000.	0.			PHILANTHROPY, VOLUNTARISM & GRANTMAKING FOUNDATIONS
BOYS & GIRLS CLUB OF WORCESTER 65 BOYS & GIRLS CLUB WAY WORCESTER, MA 01610-2520	04-2105851	501(C)(3)	73,148.	0.			FOOD, AGRICULTURE & NUTRITION
BUILDING FUTURES, INC. C/O WORCESTER HOUSING AUTHORITY WORCESTER, MA 01605	01-0628266	501(C)(3)	8,000.	0.			HOUSING & SHELTER
CAMP PUTNAM, INC. 141 RUTHERFORD ROAD NEW BRAINTREE, MA 01531-1829	04-6004880	501(C)(3)	12,250.	0.			RECREATION & SPORTS
CASA PROJECT, INC. 100 GROVE ST WORCESTER, MA 01605	04-2711865	501(C)(3)	10,000.	0.			HUMAN SERVICES
CASITA CULTURA LATINA 56 WILLIAMS STREET WORCESTER, MA 01609	88-3675966	501(C)(3)	32,500.	0.			ARTS & CULTURE

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CATHOLIC CHARITIES WORCESTER COUNTY - 10 HAMMOND STREET - WORCESTER, MA 01610-1513	04-2103979	501(C)(3)	92,513.	0.			HOUSING SUPPORT
CENTER FOR FAMILY CONNECTION 30 TYLER PRENTICE RD'' WORCESTER, MA 01605	87-2650254	501(C)(3)	12,500.	0.			HUMAN SERVICES
CENTER FOR WOMEN & ENTERPRISE 44 SCHOOL STREET, RM 200 BOSTON, MA 02108-4209	04-3256236	501(C)(3)	10,000.	0.			HUMAN SERVICES
CENTRAL MASSACHUSETTS HOUSING ALLIANCE, INC. - 6 INSTITUTE ROAD - WORCESTER, MA 01609	04-2791448	501(C)(3)	27,310.	0.			HOUSING & SHELTER
CENTRAL MASSACHUSETTS VETERANS SUPPORT INC - P.O. BOX 155 - MILLBURY, MA 01527	92-0850236	501(C)(3)	10,000.	0.			HUMAN SERVICES
CENTRAL NEW ENGLAND EQUINE RESCUE 96 NEW BRAINTREE RD. WEST BROOKFIELD, MA 01585	42-1608505	501(C)(3)	5,431.	0.			ANIMAL SERVICES N.E.C.
CHILDREN'S FRIEND, AN AFFILIATE OF SEVEN HILLS FOUNDATION - 135 GOLD STAR BLVD - WORCESTER, MA 01606-2738	04-2105856	501(C)(3)	5,633.	0.			YOUTH DEVELOPMENT
CHURCH ON THE HILL UCC 55 MAIN ST. LENOX, MA 01240	04-2433953		10,000.	0.			RELIGION-RELATED
CLARK UNIVERSITY 950 MAIN STREET WORCESTER, MA 01610-1477	04-2111203		7,495.	0.			HIGHER EDUCATION

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COALITION FOR A HEALTHY GREATER WORCESTER - 18 CHESTNUT STREET, SUITE 500 - WORCESTER, MA 01608	04-2382160	501(C)(3)	22,500.	0.			HEALTH CARE
COLLEGE OF THE HOLY CROSS ONE COLLEGE STREET WORCESTER, MA 01610	04-2103558		12,500.	0.			UNIVERSITIES
COMMUNITY HARVEST PROJECT 37 WHEELER ROAD NORTH GRAFTON, MA 01536-1104	04-3424018	501(C)(3)	44,055.	0.			FOOD, AGRICULTURE & NUTRITION
COMMUNITY HEALTHLINK 72 JAQUES AVENUE, THIRD FLOOR WORCESTER, MA 01610-2480	04-2626179	501(C)(3)	7,524.	0.			HEALTH CARE
COMMUNITY LEGAL AID, INC. 370 MAIN ST STE 200 WORCESTER, MA 01608-1748	04-2446242	501(C)(3)	34,350.	0.			HUMAN SERVICES
COMMUNITY SERVINGS 179 ARMORY STREET JAMAICA PLAIN, MA 02130	22-3154028	501(C)(3)	12,820.	0.			FOOD, AGRICULTURE & NUTRITION
CROCODILE RIVER MUSIC/AFRICAN ARTS IN EDUCATION - 44 PORTLAND STREET, 7TH FLOOR - WORCESTER, MA 01608	87-4613875	501(C)(3)	65,825.	0.			ARTS & CULTURE
CULTIVATE CARE FARMS 401 MAIN STREET BOLTON, MA 01740	82-1121266	501(C)(3)	7,500.	0.			FOOD, AGRICULTURE & NUTRITION
CULTURAL EXCHANGE THROUGH SOCCER (CETS) - 326 CHANDLER STREET - WORCESTER, MA 01602	04-3245867	501(C)(3)	15,000.	0.			FOOD, AGRICULTURE & NUTRITION

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DANA-FARBER CANCER INSTITUTE ATTN: MARK ELBACH BOSTON, MA 02284-9168	04-2263040	501(C)(3)	47,250.	0.			HEALTH CARE
DCF MASSACHUSETTS WONDERFUND, INC. 600 WASHINGTON STREET, 6TH FLOOR BOSTON, MA 02111-1744	04-3443890	501(C)(3)	25,000.	0.			HUMAN SERVICES
DEJA NEW LEICESTER, INC. 100 SOUTH MAIN STREET LEICESTER, MA 01524	85-2381079	501(C)(3)	6,000.	0.			PUBLIC & SOCIETAL BENEFIT
DIGNITY MATTERS, INC. P.O. BOX 72 WAYLAND, MA 01778	81-4572839	501(C)(3)	15,000.	0.			HUMAN SERVICES
DIOCESE OF WORCESTER 49 ELM STREET WORCESTER, MA 01609	04-2106686	501(C)(3)	38,820.	0.			ARTS, CULTURE & HUMANITIES
DISMAS HOUSE OF MASSACHUSETTS, INC. - 30 RICHARDS STREET - WORCESTER, MA 01603	54-2075825	501(C)(3)	142,100.	0.			FOOD, AGRICULTURE & NUTRITION
DOUGLAS HISTORICAL SOCIETY 283 MAIN STREET DOUGLAS, MA 01516-2190	23-7215310	501(C)(3)	50,000.	0.			HISTORICAL SOCIETIES & HISTORIC PRESERVATION
DRESS FOR SUCCESS WORCESTER INC. 120 STAFFORD ST., STE. A WORCESTER, MA 01603-1461	26-3168663	501(C)(3)	15,740.	0.			HUMAN SERVICE ORGANIZATIONS
EAST DOUGLAS EVERGREEN CEMETERY COMPANY - 53 SOUTHEAST MAIN STREET - DOUGLAS, MA 01516-2019	04-6002475	501(C)(3)	19,268.	0.			BOTANICAL, HORTICULTURAL & LANDSCAPE SERVICES

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ECOTARIUM (WORCESTER NATURAL HISTORY SOCIETY) - 222 HARRINGTON WAY - WORCESTER, MA 01604	04-2105868	501(C)(3)	65,758.	0.			NATURAL HISTORY & NATURAL SCIENCE MUSEUMS
EDWARD M. KENNEDY COMMUNITY HEALTH CENTER - 115 NE CUTOFF BUILDING 2 - WORCESTER, MA 01606	04-2513817	501(C)(3)	18,297.	0.			AMBULATORY & PRIMARY HEALTH CARE
EDWARD STREET CHILD SERVICES 50 PORTLAND STREET WORCESTER, MA 01608	04-2133874	501(C)(3)	59,825.	0.			EDUCATION
EL BUEN SAMARITANO FOOD PROGRAM 39 PIEDMONT STREET WORCESTER, MA 01610	04-3117161	501(C)(3)	143,066.	0.			FOOD, AGRICULTURE & NUTRITION
EL SALON 5 WESBY ST WORCESTER, MA 01609	05-0566468	501(C)(3)	28,000.	0.			ARTS, CULTURE & HUMANITIES
ELDER SERVICES OF WORCESTER AREA, INC. - 67 MILLBROOK STREET, SUITE 100 - WORCESTER, MA 01606	04-2545221	501(C)(3)	27,950.	0.			RESIDENTIAL CARE & ADULT DAY PROGRAMS
ELLIE FUND 200 RESERVOIR STREET, SUITE 300 NEEDHAM HEIGHTS, MA 02494	04-3280390	501(C)(3)	15,000.	0.			PHILANTHROPY, VOLUNTARISM & GRANTMAKING FOUNDATIONS
EMPOWER CHILDREN FOR SUCCESS 44 TOWNSEND STREET FITCHBURG, MA 01420	36-2154972	501(C)(3)	18,000.	0.			YOUTH DEVELOPMENT
FAMILY HEALTH CENTER OF WORCESTER 26 QUEEN STREET WORCESTER, MA 01610-2473	04-2485308	501(C)(3)	18,340.	0.			GENERAL HOSPITALS

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FAMILY SERVICES OF CENTRAL MASSACHUSETTS - 799 WEST BOYLSTON STREET - WORCESTER, MA 01606	04-2103767		17,227.	0.			HUMAN SERVICES
FIRST UNITARIAN CHURCH 90 MAIN STREET WORCESTER, MA 01608-1173	04-2125013		27,668.	0.			RELIGION-RELATED
FOOD BANK OF WESTERN MASSACHUSETTS, INC. - P.O. BOX 160 - HATFIELD, MA 01038	04-2751023	501(C)(3)	9,500.	0.			FOOD, AGRICULTURE & NUTRITION
FRESH START FURNITURE BANK 16 BRENT DRIVE HUDSON, MA 01749-2904	46-2512827	501(C)(3)	20,000.	0.			HOUSING & SHELTER
FRIENDLY HOUSE 36 WALL STREET WORCESTER, MA 01604	04-2104239	501(C)(3)	197,744.	0.			PUBLIC & SOCIETAL BENEFIT
FRIENDS OF GALE FREE LIBRARY 23 HIGHLAND STREET HOLDEN, MA 01520	22-3021983	501(C)(3)	10,500.	0.			LIBRARIES
FRIENDS OF NORTHBRIDGE ELDERS, INC. - C/O NORTHBRIDGE SENIOR CENTER - WHITINSVILLE, MA 01588-2102	04-2657980	501(C)(3)	46,000.	0.			SUPPORTIVE HOUSING FOR OLDER ADULTS
FRIENDS OF ST. LUKE'S, INC 141 MAIN STREET SOUTHBRIDGE, MA 01550	81-5437066	501(C)(3)	7,500.	0.			RELIGION-RELATED
FRIENDS OF THE STONE CHURCH PO BOX 347 GILBERTVILLE, MA 01031	47-4575235	501(C)(3)	8,000.	0.			INTERFAITH COALITIONS

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FRIENDS OF THE UPTON TOWN LIBRARY PO BOX 622 UPTON, MA 01568-0622	04-3542526	501(C)(3)	35,000.	0.			LIBRARIES
GENESIS CLUB HOUSE, INC. 274 LINCOLN STREET WORCESTER, MA 01605-2106	04-2983234	501(C)(3)	34,000.	0.			MENTAL HEALTH & CRISIS INTERVENTION
GIRL SCOUTS OF CENTRAL AND WESTERN MASSACHUSETTS - 115 CENTURY DR - WORCESTER, MA 01606	04-2103856	501(C)(3)	13,480.	0.			GIRL SCOUTS OF THE U.S.A.
GIRLS INCORPORATED OF WORCESTER 125 PROVIDENCE STREET WORCESTER, MA 01604-5411	04-2123666	501(C)(3)	23,980.	0.			GIRLS CLUBS
GLADYS E. KELLY PUBLIC LIBRARY 2 LAKE STREET WEBSTER, MA 01570	14-1930471	501(C)(3)	25,000.	0.			LIBRARIES
GOOD NEWS MESSENGERS DBA ESTHER'S PLACE - 5550 SINCLAIR ROAD - COLUMBUS, OH 43229	31-1366744	501(C)(3)	10,000.	0.			HUMAN SERVICES
GROWING PLACES GARDEN PROJECT 325 LINDELL AVENUE LEOMINSTER, MA 01453	10-0004885	501(C)(3)	19,500.	0.			FOOD, AGRICULTURE & NUTRITION
GUARDIANS OF TRADITION 569 MILL STREET WORCESTER, MA 01602	85-1645250	501(C)(3)	25,000.	0.			ARTS, CULTURE & HUMANITIES
HALE YMCA YOUTH AND FAMILY CENTER 9 TECHNOLOGY PARK DRIVE PUTNAM, CT 06260	06-0881325	501(C)(3)	70,480.	0.			YOUNG MENS OR WOMENS ASSOCIATIONS

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HILLSIDE SCHOOL 404 ROBIN HILL ROAD MARLBOROUGH, MA 01752	04-2111216		6,396.	0.			SECONDARY & HIGH SCHOOLS
IN THE HOUR OF NEED FAMILY SHELTER 91 JUNE STREET WORCESTER, MA 01602	04-2104239	501(C)(3)	11,000.	0.			HOUSING & SHELTER
INNOVATION LEARNING CENTER 11 JASPER STREET EXTENSION WESTBOROUGH, MA 01581	47-2748316	501(C)(3)	15,000.	0.			ARTS & CULTURE
IVY CHILD INTERNATIONAL PO BOX 1265 CONCORD, MA 01742-1265	27-4835424	501(C)(3)	10,000.	0.			HUMAN SERVICES
JEREMIAH'S INN 1059 MAIN STREET WORCESTER, MA 01603	22-2567080	501(C)(3)	24,200.	0.			FOOD BANKS & PANTRIES
JEWISH FEDERATION OF CENTRAL MASSACHUSETTS - 633 SALISBURY STREET - WORCESTER, MA 01609	04-2104363	501(C)(3)	90,390.	0.			SENIOR CENTERS
JOY OF MUSIC PROGRAM, INC. 1 GORHAM STREET WORCESTER, MA 01605-3626	04-3055099	501(C)(3)	65,470.	0.			PERFORMING ARTS SCHOOL
LATIN AMERICAN HEALTH ALLIANCE 27 VERNON STREET WORCESTER, MA 01610	20-5359235	501(C)(3)	280,000.	0.			REHABILITATION SERVICES FOR OFFENDERS
LATINO EDUCATION INSTITUTE 486 CHANDLER STREET WORCESTER, MA 01602	22-3248067	501(C)(3)	40,000.	0.			EDUCATION

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LEARNING FIRST FOUNDATION, INC 50 RICHLAND STREET WORCESTER, MA 01610	04-3319920	501(C)(3)	15,000.	0.			VISUAL ARTS
LEGENDARY LEGACIES, INC. 40 SOUTHBRIDGE STREET WORCESTER, MA 01608	82-4456424	501(C)(3)	46,000.	0.			HUMAN SERVICES
LITERACY VOLUNTEERS OF GREATER WORCESTER - WORCESTER PUBLIC LIBRARY - WORCESTER, MA 01608	04-2914294	501(C)(3)	25,000.	0.			EDUCATION
LITERACY VOLUNTEERS OF SOUTH CENTRAL MASSACHUSETTS - C/O JACOB EDWARDS LIBRARY - SOUTHBRIDGE, MA 01550	02-0725620	501(C)(3)	7,600.	0.			EDUCATION
LIVING IN FREEDOM TOGETHER (LIFT), INC. - 316 LINCOLN STREET - WORCESTER, MA 01605	81-3646918	501(C)(3)	69,623.	0.			FOOD, AGRICULTURE & NUTRITION
LOVE YOUR LABELS 4 E CENTRAL STREET WORCESTER, MA 01613	83-2749965	501(C)(3)	20,060.	0.			HUMAN SERVICES
MAB COMMUNITY SERVICES - CENTRAL MA - ADVANCEMENT OFFICE - BROOKLINE, MA 02446	04-2109859	501(C)(3)	7,667.	0.			EYE DISEASES, BLINDNESS & VISION IMPAIRMENTS
MAIN SOUTH COMMUNITY DEVELOPMENT CORPORATION - 875 MAIN STREET - WORCESTER, MA 01610	04-2921465	501(C)(3)	25,000.	0.			COMMUNITY IMPROVEMENT & CAPACITY BUILDING
MASSACHUSETTS AUDUBON SOCIETY INC. 208 SOUTH GREAT ROAD LINCOLN, MA 01773	04-2104702	501(C)(3)	37,486.	0.			ENVIRONMENT

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MASSACHUSETTS INSTITUTE OF TECHNOLOGY - OFFICE OF THE RECORDING SECRETARY - CAMBRIDGE, MA 02139-4822	04-2103594		70,000.	0.			EDUCATION
MASSACHUSETTS MEDICAL SOCIETY AND ALLIANCE CHARITABLE FOUNDATION - 860 WINTER STREET - WALTHAM, MA 02451	22-3199624	501(C)(3)	12,500.	0.			EDUCATION
MASSACHUSETTS PROJECT 351 INC. 50 MILK STREET BOSTON, MA 02109	45-4103159	501(C)(3)	10,000.	0.			YOUTH DEVELOPMENT
MASSACHUSETTS SYMPHONY ORCHESTRA, INC. - P.O. BOX 20070 - WORCESTER, MA 01602-0070	04-2607807	501(C)(3)	15,000.	0.			SYMPHONY ORCHESTRAS
MATTHEW 25, INC. 52 QUEEN STREET WORCESTER, MA 01610-1437	22-2967513	501(C)(3)	9,015.	0.			HOUSING & SHELTER
MILLBURY PUBLIC LIBRARY 128 ELM STREET MILLBURY, MA 01527-2690	22-3038808		5,918.	0.			LIBRARIES
MONTESSORI SCHOOL OF THE BERKSHIRES - 21 PATTERSON RD/PO BOX 422 - LENOX DALE, MA 01242, MA 01242	26-2067833		5,500.	0.			ELEMENTARY & SECONDARY SCHOOLS
MUSIC WORCESTER, INC. 319 MAIN STREET WORCESTER, MA 01608-1511	04-2171207	501(C)(3)	104,930.	0.			ARTS, CULTURE & HUMANITIES
MUSTARD SEED CATHOLIC WORKERS COMMUNITY - P. O. BOX 2592 - WORCESTER, MA 01613	47-3600849	501(C)(3)	12,500.	0.			FOOD, AGRICULTURE & NUTRITION

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NATIVITY SCHOOL OF WORCESTER 67 LINCOLN STREET WORCESTER, MA 01605	03-0385377		42,300.	0.			SECONDARY & HIGH SCHOOLS
NEADS INC. PO BOX 1100 PRINCETON, MA 01541	23-7281887	501(C)(3)	10,750.	0.			ANIMAL TRAINING
NEADY CATS 215 WORCESTER ROAD STERLING, MA 01564	04-3509327	501(C)(3)	6,517.	0.			ANIMAL SERVICES N.E.C.
NEW ENGLAND BOTANIC GARDEN AT TOWER HILL (WORCESTER COUNTY HORTICULTURAL SOCIETY - 11 FRENCH DRIVE - BOYLSTON, MA 01505	04-1988945	501(C)(3)	32,361.	0.			ARTS, CULTURE & HUMANITIES
NEWPORT STRING PROJECT 16 WARNER STREET NEWPORT, RI 02840	82-3341534	501(C)(3)	10,000.	0.			ARTS, CULTURE & HUMANITIES
NEWVUE COMMUNITIES 470 MAIN STREET FITZBURG, MA 01420-4292	04-2690210	501(C)(3)	25,000.	0.			HOUSING & SHELTER
NO EVIL PROJECT, INC. 203 PAKACHOAG STREET AUBURN, MA 01501	82-4659905	501(C)(3)	15,000.	0.			ARTS & CULTURE
NORTH QUABBIN CITIZEN ADVOCACY, INC. - PO BOX 362 - ORANGE, MA 01364	04-3218759	501(C)(3)	10,000.	0.			ENVIRONMENT
NORTH STAR FAMILY SERVICES, INC. 758 MAIN STREET LEOMINSTER, MA 01453	03-0387748	501(C)(3)	22,000.	0.			HUMAN SERVICES

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NORTHBRIDGE FIRE DEPARTMENT AUXILIARY - 193 MAIN STREET - WHITINSVILLE, MA 01588	04-6001250	501(C)(3)	9,345.	0.			COMMUNITY IMPROVEMENT & CAPACITY BUILDING
OLD STURBRIDGE VILLAGE 1 OLD STURBRIDGE VILLAGE ROAD STURBRIDGE, MA 01566	04-2104809	501(C)(3)	10,500.	0.			ARTS, CULTURE & HUMANITIES
OPEN DOOR ARTS, INC. 81 HOPE AVE WORCESTER, MA 01603	04-2699540		10,000.	0.			YOUTH DEVELOPMENT
OPEN SKY COMMUNITY SERVICES 4 MANN STREET WORCESTER, MA 01602-0243	04-2701581	501(C)(3)	73,000.	0.			MENTAL HEALTH & CRISIS INTERVENTION
ORGANIZATION FOR REFUGEE AND IMMIGRATION SUCCESS (ORIS) - 434 LAKE AVE. - MANCHESTER, NH 03103	76-0826598	501(C)(3)	7,500.	0.			HUMAN SERVICES
OURSTORY EDUTAINMENT 4 KING STREET WORCESTER, MA 01605	27-2179313	501(C)(3)	9,500.	0.			HUMAN SERVICES
OVERLOOK FOOD AWARENESS RESOURCES OF MASSACHUSETTS, INC. - 216 WACHUSETT STREET - RUTLAND, MA 01543	83-1686879	501(C)(3)	10,500.	0.			FOOD, AGRICULTURE & NUTRITION
PAKACHOAG MUSIC SCHOOL OF GREATER WORCESTER - 10 IRVING STREET - WORCESTER, MA 01609	04-3029253		17,500.	0.			ARTS, CULTURE & HUMANITIES
PARTNERS IN HEALTH PO BOX 996 FREDERICK, MD 21705	04-3567502	501(C)(3)	20,000.	0.			PUBLIC HEALTH

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PATHWAYS FOR CHANGE 588 MAIN STREET WORCESTER, MA 01608	04-2734584	501(C)(3)	32,250.	0.			HUMAN SERVICES
PEARLE L. CRAWFORD MEMORIAL LIBRARY - 40 SCHOFIELD AVENUE - DUDLEY, MA 01571-3264	04-6001134		34,210.	0.			LIBRARIES
PERNET FAMILY HEALTH SERVICE, INC. 237 MILLBURY STREET WORCESTER, MA 01610	04-2453851	501(C)(3)	134,689.	0.			FOOD, AGRICULTURE & NUTRITION
PLANNED PARENTHOOD LEAGUE OF MASSACHUSETTS - 1055 COMMONWEALTH AVENUE - BOSTON, MA 02215-1001	04-2698497	501(C)(3)	6,100.	0.			REPRODUCTIVE HEALTH CARE
PLEASANT STREET NEIGHBORHOOD NETWORK CENTER - 301 PLEASANT STREET - WORCESTER, MA 01609	77-0690887	501(C)(3)	15,000.	0.			COMMUNITY COALITIONS
PRESERVATION WORCESTER 61 HARVARD STREET WORCESTER, MA 01609-2520	23-7073959	501(C)(3)	16,367.	0.			ARTS, CULTURE & HUMANITIES
PRIDE PRODUCTIONS, INC. 210 PARK AVENUE, #282 WORCESTER, MA 01609	04-3260297	501(C)(3)	10,000.	0.			ARTS, CULTURE & HUMANITIES
PRIDE WORCESTER 165 SOUTHBRIDGE ST. WORCESTER, MA 01608	04-2970467	501(C)(3)	10,000.	0.			CIVIL RIGHTS, SOCIAL ACTION & ADVOCACY
PROJECT NEW HOPE 70 JAMES STREET, SUITE 155 WORCESTER, MA 01603	27-4555998	501(C)(3)	11,170.	0.			FOOD, AGRICULTURE & NUTRITION

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PROVISION MINISTRY 7 THOMAS NEWTON DRIVE WESTBOROUGH, MA 01581	81-5481524	501(C)(3)	9,500.	0.			RELIGION-RELATED
PUBLIC HEALTH MUSEUM 365 EAST STREET TEWKSBURY, MA 01876	22-3164721	501(C)(3)	10,000.	0.			PUBLIC HEALTH
QUINSIGAMOND COMMUNITY COLLEGE FOUNDATION - 670 WEST BOYLSTON STREET - WORCESTER, MA 01606	04-2897624	501(C)(3)	78,117.	0.			SINGLE ORGANIZATION SUPPORT
RACHEL'S TABLE 633 SALISBURY STREET WORCESTER, MA 01609	04-2104363	501(C)(3)	10,500.	0.			FOOD, AGRICULTURE & NUTRITION
RAICES CULTURAL ARTS 120 W. BOYLSTON STREET WORCESTER, MA 01606	04-3064755	501(C)(3)	18,000.	0.			ARTS, CULTURE & HUMANITIES
RAINBOW CHILD DEVELOPMENT CENTER 10 EDWARD STREET WORCESTER, MA 01605	04-2507815	501(C)(3)	15,275.	0.			FOOD, AGRICULTURE & NUTRITION
REFUGEE AND IMMIGRANT ASSISTANCE CENTER (RIAC) - 18 CHESTNUT STREET - WORCESTER, MA 01608	04-3430294	501(C)(3)	15,000.	0.			HUMAN SERVICES
REGIONAL ENVIRONMENTAL COUNCIL, INC. - PO BOX 255 - WORCESTER, MA 01613	04-6364350	501(C)(3)	72,953.	0.			FOOD, AGRICULTURE & NUTRITION
RENDER CREATIVE INC/MAIN IDEA 9 IRVING STREET WORCESTER, MA 01609	47-4551070	501(C)(3)	18,000.	0.			ARTS, CULTURE & HUMANITIES

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RIA, INC. 330 COCHITUATE ROAD, # 1784 FRAMINGHAM, MA 01701	46-2837911	501(C)(3)	6,000.	0.			HUMAN SERVICES
RISE ABOVE FOUNDATION P.O. BOX #174 NORTHBRIDGE, MA 01534	27-1409946	501(C)(3)	18,110.	0.			YOUTH DEVELOPMENT
ROCK OF SALVATION PO BOX 60401 WORCESTER, MA 01606-0401	04-3137924	501(C)(3)	11,193.	0.			RELIGION-RELATED
RURAL CEMETERY & CREMATORY 180 GROVE STREET WORCESTER, MA 01605-1711	04-1795920		13,850.	0.			ENVIRONMENT
SAHELI, INC. 101 CAMBRIDGE STREET BURLINGTON, MA 01802	03-0547972	501(C)(3)	12,500.	0.			HUMAN SERVICES
SAINT CYR FOUNDATION 148 OVERLAND ROAD WALTHAM, MA 02451	86-3796393	501(C)(3)	10,000.	0.			PHILANTHROPY, CHARITY & VOLUNTARISM PROMOTION
SECOND CHANCE ANIMAL SHELTER PO BOX 136 EAST BROOKFIELD, MA 01515	04-3490671	501(C)(3)	20,265.	0.			ANIMAL SERVICES N.E.C.
SHREWSBURY YOUTH & FAMILY SERVICES, INC. - 222 MAPLE AVENUE - SHREWSBURY, MA 01545	22-2506543	501(C)(3)	14,000.	0.			FAMILY SERVICES
SOUTHEAST ASIAN COALITION OF CENTRAL MASSACHUSETTS - 50 PORTLAND STREET - WORCESTER, MA 01608	04-3393955	501(C)(3)	141,130.	0.			FOOD, AGRICULTURE & NUTRITION

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SPANISH AMERICAN CENTER, INC. 112 SPRUCE STREET LEOMINSTER, MA 01453	04-2761759	501(C)(3)	18,000.	0.			HUMAN SERVICES
ST. MARY'S ASSUMPTION ALBANIAN ORTHODOX CHURCH - 535 SALISBURY ST. - WORCESTER, MA 01609-1307	04-2691050		50,000.	0.			RELIGION-RELATED
STRAIGHT AHEAD MINISTRIES, INC. 791 MAIN STREET WORCESTER, MA 01610	04-3103694	501(C)(3)	21,000.	0.			CRIME PREVENTION
STUDENT CLINIC FOR IMMIGRANT JUSTICE, INC. - 217 HANOVER STREET - BOSTON, MA 02113	85-1956744	501(C)(3)	12,500.	0.			YOUTH DEVELOPMENT
STUDIO THEATRE WORCESTER 87 CALUMET AVENUE WORCESTER, MA 01606	82-4747202	501(C)(3)	5,200.	0.			ARTS, CULTURE & HUMANITIES
THAYER MEMORIAL LIBRARY 717 MAIN STREET LANCASTER, MA 01523	04-3367852		7,603.	0.			LIBRARIES
THE CASA PROJECT 100 GROVE STREET, SUITE 403 WORCESTER, MA 01605-2630	04-2711865	501(C)(3)	35,000.	0.			FOSTER CARE
THE SHINE INITIATIVE 44 PORTLAND STREET WORCESTER, MA 01608	83-4467250	501(C)(3)	42,825.	0.			MENTAL HEALTH TREATMENT
THE STAR KIDS SCHOLARSHIP PROGRAM - NEWPORT/FALL RIVER - P.O. BOX 6214 - MIDDLETOWN, RI 02842	04-3623364	501(C)(3)	9,000.	0.			YOUTH DEVELOPMENT

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THE VILLAGE 4 KING STREET WORCESTER, MA 01610	27-2179313	501(C)(3)	12,500.	0.			HUMAN SERVICES
THE WELLSTORM, INC. 24 ASHLAND AVE SOUTHBRIDGE, MA 01550-2802	86-2885174	501(C)(3)	13,248.	0.			HUMAN SERVICES
TOGETHER FOR KIDS COALITION 50 PORTLAND STREET WORCESTER, MA 01608	04-2133874		17,500.	0.			EDUCATION
TOWN OF LEICESTER 3 WASHBURN SQUARE LEICESTER, MA 01524	04-6001197		5,928.	0.			HUMAN SERVICES
TRAINING RESOURCES OF AMERICA, INC. - 390 MAIN STREET, SUITE 806 - WORCESTER, MA 01608	04-2652922	501(C)(3)	17,500.	0.			EMPLOYMENT
TRINITY LUTHERAN CHURCH 73 LANCASTER STREET WORCESTER, MA 01609	41-1568278		36,928.	0.			RELIGION-RELATED
TRI-VALLEY, INC. 10 MILL STREET DUDLEY, MA 01571	04-2594201	501(C)(3)	68,719.	0.			SUPPORTIVE HOUSING FOR OLDER ADULTS
UMASS CHAN MEDICAL SCHOOL FOUNDATION - OFFICE OF ADVANCEMENT - SHREWSBURY, MA 01545-7807	04-3108190	501(C)(3)	45,823.	0.			HEART & CIRCULATORY SYSTEM DISEASES & DISORDERS RESEARCH
UMASS COMMUNITY HEALTH AWARENESS NETWORK (CHAN) - 46 HONEYSUCKLE RD. - WORCESTER, MA 01607	83-3277432	501(C)(3)	8,000.	0.			HEALTH CARE

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UMASS MEMORIAL HEALTH OFFICE OF PHILANTHROPY ONE BIOTECH WORCESTER, MA 01605	04-3358566	501(C)(3)	7,500.	0.			HUMAN SERVICES
UMASS MEMORIAL HEALTH CARE, INC. ONE BIOTECH PARK WORCESTER, MA 01605-2397	04-3358566	501(C)(3)	12,500.	0.			MENTAL HEALTH & CRISIS INTERVENTION
UNITED WAY OF CENTRAL MASSACHUSETTS - 18 CHESTNUT STREET - WORCESTER, MA 01608-1880	04-2104017	501(C)(3)	283,788.	0.			COMMUNITY IMPROVEMENT & CAPACITY BUILDING
UNITED WAY OF NORTH CENTRAL MASSACHUSETTS - 649 JOHN FITCH HIGHWAY - FITCHBURG, MA 01420-6252	04-2233021	501(C)(3)	32,000.	0.			FOOD, AGRICULTURE & NUTRITION
UNITED WAY OF TRI-COUNTY 46 PARK STREET, SUITE 2 FRAMINGHAM, MA 01702-6652	04-2104231	501(C)(3)	7,500.	0.			HUMAN SERVICES
VNA CARE NETWORK, INC. 67 MILLBROOK STREET WORCESTER, MA 01606	04-2103825	501(C)(3)	6,824.	0.			HEALTH CARE
VOLUNTEERS IN MEDICINE BERKSHIRES 777 MAIN STREET, SUITE 4 GREAT BARRINGTON, MA 01230	90-0140004	501(C)(3)	10,000.	0.			ENVIRONMENT
WCUW, INC. 910 MAIN STREET WORCESTER, MA 01610	23-7247980	501(C)(3)	16,460.	0.			ARTS, CULTURE & HUMANITIES
WELCOMING ALLIANCE FOR REFUGEE MINISTRY - 210 PARK AVENUE, SUITE 306 - WORCESTER, MA 01609	30-1101287	501(C)(3)	17,500.	0.			YOUTH DEVELOPMENT

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WEST BOYLSTON HISTORICAL SOCIETY 65 WORCESTER STREET WEST BOYLSTON, MA 01583-1412	23-7400581	501(C)(3)	20,000.	0.			HISTORICAL SOCIETIES & HISTORIC PRESERVATION
WEST STOCKBRIDGE HISTORICAL SOCIETY - PO BOX 266 - WEST STOCKBRIDGE, MA 01266	04-3228137	501(C)(3)	10,000.	0.			HISTORICAL ORGANIZATIONS
WGBH EDUCATIONAL FOUNDATION P.O. BOX 412857 BOSTON, MA 02241-2857	04-2104397	501(C)(3)	7,500.	0.			EDUCATION
WHITIN COMMUNITY CENTER 60 MAIN STREET WHITINSVILLE, MA 01588	04-6087769	501(C)(3)	74,983.	0.			HUMAN SERVICES
WICN PUBLIC RADIO, INC. 50 PORTLAND STREET WORCESTER, MA 01608	04-2500578	501(C)(3)	13,225.	0.			ARTS, CULTURE & HUMANITIES
WINCHENDON COMMUNITY ACTION COMMITTEE, INC. - 273 CENTRAL STREET, STE., 1 - WINCHENDON, MA 01475	04-2543492	501(C)(3)	7,500.	0.			CIVIL RIGHTS, SOCIAL ACTION & ADVOCACY
WORCESTER ACADEMY 81 PROVIDENCE STREET WORCESTER, MA 01604	04-2105855		40,175.	0.			ELEMENTARY & SECONDARY SCHOOLS
WORCESTER ANIMAL RESCUE LEAGUE 139 HOLDEN STREET WORCESTER, MA 01606	04-2133247	501(C)(3)	11,932.	0.			ANIMAL PROTECTION & WELFARE
WORCESTER ANTI-FORECLOSURE TEAM (FS WORCESTER COMMON GROUND) - 418 MAIN ST. - WORCESTER, MA 01608	22-2976657		6,000.	0.			HOUSING & SHELTER

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WORCESTER ART MUSEUM 55 SALISBURY STREET WORCESTER, MA 01609-3196	04-1988530	501(C)(3)	189,189.	0.			ART MUSEUMS
WORCESTER ARTS COUNCIL OF CITY OF WORCESTER - 455 MAIN STREET, ROOM 409 - WORCESTER, MA 01608-1707	04-6001418	501(C)(3)	10,000.	0.			ARTS & CULTURE
WORCESTER CARIBBEAN AMERICAN CARNIVAL ASSOCIATION - P.O. BOX 70301 - WORCESTER, MA 01607	46-0938079	501(C)(3)	15,000.	0.			ARTS, CULTURE & HUMANITIES
WORCESTER CENTER FOR CRAFTS (WCC) 25 SAGAMORE ROAD WORCESTER, MA 01605	04-2105859	501(C)(3)	36,473.	0.			ARTS, CULTURE & HUMANITIES
WORCESTER CENTER FOR PERFORMING ARTS (HANOVER THEATRE) - 2 SOUTHBRIDGE STREET - WORCESTER, MA 01608	05-0521735	501(C)(3)	38,620.	0.			YOUTH DEVELOPMENT
WORCESTER CHAMBER MUSIC SOCIETY 323 MAIN STREET WORCESTER, MA 01608	20-8538873	501(C)(3)	35,386.	0.			PERFORMING ARTS
WORCESTER COMMON GROUND, INC. 5 PIEDMONT STREET WORCESTER, MA 01610	22-2976657	501(C)(3)	25,000.	0.			HOUSING & SHELTER
WORCESTER COMMUNITY ACTION COUNCIL 18 CHESTNUT STREET, SUITE 500 WORCESTER, MA 01608-1810	04-2382160	501(C)(3)	651,229.	0.			HOUSING SUPPORT
WORCESTER COMMUNITY HOUSING RESOURCES, INC. - 11 PLEASANT STREET, SUITE 300 - WORCESTER, MA 01609	22-2719744	501(C)(3)	17,500.	0.			FOOD, AGRICULTURE & NUTRITION

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WORCESTER COMMUNITY MEDIA FOUNDATION - 116C JUNE STREET - WORCESTER, MA 01609	93-1958414	501(C)(3)	8,000.	0.			ARTS, CULTURE & HUMANITIES
WORCESTER COUNTY FOOD BANK, INC. 474 BOSTON TURNPIKE SHREWSBURY, MA 01545	04-3071457	501(C)(3)	16,085.	0.			FOOD BANKS & PANTRIES
WORCESTER COUNTY LAW LIBRARY TRUST 19 IMPERIAL COURT WESTBOROUGH, MA 01581	04-6331338	501(C)(3)	48,404.	0.			LIBRARIES
WORCESTER COUNTY LIGHT OPERA CLUB 21 GRANDVIEW AVENUE WORCESTER, MA 01603	04-6115345	501(C)(3)	5,500.	0.			ARTS, CULTURE & HUMANITIES
WORCESTER COUNTY MECHANICS ASSOCIATION (MECHANICS HALL) - 321 MAIN STREET - WORCESTER, MA 01608-1532	04-1988955	501(C)(3)	39,850.	0.			ARTS, CULTURE & HUMANITIES
WORCESTER COUNTY POETRY ASSOCIATION - P.O. BOX 804 - WORCESTER, MA 01613	23-7157372	501(C)(3)	30,985.	0.			PERFORMING ARTS
WORCESTER CULTURAL COALITION 455 MAIN STREET ROOM 402 WORCESTER, MA 01608	81-5010462	501(C)(3)	30,000.	0.			ARTS, CULTURE & HUMANITIES
WORCESTER EDUCATION COLLABORATIVE 18 CHESTNUT STREET WORCESTER, MA 01608	04-2104017		40,000.	0.			EDUCATION
WORCESTER HIP HOP CONGRESS 13 HITCHCOCK ROAD WORCESTER, MA 01603	86-3086516	501(C)(3)	12,500.	0.			ARTS, CULTURE & HUMANITIES

Schedule I (Form 990)

GREATER WORCESTER COMMUNITY FOUNDATION,
INC.

Schedule I (Form 990)

04-2572276

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

(a) Name and address of organization or government	(b) EIN	(c) IRC section if applicable	(d) Amount of cash grant	(e) Amount of noncash assistance	(f) Method of valuation (book, FMV, appraisal, other)	(g) Description of non-cash assistance	(h) Purpose of grant or assistance
WORCESTER HISTORICAL MUSEUM 30 ELM STREET WORCESTER, MA 01609	04-2105858	501(C)(3)	344,960.	0.			HISTORICAL SOCIETIES & HISTORIC PRESERVATION
WORCESTER INTERFAITH 111 PARK AVENUE WORCESTER, MA 01609-1613	04-3158699	501(C)(3)	15,000.	0.			CIVIL RIGHTS, SOCIAL ACTION & ADVOCACY
WORCESTER JEWISH COMMUNITY CENTER 633 SALISBURY STREET WORCESTER, MA 01609-1120	04-2104353	501(C)(3)	20,858.	0.			HUMAN SERVICES
WORCESTER PUBLIC LIBRARY FOUNDATION - 3 SALEM SQUARE - WORCESTER, MA 01608-2074	20-0066770	501(C)(3)	27,640.	0.			LIBRARIES
WORCESTER REFUGEE ASSISTANCE PROJECT - P.O. BOX 1142 - WORCESTER, MA 01613	32-0309547	501(C)(3)	8,400.	0.			HUMAN SERVICES
WORCESTER REGIONAL RESEARCH BUREAU, INC. - 100 FRONT STREET - WORCESTER, MA 01608	04-2901298	501(C)(3)	33,200.	0.			RESEARCH INSTITUTES & PUBLIC POLICY ANALYSIS
WORCESTER ROOTS PROJECT 4 KING STREET WORCESTER, MA 01610	05-0566468	501(C)(3)	23,000.	0.			COMMUNITY IMPROVEMENT & CAPACITY BUILDING
WORCESTER STATE FOUNDATION 486 CHANDLER STREET WORCESTER, MA 01602-2597	22-3248067	501(C)(3)	7,250.	0.			EDUCATION
WORCESTER TECHNICAL HIGH SCHOOL 1 SKYLINE DRIVE WORCESTER, MA 01605	04-6001418		7,366.	0.			VOCATIONAL & TECHNICAL SCHOOLS

Schedule I (Form 990)

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

(a) Name and address of organization or government	(b) EIN	(c) IRC section if applicable	(d) Amount of cash grant	(e) Amount of noncash assistance	(f) Method of valuation (book, FMV, appraisal, other)	(g) Description of non-cash assistance	(h) Purpose of grant or assistance
WORCESTER YOUTH CENTER 326 CHANDLER STREET WORCESTER, MA 01602-3440	04-3245867	501(C)(3)	12,300.	0.			YOUTH CENTERS & CLUBS
WORCESTER YOUTH COOPERATIVES INC. 34 PURITAN AVE WORCESTER, MA 01604	85-3380864	501(C)(3)	8,000.	0.			MANAGEMENT & TECHNICAL ASSISTANCE
WORCESTER YOUTH ORCHESTRAS PO BOX 991 WORCESTER, MA 01613	04-2470999	501(C)(3)	17,309.	0.			ARTS, CULTURE & HUMANITIES
WORLD FARMERS, INC. 769 MAIN STREET LANCASTER, MA 01523	27-3138588	501(C)(3)	8,000.	0.			FOOD, AGRICULTURE & NUTRITION
WRITEBOSTON 2300 WASHINGTON STREET, FLOOR 6 ROXBURY, MA 02119	46-1255108	501(C)(3)	14,000.	0.			ARTS EDUCATION
YES WE CARE, INC. 55 ILLINOIS STREET WORCESTER, MA 01610	27-2939066	501(C)(3)	7,652.	0.			HUMAN SERVICES
YMCA OF CENTRAL MASSACHUSETTS 766 MAIN STREET WORCESTER, MA 01610	04-2105885	501(C)(3)	22,810.	0.			FOOD, AGRICULTURE & NUTRITION
YOUTH OPPORTUNITIES UPHELD (YOU), INC. - SEVEN HILLS FOUNDATION - WORCESTER, MA 01603	23-7112665	501(C)(3)	29,780.	0.			YOUTH DEVELOPMENT
YWCA OF CENTRAL MASSACHUSETTS ONE SALEM SQUARE WORCESTER, MA 01608-2015	04-2105873	501(C)(3)	39,260.	0.			FAMILY VIOLENCE SHELTERS

Schedule I (Form 990)

**GREATER WORCESTER COMMUNITY FOUNDATION,
INC.**

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

(a) Type of grant or assistance	(b) Number of recipients	(c) Amount of cash grant	(d) Amount of non-cash assistance	(e) Method of valuation (book, FMV, appraisal, other)	(f) Description of noncash assistance
SCHOLARSHIPS	451	762,850.	0.		
RENAISSANCE AWARD FUND	1	5,000.	0.		
LEADERSHIP AWARD	1	4,700.	0.		

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

PART I, LINE 2:

ANY GRANTS AND SUPPORT GIVEN ARE CLOSELY MONITORED VIA REVIEW OF BACKUP DOCUMENTATION AND PROOF OF EXPENSE.

SCHEDULE L
(Form 990)

Transactions With Interested Persons

OMB No. 1545-0047

Complete if the organization answered "Yes" on Form 990, Part IV, line 25a, 25b, 26, 27, 28a, 28b, or 28c; or Form 990-EZ, Part V, line 38a or 40b.

2023

Attach to Form 990 or Form 990-EZ.

Open to Public Inspection

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

Department of the Treasury
Internal Revenue Service

Name of the organization **GREATER WORCESTER COMMUNITY FOUNDATION, INC.** Employer identification number **04-2572276**

Part I Excess Benefit Transactions (section 501(c)(3), section 501(c)(4), and section 501(c)(29) organizations only)

Complete if the organization answered "Yes" on Form 990, Part IV, line 25a or 25b; or Form 990-EZ, Part V, line 40b.

1	(a) Name of disqualified person	(b) Relationship between disqualified person and organization	(c) Description of transaction	(d) Corrected?	
				Yes	No
(1)					
(2)					
(3)					
(4)					
(5)					
(6)					

2 Enter the amount of tax incurred by the organization managers or disqualified persons during the year under section 4958 \$ _____

3 Enter the amount of tax, if any, on line 2, above, reimbursed by the organization \$ _____

Part II Loans to and/or From Interested Persons

Complete if the organization answered "Yes" on Form 990-EZ, Part V, line 38a, or Form 990, Part IV, line 26; or if the organization reported an amount on Form 990, Part X, line 5, 6, or 22.

	(a) Name of interested person	(b) Relationship with organization	(c) Purpose of loan	(d) Loan to or from the organization?		(e) Original principal amount	(f) Balance due	(g) In default?		(h) Approved by board or committee?		(i) Written agreement?	
				To	From			Yes	No	Yes	No	Yes	No
(1)													
(2)													
(3)													
(4)													
(5)													
(6)													
(7)													
(8)													
(9)													
(10)													
Total							\$						

Part III Grants or Assistance Benefiting Interested Persons

Complete if the organization answered "Yes" on Form 990, Part IV, line 27.

(a) Name of interested person	(b) Relationship between interested person and the organization	(c) Amount of assistance	(d) Type of assistance	(e) Purpose of assistance
(1)				
(2)				
(3)				
(4)				
(5)				
(6)				
(7)				
(8)				
(9)				
(10)				

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

Schedule L (Form 990) 2023

Part IV Business Transactions Involving Interested Persons

Complete if the organization answered "Yes" on Form 990, Part IV, line 28a, 28b, or 28c.

(a) Name of interested person	(b) Relationship between interested person and the organization	(c) Amount of transaction	(d) Description of transaction	(e) Sharing of organization's revenues?	
				Yes	No
(1) MICHAEL ANGELINI	DIRECTOR OF GWCF, P	17,474.	MICHAEL IS		X
(2)					
(3)					
(4)					
(5)					
(6)					
(7)					
(8)					
(9)					
(10)					

Part V Supplemental Information

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

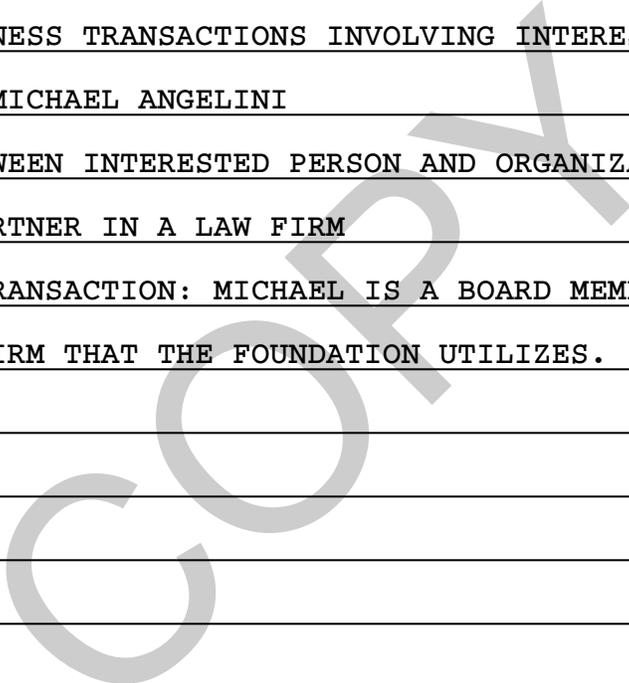
SCH L, PART IV, BUSINESS TRANSACTIONS INVOLVING INTERESTED PERSONS:

(A) NAME OF PERSON: MICHAEL ANGELINI

(B) RELATIONSHIP BETWEEN INTERESTED PERSON AND ORGANIZATION:

DIRECTOR OF GWCF, PARTNER IN A LAW FIRM

(D) DESCRIPTION OF TRANSACTION: MICHAEL IS A BOARD MEMBER AND IS A PARTNER AT THE LAW FIRM THAT THE FOUNDATION UTILIZES.



**SCHEDULE M
(Form 990)**

Noncash Contributions

OMB No. 1545-0047

2023

Open to Public Inspection

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

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

Department of the Treasury
Internal Revenue Service

Name of the organization **GREATER WORCESTER COMMUNITY FOUNDATION, INC.** Employer identification number **04-2572276**

Part I Types of Property

	(a) Check if applicable	(b) Number of contributions or items contributed	(c) Noncash contribution amounts reported on Form 990, Part VIII, line 1g	(d) Method of determining noncash contribution amounts
1 Art - Works of art				
2 Art - Historical treasures				
3 Art - Fractional interests				
4 Books and publications				
5 Clothing and household goods				
6 Cars and other vehicles				
7 Boats and planes				
8 Intellectual property				
9 Securities - Publicly traded	X	33	436,007. FMV	
10 Securities - Closely held stock				
11 Securities - Partnership, LLC, or trust interests				
12 Securities - Miscellaneous				
13 Qualified conservation contribution - Historic structures				
14 Qualified conservation contribution - Other				
15 Real estate - Residential				
16 Real estate - Commercial				
17 Real estate - Other				
18 Collectibles				
19 Food inventory				
20 Drugs and medical supplies				
21 Taxidermy				
22 Historical artifacts				
23 Scientific specimens				
24 Archeological artifacts				
25 Other ()				
26 Other ()				
27 Other ()				
28 Other ()				

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

30a During the year, did the organization receive by contribution any property reported in Part I, lines 1 through 28, that it must hold for at least 3 years from the date of the initial contribution, and which isn't required to be used for exempt purposes for the entire holding period? **X**

b If "Yes," describe the arrangement in Part II.

31 Does the organization have a gift acceptance policy that requires the review of any nonstandard contributions? **X**

32a Does the organization hire or use third parties or related organizations to solicit, process, or sell noncash contributions? **X**

b If "Yes," describe in Part II.

33 If the organization didn't report an amount in column (c) for a type of property for which column (a) is checked, describe in Part II.

	Yes	No
30a		X
31		X
32a		X

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

Schedule M (Form 990) 2023

**SCHEDULE O
(Form 990)**

Department of the Treasury
Internal Revenue Service

Supplemental Information to Form 990 or 990-EZ

Complete to provide information for responses to specific questions on
Form 990 or 990-EZ or to provide any additional information.
Attach to Form 990 or Form 990-EZ.
Go to www.irs.gov/Form990 for the latest information.

OMB No. 1545-0047

2023

Open to Public
Inspection

Name of the organization	GREATER WORCESTER COMMUNITY FOUNDATION, INC.	Employer identification number 04-2572276
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FORM 990, PART I, LINE 1, DESCRIPTION OF ORGANIZATION MISSION:
CENTRAL MASSACHUSETTS. THE FOUNDATION WORKS WITH DONORS, BUILDS
CHARITABLE ENDOWMENTS, AND PROVIDES SUPPORT TO NONPROFITS IN THE AREA.

FORM 990, PART VI, SECTION A, LINE 2:
ONE MEMBER OF THE BOARD IS A PARTNER IN A LAW FIRM.

FORM 990, PART VI, SECTION A, LINE 6:
THE MEMBERS OF THE CORPORATION ARE KNOWN AS CORPORATORS, COMMUNITY
VOLUNTEERS WHO SERVE WITHOUT COMPENSATION AND REPRESENT THE VARIOUS
CONSTITUENCIES IMPACTED BY THE FOUNDATION'S MISSION. TERM OF SERVICE IS 5
YEARS.

FORM 990, PART VI, SECTION A, LINE 7A:
THE CORPORATORS ELECT THE DIRECTORS AT THE ANNUAL MEETING.

FORM 990, PART VI, SECTION A, LINE 7B:
ELECTION OF DIRECTORS.

FORM 990, PART VI, SECTION B, LINE 11B:
THE COMPLETED 990 IS DISTRIBUTED ELECTRONICALLY PRIOR TO FILING.

FORM 990, PART VI, SECTION B, LINE 12C:
BOARD AND COMMITTEE MEMBERS ABSTAIN FROM VOTING ON MATTERS WHERE REAL OR
PERCEIVED CONFLICTS OF INTEREST MAY EXIST.

Name of the organization GREATER WORCESTER COMMUNITY FOUNDATION, INC.	Employer identification number 04-2572276
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FORM 990, PART VI, SECTION B, LINE 15:

THE EXECUTIVE COMMITTEE CONDUCTS AN ANNUAL PERFORMANCE REVIEW OF THE CEO AND SETS COMPENSATION BASED ON PERFORMANCE. FACTORS OF COMPARABLE WAGES AND BENEFITS ARE CONSIDERED.

REVIEW AND APPROVAL OF KEY EMPLOYEE COMPENSATION IS MANAGED BY THE CEO USING ANNUAL PERFORMANCE REVIEW METRICS AND COMPARABLE SALARY DATA.

FORM 990, PART VI, SECTION C, LINE 18:

GUIDESTAR AND COMMONWEALTH OF MA

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

AUDITED FINANCIAL STATEMENTS ARE POSTED TO OUR WEBSITE. SEVERAL POLICIES ARE ALSO AVAILABLE ON THE WEBSITE. GOVERNING DOCUMENTS ARE CIRCULATED TO INTERESTED PARTIES AS NEEDED AND ON REQUEST.

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

INVESTMENT RETURN FOR AGENCY ENDOWMENTS	-6,976,546.
GIFTS AND DONATIONS FOR AGENCY ENDOWMENTS	-1,700,933.
DISTRIBUTION FOR AGENCY FUNDS	1,026,168.
CHANGE OF VALUE IN SPLIT-INTEREST AGREEMENTS	82,740.
TOTAL TO FORM 990, PART XI, LINE 9	-7,568,571.

FORM 990, PART XII, LINE 2C:

THE OVERSIGHT PROCESS HAS NOT CHANGED DURING THE YEAR.

**Application for Extension of Time To File an Exempt Organization
Return or Excise Taxes Related to Employee Benefit Plans**

Department of the Treasury
Internal Revenue Service

File a separate application for each return.
Go to www.irs.gov/Form8868 for the latest information.

Electronic filing (e-file). You can electronically file Form 8868 to request up to a 6-month extension of time to file any of the forms listed below except for Form 8870, Information Return for Transfers Associated With Certain Personal Benefit Contracts. An extension request for Form 8870 must be sent to the IRS in a paper format (see instructions). For more details on the electronic filing of Form 8868, visit www.irs.gov/e-file-providers/e-file-for-charities-and-non-profits.

Caution: If you are going to make an electronic funds withdrawal (direct debit) with this Form 8868, see Form 8453-TE and Form 8879-TE for payment instructions.

All corporations required to file an income tax return other than Form 990-T (including 1120-C filers), partnerships, REMICs, and trusts must use Form 7004 to request an extension of time to file income tax returns.

Part I - Identification

Type or Print	Name of exempt organization, employer, or other filer, see instructions. GREATER WORCESTER COMMUNITY FOUNDATION, INC.	Taxpayer identification number (TIN) 04-2572276
File by the due date for filing your return. See instructions.	Number, street, and room or suite no. If a P.O. box, see instructions. ONE MERCANTILE STREET, 010	
	City, town or post office, state, and ZIP code. For a foreign address, see instructions. WORCESTER, MA 01608	

Enter the Return Code for the return that this application is for (file a separate application for each return) 01

Application Is For	Return Code	Application Is For	Return Code
Form 990 or Form 990-EZ	01	Form 4720 (other than individual)	09
Form 4720 (individual)	03	Form 5227	10
Form 990-PF	04	Form 6069	11
Form 990-T (sec. 401(a) or 408(a) trust)	05	Form 8870	12
Form 990-T (trust other than above)	06	Form 5330 (individual)	13
Form 990-T (corporation)	07	Form 5330 (other than individual)	14
Form 1041-A	08		

• After you enter your Return Code, complete either Part II or Part III. Part III, including signature, is applicable only for an extension of time to file Form 5330.

• If this application is for an extension of time to file Form 5330, you must enter the following information.

Plan Name _____
 Plan Number _____
 Plan Year Ending (MM/DD/YYYY) _____

Part II - Automatic Extension of Time To File for Exempt Organizations (see instructions)

The books are in the care of **THE ORGANIZATION**
ONE MERCANTILE STREET, 010 - WORCESTER, MA 01608

Telephone No. **508-755-0980** Fax No. _____

- If the organization does not have an office or place of business in the United States, check this box
- If this is for a Group Return, enter the organization's four-digit Group Exemption Number (GEN) _____. If this is for the whole group, check this box . If it is for part of the group, check this box and attach a list with the names and TINs of all members the extension is for.

1 I request an automatic 6-month extension of time until **NOVEMBER 15**, 20 **24**, to file the exempt organization return for the organization named above. The extension is for the organization's return for:
 calendar year 20 **23** or
 tax year beginning _____, 20 _____, and ending _____, 20 _____

2 If the tax year entered in line 1 is for less than 12 months, check reason: Initial return Final return
 Change in accounting period

3a If this application is for Forms 990-PF, 990-T, 4720, or 6069, enter the tentative tax, less any nonrefundable credits. See instructions.	3a	\$	0.
b If this application is for Forms 990-PF, 990-T, 4720, or 6069, enter any refundable credits and estimated tax payments made. Include any prior year overpayment allowed as a credit.	3b	\$	0.
c Balance due. Subtract line 3b from line 3a. Include your payment with this form, if required, by using EFTPS (Electronic Federal Tax Payment System). See instructions.	3c	\$	0.

For Privacy Act and Paperwork Reduction Act Notice, see instructions.