

Form **990**Department of the Treasury
Internal Revenue Service**Return of Organization Exempt From Income Tax**
Under section 501(c), 527, or 4947(a)(1) of the Internal Revenue Code (except private foundations)

OMB No. 1545-0047

2018Open to Public
Inspection

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

A For the 2018 calendar year, or tax year beginning

and ending

B Check if applicable:

- ☐ Address change
☐ Name change
☐ Initial return
☐ Final return/terminated
☐ Amended return
☐ Application pending

C Name of organization**ACTION PATHWAYS, INC.**

Doing business as

Number and street (or P.O. box if mail is not delivered to street address) Room/suite
PO BOX 2009City or town, state or province, country, and ZIP or foreign postal code
FAYETTEVILLE, NC 28302**F** Name and address of principal officer: **LONNIE BALLARD JR**
SAME AS C ABOVE**D** Employer identification number**56-0845795****E** Telephone number
(910) 485-6131**G** Gross receipts \$ **19,149,968.****H(a)** Is this a group return for subordinates? ☐ Yes ☒ No**H(b)** Are all subordinates included? ☐ Yes ☐ No
If "No," attach a list. (see instructions)**H(c)** Group exemption number ▶**I** Tax-exempt status: ☒ 501(c)(3) ☐ 501(c) () ◀ (insert no.) ☐ 4947(a)(1) or ☐ 527**J** Website: ▶ **WWW.ACTIONPATHWAYS.ORG****K** Form of organization: ☒ Corporation ☐ Trust ☐ Association ☐ Other ▶**L** Year of formation: **1965** **M** State of legal domicile: **NC****Part I Summary**

Activities & Governance	1 Briefly describe the organization's mission or most significant activities: ACTION PATHWAYS, INC. IS A PRIVATE, NON-PROFIT HUMAN SERVICES AGENCY OFFERING A COMPREHENSIVE			
	2 Check this box <input type="checkbox"/> if the organization discontinued its operations or disposed of more than 25% of its net assets.			
	3 Number of voting members of the governing body (Part VI, line 1a)	3	19	
	4 Number of independent voting members of the governing body (Part VI, line 1b)	4	19	
	5 Total number of individuals employed in calendar year 2018 (Part V, line 2a)	5	351	
	6 Total number of volunteers (estimate if necessary)	6	4677	
	7a Total unrelated business revenue from Part VIII, column (C), line 12	7a	0.	
b Net unrelated business taxable income from Form 990-T, line 38	7b	0.		
Revenue	8 Contributions and grants (Part VIII, line 1h)	Prior Year	Current Year	
	9 Program service revenue (Part VIII, line 2g)	16,455,139.	17,133,087.	
	10 Investment income (Part VIII, column (A), lines 3, 4, and 7d)	2,091,245.	1,607,800.	
	11 Other revenue (Part VIII, column (A), lines 5, 6d, 8c, 9c, 10c, and 11e)	38,426.	57,172.	
	12 Total revenue - add lines 8 through 11 (must equal Part VIII, column (A), line 12)	68,815.	28,336.	
Expenses	13 Grants and similar amounts paid (Part IX, column (A), lines 1-3)	18,653,625.	18,826,395.	
	14 Benefits paid to or for members (Part IX, column (A), line 4)	2,475,483.	2,829,094.	
	15 Salaries, other compensation, employee benefits (Part IX, column (A), lines 5-10)	0.	0.	
	16a Professional fundraising fees (Part IX, column (A), line 11e)	10,119,889.	9,767,813.	
	b Total fundraising expenses (Part IX, column (D), line 25) ▶ 65,097.	55,970.	58,389.	
	17 Other expenses (Part IX, column (A), lines 11a-11d, 11f-24e)	5,140,304.	5,111,539.	
	18 Total expenses. Add lines 13-17 (must equal Part IX, column (A), line 25)	17,791,646.	17,766,835.	
	19 Revenue less expenses. Subtract line 18 from line 12	861,979.	1,059,560.	
	Net Assets or Fund Balances	20 Total assets (Part X, line 16)	Beginning of Current Year	End of Year
		21 Total liabilities (Part X, line 26)	9,580,468.	10,335,163.
22 Net assets or fund balances. Subtract line 21 from line 20		2,182,561.	1,994,120.	
		7,397,907.	8,341,043.	

Part II Signature Block

Under penalties of perjury, I declare that I have examined this return, including accompanying schedules and statements, and to the best of my knowledge and belief, it is true, correct, and complete. Declaration of preparer (other than officer) is based on all information of which preparer has any knowledge.

Sign Here	Signature of officer		Date
	LONNIE BALLARD JR, INTERIM CEO		
Paid Preparer Use Only	Print/Type preparer's name	2019.09.26	Check if self-employed <input type="checkbox"/>
	AMANDA ADAMS	09:36:15	PTIN P00358837
	Firm's name ▶ CHERRY BEKAERT LLP	Firm's EIN ▶ 56-0574444	
	Firm's address ▶ 1111 METROPOLITAN AVENUE, SUITE 1000	Phone no. 704-377-1678	
	CHARLOTTE, NC 28204		

May the IRS discuss this return with the preparer shown above? (see instructions) ☒ Yes ☐ No

832001 12-31-18

LHA For Paperwork Reduction Act Notice, see the separate instructions.

Form **990** (2018)**SEE SCHEDULE O FOR ORGANIZATION MISSION STATEMENT CONTINUATION**

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:
AS AN ANTI-POVERTY ORGANIZATION, WE ADVOCATE FOR INDIVIDUALS AND COMMUNITIES, THROUGH DEVELOPING PATHWAYS INTO ECONOMIC STABILITY AND BY PROVIDING ALERS AND CHALLENGES TO ACTIONS AND POLICIES THAT FOSTER DISADVANTAGED, POOR, AT-RISK COMMUNITIES AND INDIVIDUALS.

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

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

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

4a (Code:) (Expenses \$ 10,758,867. including grants of \$ 808,674.) (Revenue \$ 1,017,139.)
ACTION PATHWAYS, INC. HEAD START/EARLY HEAD START IS A FEDERALLY FUNDED GRANT PROGRAM ADMINISTERED IN CUMBERLAND COUNTY TO SERVE 956 PRESCHOOL, INFANT/TODDLER CHILDREN AND PREGNANT WOMEN. IN 2018 HEAD START WAS IN ITS 52ND YEAR OF OPERATION. HEAD START/EARLY HEAD START PROVIDES EDUCATIONAL, HEALTH, NUTRITIONAL, SOCIAL AND DISABILITY SERVICES TO A TOTAL OF 850 CENTER BASED AT-RISK CHILDREN AGES BIRTH TO FIVE, 96 INFANTS AND TODDLERS IN PRIVATE CHILD CARE CENTERS AS WELL AS HOME-BASED SERVICES TO 10 INFANTS /TODDLERS AND PREGNANT WOMEN. ACTION PATHWAYS, INC. HEAD START/EARLY HEAD START HAS 14 5-STAR EARLY CHILDHOOD CENTERS AND 2 4-STAR EARLY CHILDHOOD CENTERS LICENSED THROUGH THE NORTH CAROLINA DIVISION OF CHILD DEVELOPMENT AND EARLY EDUCATION AND THREE CENTERS WITH NAEYC ACCREDITATION. EACH CENTER IS

4b (Code:) (Expenses \$ 2,950,319. including grants of \$ 932,875.) (Revenue \$ 403,394.)
2018 ASPIRE ACCOMPLISHMENTS
ASPIRE SELF-SUFFICIENCY PROGRAM PROVIDED COMPREHENSIVE CASE MANAGEMENT SERVICES TO SOME 170 CUMBERLAND AND SAMPSON COUNTY FAMILIES WHOSE INCOME IS 125% OR LESS OF FEDERAL POVERTY GUIDELINES DURING 2018. CLIENTS WERE PROVIDED ONE-ON-ONE COACHING AND MENTORING, JOB READINESS SERVICES, COMMUNITY RESOURCES, ADVOCACY, AND MONETARY SUPPORTIVE SERVICES THAT ENABLED THEM TO REACH THEIR INDIVIDUAL SELF-SUFFICIENCY GOALS.
OUTCOMES
 - 170 PARTICIPANTS SERVED
 - 16 FAMILIES ROSE ABOVE THE FEDERAL POVERTY GUIDELINES
 - 61 OBTAINED EMPLOYMENT OR BETTER EMPLOYMENT

4c (Code:) (Expenses \$ 2,637,868. including grants of \$ 1,087,545.) (Revenue \$ 187,267.)
ENERGY EFFICIENT HOMES PROGRAMS
HEATING AND AIR, REPAIR OR REPLACEMENT PROGRAM (HARRP): THIS PROGRAM IS DESIGNED TO MAKE SURE THAT HEATING AND AIR UNITS IN HOMES ARE REPAIRED OR REPLACED THROUGHOUT THE 11 COUNTY SERVICE AREA. THE PROGRAM ASSISTED 131 HOUSEHOLDS USING HARRP FUNDS.
WEATHERIZATION ASSISTANCE PROGRAM (WAP): THIS PROGRAM IS DESIGNED TO HELP LOW-INCOME FAMILIES SAVE ENERGY, REDUCE THEIR ENERGY BURDEN, AND STAY SAFE IN THEIR HOMES. THE PROGRAM'S FOCUS IS ON THE ELDERLY, THE DISABLED, FAMILIES WITH CHILDREN, HIGH ENERGY USERS, AND. THE ENERGY BURDENED. WEATHERIZATION ASSISTED 14.7 LOW-INCOME FAMILIES.

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

4e Total program service expenses **16,347,054.**

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>	1 X	
2 Is the organization required to complete <i>Schedule B, Schedule of Contributors</i> ?	2 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>	3	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>	4	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 Revenue Procedure 98-19? <i>If "Yes," complete Schedule C, Part III</i>	5	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>	6	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>	7	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>	8	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>	9 X	
10 Did the organization, directly or through a related organization, hold assets in temporarily restricted endowments, permanent endowments, or quasi-endowments? <i>If "Yes," complete Schedule D, Part V</i>	10	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>	11a 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>	11b	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>	11c	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>	11d	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>	11e	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>	11f 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>	12a 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>	12b	X
13 Is the organization a school described in section 170(b)(1)(A)(ii)? <i>If "Yes," complete Schedule E</i>	13	X
14a Did the organization maintain an office, employees, or agents outside of the United States?	14a	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>	14b	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>	15	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>	16	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>	17 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>	18 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>	19	X
20a Did the organization operate one or more hospital facilities? <i>If "Yes," complete Schedule H</i>	20a	X
b If "Yes" to line 20a, did the organization attach a copy of its audited financial statements to this return?	20b	
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>	21	X

Part IV Checklist of Required Schedules (continued)

	Yes	No
22 Did the organization report more than \$5,000 of grants or other assistance to or for domestic individuals on Part IX, column (A), line 2? <i>If "Yes," complete Schedule I, Parts I and III</i>	X	
23 Did the organization answer "Yes" to Part VII, Section A, line 3, 4, or 5 about compensation of the organization's current and former officers, directors, trustees, key employees, and highest compensated employees? <i>If "Yes," complete Schedule J</i>		X
24a Did the organization have a tax-exempt bond issue with an outstanding principal amount of more than \$100,000 as of the last day of the year, that was issued after December 31, 2002? <i>If "Yes," answer lines 24b through 24d and complete Schedule K. If "No," go to line 25a</i>		X
24b Did the organization invest any proceeds of tax-exempt bonds beyond a temporary period exception?		
24c Did the organization maintain an escrow account other than a refunding escrow at any time during the year to defease any tax-exempt bonds?		
24d 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
25b 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, 6, or 22 for receivables from or payables to any current or former officers, directors, trustees, key employees, highest compensated employees, or disqualified persons? <i>If "Yes," complete Schedule L, Part II</i>		X
27 Did the organization provide a grant or other assistance to an officer, director, trustee, key employee, substantial contributor or employee thereof, a grant selection committee member, or to a 35% controlled entity 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 Schedule L, Part IV instructions for applicable filing thresholds, conditions, and exceptions):		
28a A current or former officer, director, trustee, or key employee? <i>If "Yes," complete Schedule L, Part IV</i>		X
28b A family member of a current or former officer, director, trustee, or key employee? <i>If "Yes," complete Schedule L, Part IV</i>		X
28c An entity of which a current or former officer, director, trustee, or key employee (or a family member thereof) was an officer, director, trustee, or direct or indirect owner? <i>If "Yes," complete Schedule L, Part IV</i>		X
29 Did the organization receive more than \$25,000 in non-cash 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
35b 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 in 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 ComplianceCheck 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	88	
1b Enter the number of Forms W-2G included in line 1a. Enter -0- if not applicable	0	
1c 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 351		
b If at least one is reported on line 2a, did the organization file all required federal employment tax returns? Note. If the sum of lines 1a and 2a is greater than 250, you may be required to e-file (see instructions)	2b	X	
3a Did the organization have unrelated business gross income of \$1,000 or more during the year?	3a		X
b If "Yes," has it filed a Form 990-T for this year? If "No" to line 3b, provide an explanation in Schedule O	3b		
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)?	4a		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?	5a		X
b Did any taxable party notify the organization that it was or is a party to a prohibited tax shelter transaction?	5b		X
c If "Yes" to line 5a or 5b, did the organization file Form 8886-T?	5c		
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?	6a		X
b If "Yes," did the organization include with every solicitation an express statement that such contributions or gifts were not tax deductible?	6b		
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?	7a		X
b If "Yes," did the organization notify the donor of the value of the goods or services provided?	7b		
c Did the organization sell, exchange, or otherwise dispose of tangible personal property for which it was required to file Form 8282?	7c		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?	7e		X
f Did the organization, during the year, pay premiums, directly or indirectly, on a personal benefit contract?	7f		X
g If the organization received a contribution of qualified intellectual property, did the organization file Form 8899 as required?	7g		
h If the organization received a contribution of cars, boats, airplanes, or other vehicles, did the organization file a Form 1098-C?	7h	X	
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?	8		
9 Sponsoring organizations maintaining donor advised funds.			
a Did the sponsoring organization make any taxable distributions under section 4966?	9a		
b Did the sponsoring organization make a distribution to a donor, donor advisor, or related person?	9b		
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?	14a		X
b If "Yes," has it filed a Form 720 to report these payments? If "No," provide an explanation in Schedule O	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 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

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 in Schedule O. See instructions.

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

Section A. Governing Body and Management

	1a	1b	2	3	4	5	6	7a	7b	8a	8b	9	Yes	No
1a Enter the number of voting members of the governing body at the end of the tax year	19													
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 in Schedule O.														
b Enter the number of voting members included in line 1a, above, who are independent		19												
2 Did any officer, director, trustee, or key employee have a family relationship or a business relationship with any other officer, director, trustee, or key employee?														
3 Did the organization delegate control over management duties customarily performed by or under the direct supervision of officers, directors, or trustees, or key employees to a management company or other person?														
4 Did the organization make any significant changes to its governing documents since the prior Form 990 was filed?														
5 Did the organization become aware during the year of a significant diversion of the organization's assets?														
6 Did the organization have members or stockholders?														
7a Did the organization have members, stockholders, or other persons who had the power to elect or appoint one or more members of the governing body?														
b Are any governance decisions of the organization reserved to (or subject to approval by) members, stockholders, or persons other than the governing body?														
8 Did the organization contemporaneously document the meetings held or written actions undertaken during the year by the following:														
a The governing body?														
b Each committee with authority to act on behalf of the governing body?														
9 Is there any officer, director, trustee, or key employee listed in Part VII, Section A, who cannot be reached at the organization's mailing address? If "Yes," provide the names and addresses in Schedule O														

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

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

Section C. Disclosure

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

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 in Schedule O)

19 Describe in 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 **KIMBERLY C. STAFFORD - (910) 485-6131**
316 GREEN STREET, FAYETTEVILLE, NC 28301

Part VII Compensation of Officers, Directors, Trustees, Key Employees, Highest Compensated Employees, and Independent ContractorsCheck if Schedule O contains a response or note to any line in this Part VII ☐**Section A. Officers, Directors, Trustees, Key Employees, and Highest Compensated Employees****1a** Complete this table for all persons required to be listed. Report compensation for the calendar year ending with or within the organization's tax year.

- List all of the organization's **current** officers, directors, trustees (whether individuals or organizations), regardless of amount of compensation. Enter -0- in columns (D), (E), and (F) if no compensation was paid.

- List all of the organization's **current** key employees, if any. See instructions for definition of "key employee."

- List the organization's five **current** highest compensated employees (other than an officer, director, trustee, or key employee) who received reportable compensation (Box 5 of Form W-2 and/or Box 7 of Form 1099-MISC) 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.

List persons in the following order: individual trustees or directors; institutional trustees; officers; key employees; highest compensated employees; and former such persons.

☐ 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)	(E) Reportable compensation from related organizations (W-2/1099-MISC)	(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) GEORGE JAMISON CHAIRMAN	2.00	X		X				0.	0.	0.
(2) THIMI KOLLER VICE CHAIR	1.00	X		X				0.	0.	0.
(3) KIRK DEVIERE TREASURER	2.00	X		X				0.	0.	0.
(4) MARY JOHN-WILLIAMS SECRETARY	1.00	X		X				0.	0.	0.
(5) DR. SHERREE DAVIS PARLIAMENTARIAN	1.00	X						0.	0.	0.
(6) BERTHA ELLIOTT CHAPLAIN	1.00	X						0.	0.	0.
(7) MARJI BROWN BOARD MEMBER	1.00	X						0.	0.	0.
(8) LISA CHANCE BOARD MEMBER	1.00	X						0.	0.	0.
(9) APRIL CLARK BOARD MEMBER	1.00	X						0.	0.	0.
(10) LENWOOD EDWARDS BOARD MEMBER	1.00	X						0.	0.	0.
(11) VALENCIA HANDY BOARD MEMBER	1.00	X						0.	0.	0.
(12) LAURA HARDY BOARD MEMBER	1.00	X						0.	0.	0.
(13) JOYCE MALONE BOARD MEMBER	1.00	X						0.	0.	0.
(14) CHANCER MCLAUGHLIN BOARD MEMBER	1.00	X						0.	0.	0.
(15) CARLOTTA MURPHY BOARD MEMBER	1.00	X						0.	0.	0.
(16) JAMES O'GARRA BOARD MEMBER	1.00	X						0.	0.	0.
(17) CHARLES PELFREY BOARD MEMBER	1.00	X						0.	0.	0.

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

(A) Name and title	(B) Average hours per week (list any hours for related organizations below line)	(C) Position (do not check more than one box, unless person is both an officer and a director/trustee)						(D) Reportable compensation from the organization (W-2/1099-MISC)	(E) Reportable compensation from related organizations (W-2/1099-MISC)	(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) BETH RAY BOARD MEMBER	1.00	X						0.	0.	0.
(19) DORIS ANN SHIPMAN BOARD MEMBER	1.00	X						0.	0.	0.
(20) LARRY WRIGHT BOARD MEMBER	1.00	X						0.	0.	0.
(21) CYNTHIA WILSON (UNTIL 5/17/18) CEO	40.00			X				128,551.	0.	7,143.
(22) LONNIE BALLARD JR. CEO	40.00			X				83,939.	0.	8,084.
(23) KIMBERLY STAFFORD CFO	40.00			X				85,057.	0.	12,414.
1b Sub-total								297,547.	0.	27,641.
c Total from continuation sheets to Part VII, Section A								0.	0.	0.
d Total (add lines 1b and 1c)								297,547.	0.	27,641.

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 **1**

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

Section B. Independent Contractors

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

(A) Name and business address	(B) Description of services	(C) Compensation
TRINITY CHILD CARE 3727 ROSEHILL ROAD, FAYETTEVILLE, NC 28311	HEAD START SERVICES	204,690.
SCOTTS AIR LLC, 3620 LEGION ROAD SUITE 204, HOPE MILLS, NC 28348	HARRP SERVICES	179,799.
CHILDCARE NETWORK, 5791 PEPPERBUSH DRIVE, FAYETTEVILLE, NC 28304	HEAD START SERVICES	135,347.
JUMP START UNIVERSITY 107 UNIVERSITY AVE, FAYETTEVILLE, NC 28301	HEAD START SERVICES	135,347.
HEAVENLY HAVEN ACADEMY 945 MCARTHUR ROAD, FAYETTEVILLE, NC 28311	HEAD START SERVICES	124,439.

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 **6**

Part VIII Statement of RevenueCheck if Schedule O contains a response or note to any line in this Part VIII ☐

				(A) Total revenue	(B) Related or exempt function revenue	(C) Unrelated business revenue	(D) Revenue excluded from tax under sections 512-514
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	15,429,250.				
	f All other contributions, gifts, grants, and similar amounts not included above	1f	1,703,837.				
	g Noncash contributions included in lines 1a-1f: \$		212,006.				
	h Total. Add lines 1a-1f			17,133,087.			
Program Service Revenue	2 a EARLY CHILDHOOD DEVELOPMENT	Business Code	624410	1,017,139.	1,017,139.		
	b COMMUNITY SERVICES		624200	403,394.	403,394.		
	c LOW INCOME HOUSING		624200	187,267.	187,267.		
	d						
	e						
	f All other program service revenue						
	g Total. Add lines 2a-2f			1,607,800.			
	3 Investment income (including dividends, interest, and other similar amounts)			16,376.			16,376.
4 Income from investment of tax-exempt bond proceeds							
5 Royalties							
Other Revenue	6 a Gross rents	(i) Real	42,716.				
	b Less: rental expenses	(ii) Personal	30,756.				
	c Rental income or (loss)		11,960.				
	d Net rental income or (loss)			11,960.			11,960.
	7 a Gross amount from sales of assets other than inventory	(i) Securities	329,433.				
	b Less: cost or other basis and sales expenses	(ii) Other	288,637.				
	c Gain or (loss)		40,796.				
	d Net gain or (loss)			40,796.			40,796.
	8 a Gross income from fundraising events (not including \$ _____ of contributions reported on line 1c). See Part IV, line 18		18,383.				
	b Less: direct expenses		4,180.				
	c Net income or (loss) from fundraising events			14,203.			14,203.
	9 a Gross income from gaming activities. See Part IV, line 19						
	b Less: direct expenses						
	c Net income or (loss) from gaming activities						
	10 a Gross sales of inventory, less returns and allowances						
	b Less: cost of goods sold						
	c Net income or (loss) from sales of inventory						
	Miscellaneous Revenue			Business Code			
	11 a						
	b						
c							
d All other revenue		900099	2,173.			2,173.	
e Total. Add lines 11a-11d			2,173.				
12 Total revenue. See instructions			18,826,395.	1,607,800.	0.	85,508.	

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

☒ X

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				
2 Grants and other assistance to domestic individuals. See Part IV, line 22	2,829,094.	2,829,094.		
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	325,188.		325,188.	
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	6,889,915.	6,413,754.	476,161.	
8 Pension plan accruals and contributions (include section 401(k) and 403(b) employer contributions)	112,404.	112,404.		
9 Other employee benefits	1,766,317.	1,638,338.	127,979.	
10 Payroll taxes	673,989.	619,996.	53,993.	
11 Fees for services (non-employees):				
a Management				
b Legal	18,429.	5,745.	12,684.	
c Accounting	48,750.		48,750.	
d Lobbying				
e Professional fundraising services. See Part IV, line 17	58,389.			58,389.
f Investment management fees				
g Other. (If line 11g amount exceeds 10% of line 25, column (A) amount, list line 11g expenses on Sch O.)	1,844,218.	1,818,924.	25,294.	
12 Advertising and promotion	17,668.	14,528.	3,140.	
13 Office expenses	150,369.	127,431.	22,938.	
14 Information technology	60,302.	58,537.	1,765.	
15 Royalties				
16 Occupancy	1,070,862.	1,024,494.	46,368.	
17 Travel	283,171.	274,141.	9,030.	
18 Payments of travel or entertainment expenses for any federal, state, or local public officials				
19 Conferences, conventions, and meetings	80,028.	72,999.	7,029.	
20 Interest				
21 Payments to affiliates				
22 Depreciation, depletion, and amortization	374,497.	258,573.	115,924.	
23 Insurance	134,912.	117,103.	17,809.	
24 Other expenses. Itemize expenses not covered above. (List miscellaneous expenses in line 24e. If line 24e amount exceeds 10% of line 25, column (A) amount, list line 24e expenses on Schedule O.)				
a PROGRAM SUPPLIES	444,034.	444,034.		
b COMMUNICATIONS	373,948.	351,357.	22,591.	
c				
d				
e All other expenses	210,351.	165,602.	38,041.	6,708.
25 Total functional expenses. Add lines 1 through 24e	17,766,835.	16,347,054.	1,354,684.	65,097.
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 ☐ if following SOP 98-2 (ASC 958-720)

Part X Balance SheetCheck 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	1,081,863.	1	1,705,985.
	2 Savings and temporary cash investments		2	
	3 Pledges and grants receivable, net	1,767,915.	3	1,732,505.
	4 Accounts receivable, net	387,302.	4	332,998.
	5 Loans and other receivables from current and former officers, directors, trustees, key employees, and highest compensated employees. Complete Part II of Schedule L		5	
	6 Loans and other receivables from other disqualified persons (as defined under section 4958(f)(1)), persons described in section 4958(c)(3)(B), and contributing employers and sponsoring organizations of section 501(c)(9) voluntary employees' beneficiary organizations (see instr). Complete Part II of Sch L		6	
	7 Notes and loans receivable, net		7	
	8 Inventories for sale or use	6,718.	8	4,107.
	9 Prepaid expenses and deferred charges	130,471.	9	128,576.
	10a Land, buildings, and equipment: cost or other basis. Complete Part VI of Schedule D	10a 11,688,780.		
	b Less: accumulated depreciation	10b 5,985,132.		
	11 Investments - publicly traded securities	5,414,391.	10c	5,703,648.
	12 Investments - other securities. See Part IV, line 11	784,101.	11	719,637.
	13 Investments - program-related. See Part IV, line 11		12	
	14 Intangible assets		13	
	15 Other assets. See Part IV, line 11	7,707.	14	
16 Total assets. Add lines 1 through 15 (must equal line 34)	9,580,468.	15	7,707.	
Liabilities	17 Accounts payable and accrued expenses	961,999.	16	10,335,163.
	18 Grants payable	135,141.	17	819,285.
	19 Deferred revenue	102,483.	18	126,621.
	20 Tax-exempt bond liabilities		19	169,604.
	21 Escrow or custodial account liability. Complete Part IV of Schedule D		20	
	22 Loans and other payables to current and former officers, directors, trustees, key employees, highest compensated employees, and disqualified persons. Complete Part II of Schedule L		21	
	23 Secured mortgages and notes payable to unrelated third parties	982,938.	22	
	24 Unsecured notes and loans payable to unrelated third parties		23	878,610.
	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		24	
	26 Total liabilities. Add lines 17 through 25	2,182,561.	25	
	Net Assets or Fund Balances	Organizations that follow SFAS 117 (ASC 958), check here <input checked="" type="checkbox"/> and complete lines 27 through 29, and lines 33 and 34.		26
27 Unrestricted net assets		7,106,571.	27	8,189,843.
28 Temporarily restricted net assets		291,336.	28	151,200.
29 Permanently restricted net assets			29	
Organizations that do not follow SFAS 117 (ASC 958), check here <input type="checkbox"/> and complete lines 30 through 34.				
30 Capital stock or trust principal, or current funds			30	
31 Paid-in or capital surplus, or land, building, or equipment fund			31	
32 Retained earnings, endowment, accumulated income, or other funds			32	
33 Total net assets or fund balances		7,397,907.	33	8,341,043.
34 Total liabilities and net assets/fund balances	9,580,468.	34	10,335,163.	

Part XI Reconciliation of Net AssetsCheck 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	18,826,395.
2	Total expenses (must equal Part IX, column (A), line 25)	2	17,766,835.
3	Revenue less expenses. Subtract line 2 from line 1	3	1,059,560.
4	Net assets or fund balances at beginning of year (must equal Part X, line 33, column (A))	4	7,397,907.
5	Net unrealized gains (losses) on investments	5	-116,424.
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 in Schedule O)	9	0.
10	Net assets or fund balances at end of year. Combine lines 3 through 9 (must equal Part X, line 33, column (B))	10	8,341,043.

Part XII Financial Statements and ReportingCheck 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 in Schedule O.		
2a Were the organization's financial statements compiled or reviewed by an independent accountant? If "Yes," check a box below to indicate whether the financial statements for the year were compiled or reviewed on a separate basis, consolidated basis, or both: <input type="checkbox"/> Separate basis <input type="checkbox"/> Consolidated basis <input type="checkbox"/> Both consolidated and separate basis		X
b Were the organization's financial statements audited by an independent accountant? If "Yes," check a box below to indicate whether the financial statements for the year were audited on a separate basis, consolidated basis, or both: <input checked="" type="checkbox"/> Separate basis <input type="checkbox"/> Consolidated basis <input type="checkbox"/> Both consolidated and separate basis	X	
c If "Yes" to line 2a or 2b, does the organization have a committee that assumes responsibility for oversight of the audit, review, or compilation of its financial statements and selection of an independent accountant? If the organization changed either its oversight process or selection process during the tax year, explain in Schedule O.	X	
3a As a result of a federal award, was the organization required to undergo an audit or audits as set forth in the Single Audit Act and OMB Circular A-133?	X	
b If "Yes," did the organization undergo the required audit or audits? If the organization did not undergo the required audit or audits, explain why in Schedule O and describe any steps taken to undergo such audits	X	

Form 990 (2018)

SCHEDULE A
(Form 990 or 990-EZ)

Department of the Treasury
Internal Revenue Service

Public Charity Status and Public Support

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

▶ Attach to Form 990 or Form 990-EZ.

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

OMB No. 1545-0047

2018

Open to Public
Inspection

Name of the organization

ACTION PATHWAYS, INC.

Employer identification number

56-0845795

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

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

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

f Enter the number of supported organizations

g Provide the following information about the supported organization(s).

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

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) 2014	(b) 2015	(c) 2016	(d) 2017	(e) 2018	(f) Total
1 Gifts, grants, contributions, and membership fees received. (Do not include any "unusual grants.")	12893055.	16103713.	15183693.	16455139.	17059168.	77694768.
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	12893055.	16103713.	15183693.	16455139.	17059168.	77694768.
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)						
6 Public support. Subtract line 5 from line 4.						77694768.

Section B. Total Support

Calendar year (or fiscal year beginning in) ▶	(a) 2014	(b) 2015	(c) 2016	(d) 2017	(e) 2018	(f) Total
7 Amounts from line 4	12893055.	16103713.	15183693.	16455139.	17059168.	77694768.
8 Gross income from interest, dividends, payments received on securities loans, rents, royalties, and income from similar sources	52,336.	78,907.	86,047.	74,784.	59,092.	351,166.
9 Net income from unrelated business activities, whether or not the business is regularly carried on	27,885.	24,162.	24,436.	34,879.	14,203.	125,565.
10 Other income. Do not include gain or loss from the sale of capital assets (Explain in Part VI.)	5,570.	75.	6,360.	226.	2,173.	14,404.
11 Total support. Add lines 7 through 10						78185903.
12 Gross receipts from related activities, etc. (see instructions)					12	11,841,546.

13 First five 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

14 Public support percentage for 2018 (line 6, column (f) divided by line 11, column (f))	14	99.37	%
15 Public support percentage from 2017 Schedule A, Part II, line 14	15	99.35	%
16a 33 1/3% support test - 2018. 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 - 2017. 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 - 2018. 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 - 2017. 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"/>

Schedule A (Form 990 or 990-EZ) 2018

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) 2014	(b) 2015	(c) 2016	(d) 2017	(e) 2018	(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) 2014	(b) 2015	(c) 2016	(d) 2017	(e) 2018	(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 in 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 five 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 2018 (line 8, column (f), divided by line 13, column (f))	15	%
16 Public support percentage from 2017 Schedule A, Part III, line 15	16	%

Section D. Computation of Investment Income Percentage

17 Investment income percentage for 2018 (line 10c, column (f), divided by line 13, column (f))	17	%
18 Investment income percentage from 2017 Schedule A, Part III, line 17	18	%

19a 33 1/3% support tests - 2018. 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 - 2017. If the organization did not check a box on line 14 or line 19a, and line 16 is more than 33 1/3%, and line 18 is not more than 33 1/3%, check this box and **stop here**. The organization qualifies as a publicly supported organization



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



Part IV Supporting Organizations

(Complete only if you checked a box in line 12 on Part I. If you checked 12a of Part I, complete Sections A and B. If you checked 12b of Part I, complete Sections A and C. If you checked 12c of Part I, complete Sections A, D, and E. If you checked 12d of 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 (b) and (c) 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 12a or 12b in Part I, answer (b) and (c) 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 (b) and (c) 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 or 990-EZ).</i>		
8 Did the organization make a loan to a disqualified person (as defined in section 4958) not described in line 7? <i>If "Yes," complete Part I of Schedule L (Form 990 or 990-EZ).</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 in 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 in 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 10b below.</i>		
b Did the organization have any excess business holdings in the tax year? (Use Schedule C, Form 4720, to determine whether the organization had excess business holdings.)		

Part IV Supporting Organizations (continued)

	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 in (b) and (c) below, the governing body of a supported organization?		
b A family member of a person described in (a) above?		
c A 35% controlled entity of a person described in (a) or (b) above? <i>If "Yes" to a, b, or c, provide detail in Part VI.</i>		

Section B. Type I Supporting Organizations

	Yes	No
1 Did the directors, trustees, or membership of one or more supported organizations have the power to regularly appoint or elect at least a majority of the organization's 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 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>		

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>		

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 in (2), 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>		

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 government entity (see instructions).		
2 Activities Test. Answer (a) and (b) below.		
a Did substantially all of the organization's activities during the tax year directly further the exempt purposes of the supported organization(s) to which the organization was responsive? <i>If "Yes," then in Part VI identify those supported organizations and explain how these activities directly furthered their exempt purposes, how the organization was responsive to those supported organizations, and how the organization determined that these activities constituted substantially all of its activities.</i>	Yes	No
b Did the activities described in (a) 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 (a) and (b) 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>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>		

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

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

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

Section B - Minimum Asset Amount		(A) Prior Year	(B) Current Year (optional)
1	Aggregate fair market value of all non-exempt-use assets (see instructions for short tax year or assets held for part of year):		
a	Average monthly value of securities	1a	
b	Average monthly cash balances	1b	
c	Fair market value of other non-exempt-use assets	1c	
d	Total (add lines 1a, 1b, and 1c)	1d	
e	Discount claimed for blockage or other factors (explain in detail in Part VI):		
2	Acquisition indebtedness applicable to non-exempt-use assets	2	
3	Subtract line 2 from line 1d	3	
4	Cash deemed held for exempt use. Enter 1-1/2% 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 .035	6	
7	Recoveries of prior-year distributions	7	
8	Minimum Asset Amount (add line 7 to line 6)	8	

Section C - Distributable Amount			Current Year
1	Adjusted net income for prior year (from Section A, line 8, Column A)	1	
2	Enter 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 ☐ Check here if the current year is the organization's first as a non-functionally integrated Type III supporting organization (see instructions).

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

Section D - Distributions	Current Year
1 Amounts paid to supported organizations to accomplish exempt purposes	
2 Amounts paid to perform activity that directly furthers exempt purposes of supported organizations, in excess of income from activity	
3 Administrative expenses paid to accomplish exempt purposes of supported organizations	
4 Amounts paid to acquire exempt-use assets	
5 Qualified set-aside amounts (prior IRS approval required)	
6 Other distributions (describe in Part VI). See instructions.	
7 Total annual distributions. Add lines 1 through 6.	
8 Distributions to attentive supported organizations to which the organization is responsive (provide details in Part VI). See instructions.	
9 Distributable amount for 2018 from Section C, line 6	
10 Line 8 amount divided by line 9 amount	

Section E - Distribution Allocations (see instructions)	(i) Excess Distributions	(ii) Underdistributions Pre-2018	(iii) Distributable Amount for 2018
1 Distributable amount for 2018 from Section C, line 6			
2 Underdistributions, if any, for years prior to 2018 (reasonable cause required- explain in Part VI). See instructions.			
3 Excess distributions carryover, if any, to 2018			
a From 2013			
b From 2014			
c From 2015			
d From 2016			
e From 2017			
f Total of lines 3a through e			
g Applied to underdistributions of prior years			
h Applied to 2018 distributable amount			
i Carryover from 2013 not applied (see instructions)			
j Remainder. Subtract lines 3g, 3h, and 3i from 3f.			
4 Distributions for 2018 from Section D, line 7: \$			
a Applied to underdistributions of prior years			
b Applied to 2018 distributable amount			
c Remainder. Subtract lines 4a and 4b from 4.			
5 Remaining underdistributions for years prior to 2018, if any. Subtract lines 3g and 4a from line 2. For result greater than zero, explain in Part VI. See instructions.			
6 Remaining underdistributions for 2018. Subtract lines 3h and 4b from line 1. For result greater than zero, explain in Part VI. See instructions.			
7 Excess distributions carryover to 2019. Add lines 3j and 4c.			
8 Breakdown of line 7:			
a Excess from 2014			
b Excess from 2015			
c Excess from 2016			
d Excess from 2017			
e Excess from 2018			

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.)

Schedule B(Form 990, 990-EZ,
or 990-PF)Department of the Treasury
Internal Revenue Service**Schedule of Contributors**

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

OMB No. 1545-0047

2018

Name of the organization

Employer identification number

ACTION PATHWAYS, INC.**56-0845795**

Organization type (check one):

Filers of:

Section:

Form 990 or 990-EZ

☒ 501(c)(3) (enter number) organization☐ 4947(a)(1) nonexempt charitable trust not treated as a private foundation☐ 527 political organization

Form 990-PF

☐ 501(c)(3) exempt private foundation☐ 4947(a)(1) nonexempt charitable trust treated as a private foundation☐ 501(c)(3) taxable private foundationCheck if your organization is covered by the **General Rule** or a **Special Rule**.**Note:** Only a section 501(c)(7), (8), or (10) organization can check boxes for both the General Rule and a Special Rule. See instructions.**General Rule**

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

Special Rules

- ☒ For an organization described in section 501(c)(3) filing Form 990 or 990-EZ that met the 33 1/3% support test of the regulations under sections 509(a)(1) and 170(b)(1)(A)(vi), that checked Schedule A (Form 990 or 990-EZ), Part II, line 13, 16a, or 16b, and that received from any one contributor, during the year, total contributions of the greater of (1) \$5,000; or (2) 2% of the amount on (i) Form 990, Part VIII, line 1h; or (ii) Form 990-EZ, line 1. Complete Parts I and II.
- ☐ For an organization described in section 501(c)(7), (8), or (10) filing Form 990 or 990-EZ that received from any one contributor, during the year, total contributions of more than \$1,000 *exclusively* for religious, charitable, scientific, literary, or educational purposes, or for the prevention of cruelty to children or animals. Complete Parts I (entering "N/A" in column (b) instead of the contributor name and address), II, and III.
- ☐ For an organization described in section 501(c)(7), (8), or (10) filing Form 990 or 990-EZ that received from any one contributor, during the year, contributions *exclusively* for religious, charitable, etc., purposes, but no such contributions totaled more than \$1,000. If this box is checked, enter here the total contributions that were received during the year for an *exclusively* religious, charitable, etc., purpose. Don't complete any of the parts unless the **General Rule** applies to this organization because it received *nonexclusively* religious, charitable, etc., contributions totaling \$5,000 or more during the year ▶ \$

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

Name of organization ACTION PATHWAYS, INC.	Employer identification number 56-0845795
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Part I Contributors (see instructions). Use duplicate copies of Part I if additional space is needed.

(a) No.	(b) Name, address, and ZIP + 4	(c) Total contributions	(d) Type of contribution
1	US DEPT OF HEALTH AND HUMAN SERVICES 26 FEDERAL PLAZA NEW YORK, NY 10278	\$ 13,486,892.	Person <input checked="" type="checkbox"/> Payroll <input type="checkbox"/> Noncash <input type="checkbox"/> (Complete Part II for noncash contributions.)
2	US DEPT OF AGRICULTURE 1400 INDEPENDENCE AVENUE, S.W. WASHINGTON, DC 20250	\$ 901,062.	Person <input checked="" type="checkbox"/> Payroll <input type="checkbox"/> Noncash <input type="checkbox"/> (Complete Part II for noncash contributions.)
3	NC DEPT OF AGRICULTURE 233 BORDER BELT DRIVE WHITEVILLE, NC 28472	\$ 688,148.	Person <input checked="" type="checkbox"/> Payroll <input type="checkbox"/> Noncash <input type="checkbox"/> (Complete Part II for noncash contributions.)
4	US DEPT OF ENERGY 1000 INDEPENDENCE AVE., S.W. WASHINGTON, DC 20250	\$ 438,648.	Person <input checked="" type="checkbox"/> Payroll <input type="checkbox"/> Noncash <input type="checkbox"/> (Complete Part II for noncash contributions.)
		\$	Person <input type="checkbox"/> Payroll <input type="checkbox"/> Noncash <input type="checkbox"/> (Complete Part II for noncash contributions.)
		\$	Person <input type="checkbox"/> Payroll <input type="checkbox"/> Noncash <input type="checkbox"/> (Complete Part II for noncash contributions.)

Name of organization

Employer identification number

ACTION PATHWAYS, INC.**56-0845795****Part II Noncash Property** (see instructions). Use duplicate copies of Part II if additional space is needed.

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

Name of organization

Employer identification number

ACTION PATHWAYS, INC.**56-0845795**

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

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

(a) No. from Part I	(b) Purpose of gift	(c) Use of gift	(d) Description of how gift is held
	(e) Transfer of gift		
	Transferee's name, address, and ZIP + 4		Relationship of transferor to transferee
	(e) Transfer of gift		
	Transferee's name, address, and ZIP + 4		Relationship of transferor to transferee
	(e) Transfer of gift		
	Transferee's name, address, and ZIP + 4		Relationship of transferor to transferee
	(e) Transfer of gift		
	Transferee's name, address, and ZIP + 4		Relationship of transferor to transferee
	(e) Transfer of gift		
	Transferee's name, address, and ZIP + 4		Relationship of transferor to transferee

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

2018
Open to Public
Inspection

Name of the organization

ACTION PATHWAYS, INC.

Employer identification number
56-0845795

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

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

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

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

<input type="checkbox"/> Preservation of land for public use (e.g., recreation or education)	<input type="checkbox"/> Preservation of a historically important land area
<input type="checkbox"/> Protection of natural habitat	<input type="checkbox"/> Preservation of a certified historic structure
<input type="checkbox"/> 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 in (a)	2c
d Number of conservation easements included in (c) acquired after 7/25/06, and not on a historic structure listed in the National Register	2d

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

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

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

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

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

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

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

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

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

1a If the organization elected, as permitted under SFAS 116 (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 SFAS 116 (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 SFAS 116 (ASC 958) relating to these items:

a Revenue included on Form 990, Part VIII, line 1	▶ \$
b Assets included in Form 990, Part X	▶ \$

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

3 Using the organization's acquisition, accession, and other records, check any of the following that are a significant use of its collection items (check all that apply):

- a ☐ Public exhibition
 b ☐ Scholarly research
 c ☐ Preservation for future generations
 d ☐ Loan or exchange programs
 e ☐ Other _____

4 Provide a description of the organization's collections and explain how they further the organization's exempt purpose in Part XIII.

5 During the year, did the organization solicit or receive donations of art, historical treasures, or other similar assets to be sold to raise funds rather than to be maintained as part of the organization's collection? ☐ Yes ☒ No

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

1a Is the organization an agent, trustee, custodian or other intermediary for contributions or other assets not included on Form 990, Part X? ☐ Yes ☒ No

b If "Yes," explain the arrangement in Part XIII and complete the following table:

	Amount
c Beginning balance	1c
d Additions during the year	1d
e Distributions during the year	1e
f Ending balance	1f

2a Did the organization include an amount on Form 990, Part X, line 21, for escrow or custodial account liability? ☒ Yes ☐ No

b If "Yes," explain the arrangement in Part XIII. Check here if the explanation has been provided on Part XIII ☒

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

	(a) Current year	(b) Prior year	(c) Two years back	(d) Three years back	(e) Four years back
1a Beginning of year balance					
b Contributions					
c Net investment earnings, gains, and losses					
d Grants or scholarships					
e Other expenditures for facilities and programs					
f Administrative expenses					
g End of year balance					

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

a Board designated or quasi-endowment ☐ %

b Permanent endowment ☐ %

c Temporarily restricted endowment ☐ %

The percentages on lines 2a, 2b, and 2c should equal 100%.

3a Are there endowment funds not in the possession of the organization that are held and administered for the organization by:

- (i) unrelated organizations
 (ii) related organizations

	Yes	No
3a(i)		
3a(ii)		
3b		

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

4 Describe in Part XIII the intended uses of the organization's endowment funds.

Part VI Land, Buildings, and Equipment.

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

Description of property	(a) Cost or other basis (investment)	(b) Cost or other basis (other)	(c) Accumulated depreciation	(d) Book value
1a Land		509,732.		509,732.
b Buildings		6,388,091.	2,456,376.	3,931,715.
c Leasehold improvements		21,909.	21,909.	0.
d Equipment		2,086,832.	1,710,469.	376,363.
e Other		2,682,216.	1,796,378.	885,838.
Total. Add lines 1a through 1e. (Column (d) must equal Form 990, Part X, column (B), line 10c.)				5,703,648.

Part VII Investments - Other Securities.

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

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

Part VIII Investments - Program Related.

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

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

Part IX Other Assets.

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

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

Part X Other Liabilities.

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

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

2. Liability for uncertain tax positions. In Part XIII, provide the text of the footnote to the organization's financial statements that reports the organization's liability for uncertain tax positions under FIN 48 (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	21,292,307.
2	Amounts included on line 1 but not on Form 990, Part VIII, line 12:		
a	Net unrealized gains (losses) on investments	2a	-116,424.
b	Donated services and use of facilities	2b	1,265,735.
c	Recoveries of prior year grants	2c	
d	Other (Describe in Part XIII.)	2d	1,281,665.
e	Add lines 2a through 2d	2e	2,430,976.
3	Subtract line 2e from line 1	3	18,861,331.
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	
b	Other (Describe in Part XIII.)	4b	-34,936.
c	Add lines 4a and 4b	4c	-34,936.
5	Total revenue. Add lines 3 and 4c. (This must equal Form 990, Part I, line 12.)	5	18,826,395.

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	20,349,171.
2	Amounts included on line 1 but not on Form 990, Part IX, line 25:		
a	Donated services and use of facilities	2a	1,265,735.
b	Prior year adjustments	2b	
c	Other losses	2c	
d	Other (Describe in Part XIII.)	2d	1,316,601.
e	Add lines 2a through 2d	2e	2,582,336.
3	Subtract line 2e from line 1	3	17,766,835.
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	
b	Other (Describe in Part XIII.)	4b	
c	Add lines 4a and 4b	4c	0.
5	Total expenses. Add lines 3 and 4c. (This must equal Form 990, Part I, line 18.)	5	17,766,835.

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 IV, LINE 2B:

THE ORGANIZATION PROVIDES FINANCIAL LITERACY, CREDIT, AND HOUSING COUNSELING. AMOUNTS ARE COLLECTED FROM CLIENTS AND DISBURSED TO CREDITORS ON THEIR BEHALF. THE BALANCE IN THE ESCROW ACCOUNT AT THE END OF THE YEAR REPRESENTS AMOUNTS COLLECTED THAT HAVE NOT YET BEEN DISBURSED.

PART X, LINE 2:

THE ORGANIZATION HAS EVALUATED THE EFFECT OF GAAP GUIDANCE ON ACCOUNTING FOR UNCERTAINTY IN INCOME TAXES. MANAGEMENT BELIEVES THAT THE ORGANIZATION CONTINUES TO SATISFY THE REQUIREMENTS OF A TAX-EXEMPT ORGANIZATION, AND THEREFORE, HAD NO UNCERTAIN INCOME TAX POSITIONS AT DECEMBER 31, 2018.

Part XIII Supplemental Information *(continued)***PART XI, LINE 2D - OTHER ADJUSTMENTS:**

INTERFUND CHARGES	1,281,665.
-------------------	------------

PART XI, LINE 4B - OTHER ADJUSTMENTS:

RENTAL EXPENSE	-30,756.
----------------	----------

DIRECT FUNDRAISING EVENT EXPENSES	-4,180.
-----------------------------------	---------

TOTAL TO SCHEDULE D, PART XI, LINE 4B	-34,936.
---------------------------------------	----------

PART XII, LINE 2D - OTHER ADJUSTMENTS:

INTERFUND CHARGES	1,281,665.
-------------------	------------

RENTAL EXPENSE	30,756.
----------------	---------

DIRECT FUNDRAISING EVENT EXPENSES	4,180.
-----------------------------------	--------

TOTAL TO SCHEDULE D, PART XII, LINE 2D	1,316,601.
--	------------

(Form 990 or 990-EZ)

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

OMB No. 1545-0047

2018

Open to Public Inspection

Department of the Treasury
Internal Revenue Service

▶ Attach to Form 990 or Form 990-EZ.

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

Name of the organization

ACTION PATHWAYS, INC.

Employer identification number

56-0845795

Part I

Fundraising Activities.

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

- 1** Indicate whether the organization raised funds through any of the following activities. Check all that apply.

- a ☒ Mail solicitations
b ☐ Internet and email solicitations
c ☐ Phone solicitations
d ☒ In-person solicitations
e ☐ Solicitation of non-government grants
f ☐ Solicitation of government grants
g ☒ Special fundraising events

- 2 a** Did the organization have a written or oral agreement with any individual (including officers, directors, trustees, or key employees listed in Form 990, Part VII) or entity in connection with professional fundraising services?

☒ Yes☐ **No**

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

(i) Name and address of individual or entity (fundraiser)	(ii) Activity	(iii) Did fundraiser have custody or control of contributions?		(iv) Gross receipts from activity	(v) Amount paid to (or retained by) fundraiser listed in col. (i)	(vi) Amount paid to (or retained by) organization
		Yes	No			
ONE AND ALL, INC. - 22054 SHAW RD, STERLING, VA 20164	MAIL SOLICITATIONS		X	71,496.	52,192.	19,304.
GRIZZARD COMMUNICATION GROUP, INC. - P O BOX 534215,	MAIL SOLICITATIONS		X	9,693.	6,197.	3,496.
Total				81,189.	58,389.	22,800.

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

NC

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

		(a) Event #1	(b) Event #2	(c) Other events	(d) Total events (add col. (a) through col. (c))
		GOLF TOURNAMENT (event type)	(event type)	NONE (total number)	
Revenue	1 Gross receipts	18,383.			18,383.
	2 Less: Contributions				
	3 Gross income (line 1 minus line 2)	18,383.			18,383.
Direct Expenses	4 Cash prizes				
	5 Noncash prizes	520.			520.
	6 Rent/facility costs	2,072.			2,072.
	7 Food and beverages	1,027.			1,027.
	8 Entertainment				
	9 Other direct expenses	561.			561.
	10 Direct expense summary. Add lines 4 through 9 in column (d)				4,180.
	11 Net income summary. Subtract line 10 from line 3, column (d)				14,203.

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

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

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

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

- 11** Does the organization conduct gaming activities with nonmembers? ☐ Yes ☐ No
- 12** Is the organization a grantor, beneficiary or trustee of a trust, or a member of a partnership or other entity formed to administer charitable gaming? ☐ Yes ☐ No
- 13** Indicate the percentage of gaming activity conducted in:
- | | | |
|--------------------------------------|------------|---|
| a The organization's facility | 13a | % |
| b An outside facility | 13b | % |
- 14** Enter the name and address of the person who prepares the organization's gaming/special events books and records:

Name ▶ _____

Address ▶ _____

- 15a** Does the organization have a contract with a third party from whom the organization receives gaming revenue? ☐ Yes ☐ No

b If "Yes," enter the amount of gaming revenue received by the organization ▶ \$ _____ and the amount of gaming revenue retained by the third party ▶ \$ _____

c If "Yes," enter name and address of the third party:

Name ▶ _____

Address ▶ _____

- 16** Gaming manager information:

Name ▶ _____

Gaming manager compensation ▶ \$ _____

Description of services provided ▶ _____

☐ Director/officer

☐ Employee

☐ Independent contractor

- 17** Mandatory distributions:

a Is the organization required under state law to make charitable distributions from the gaming proceeds to retain the state gaming license? ☐ Yes ☐ No

b Enter the amount of distributions required under state law to be distributed to other exempt organizations or spent in the organization's own exempt activities during the tax year ▶ \$ _____

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

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

(I) NAME OF FUNDRAISER: GRIZZARD COMMUNICATION GROUP, INC.

(I) ADDRESS OF FUNDRAISER: P O BOX 534215, ATLANTA, GA 30353-4215

Part IV Supplemental Information *(continued)*

Lined area for supplemental information.

**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.

2018

Open to Public Inspection

► **Attach to Form 990.**

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

Name of the organization

ACTION PATHWAYS, INC.

Employer identification number
56-0845795

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 Description

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.

[illegible]

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

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

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

Schedule I (Form 990) (2018)

(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
WEATHERIZATION	322	1,109,314.	0.		
SELF SUFFICIENCY	170	174,386.	0.		
FOOD	194000	1,285,521.	73,919. FMV		FOOD PACKAGES
SUPPLIES	50	0.	138,087. FMV		BOOKS, SCHOOL SUPPLIES
REENTRY	229	47,867.	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:

CLIENTS ARE REMINDED THAT IT IS IMPERATIVE THAT THE CASE MANAGER BE MADE AWARE OF ANY ACTIONS TAKEN OR INACTIONS, CHANGE IN SITUATION AND ANY NEW PROBLEMS THAT MAY HAVE ARISED. ONGOING CONTACT WITH THE CASE MANAGER IS MANDATORY FOR PROGRAM PARTICIPANTS SO THE CLIENT'S FILE MAY STAY CURRENT AND DISPLAY ACTIVITY: (1) BIWEEKLY TELEPHONE CONTACTS OR HOME VISITS ARE MADE TO FOLLOW UP ON CLIENT'S PERFORMANCE (2) WEEKLY CONTACTS ARE MADE IF CLIENT'S SITUATION BECOMES UNSTABLE (3) INFORMATION IS DOCUMENTED IN FILE AS REPORTED BY TELEPHONE CONTACTS WRITTEN CONTACTS, OR HOME VISITS WITHIN

Part IV Supplemental Information

24 HOURS OF EVENT (4) EMPLOYERS AND INSTRUCTORS ARE CONTACTED TO DISCUSS
JOB PERFORMANCE AND CLASS PERFORMANCE (5) CERTIFICATES, CLASS SCHEDULES,
GRADES, PAY STUBS, ACCEPTANCE LETTERS, AWARD LETTERS AND EMPLOYMENT
EVALUATIONS ARE PHOTOCOPIED AND PUT IN FILE (6) TRANSPORTATION IS PROVIDED
TO SEEK EMPLOYMENT, COMPLETE HOUSING APPLICATIONS, REGISTER FOR CLASSES,
AND TO ATTEND EMPLOYMENT INTERVIEWS DURING CRISIS SITUATIONS CASE MANAGERS
MAY TRANSPORT CLIENTS TO AND FROM WORK UNTIL OTHER ARRANGEMENTS ARE MADE
(7) CASE MANAGERS ADHERE TO POLICY AND PROCEDURES CONCERNING
CONFIDENTIALITY (8) IF DIRECT SERVICES ARE PROVIDED, THE CASE MANAGER
VERIFIES THE REQUEST FOR ASSISTANCE BY OBTAINING THE NECESSARY DOCUMENTS
ASSOCIATED WITH THE REQUEST (I.E., ESTIMATES, QUOTES, BILLING STATEMENTS,
ETC.) (9) CASE MANAGERS ARE RESPONSIBLE FOR SUBMITTING THE REQUEST FOR
SERVICE ON BEHALF OF THE PARTICIPANT IF THE REQUEST IS APPROVED BY THE
SELF-SUFFICIENCY MANAGER AND PROGRAM DIRECTOR, THE FUNDS ARE RELEASED IN
THE FORM OF A PURCHASE ORDER AND/OR CHECK (10) CASE MANAGERS ARE TO
COMPLETE THE TRANSACTION WITH THE VENDOR MAKING SURE THE RECEIPT OR PAYMENT
IS OBTAINED (11) ALL DOCUMENTS ARE RETURNED TO THE FINANCE DEPARTMENT AND
COPIES OF SERVICE PROVIDED ARE DOCUMENTED IN THE REPORTING SOFTWARE AND
CLIENT FILE (12) NO FUNDS ARE RELEASED TO THE CLIENTS.

**SCHEDULE M
(Form 990)**Department of the Treasury
Internal Revenue Service**Noncash Contributions**

OMB No. 1545-0047

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

Name of the organization

ACTION PATHWAYS, INC.

Employer identification number

56-0845795**Part I Types of Property**

	(a) Check if applicable	(b) Number of contributions or items contributed	(c) Noncash contribution amounts reported on Form 990, Part VIII, line 1g	(d) Method of determining noncash contribution amounts
1 Art - Works of art				
2 Art - Historical treasures				
3 Art - Fractional interests				
4 Books and publications				
5 Clothing and household goods				
6 Cars and other vehicles				
7 Boats and planes				
8 Intellectual property				
9 Securities - Publicly traded				
10 Securities - Closely held stock				
11 Securities - Partnership, LLC, or trust interests				
12 Securities - Miscellaneous				
13 Qualified conservation contribution - Historic structures				
14 Qualified conservation contribution - Other				
15 Real estate - Residential				
16 Real estate - Commercial				
17 Real estate - Other				
18 Collectibles				
19 Food inventory	X	1	73,919.	FMV
20 Drugs and medical supplies				
21 Taxidermy				
22 Historical artifacts				
23 Scientific specimens				
24 Archeological artifacts				
25 Other ▶ (<u>SUPPLIES</u>)	X	50	138,087.	FMV
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 IV, Donee Acknowledgement

29**0**

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

	Yes	No
30a		X
31	X	
32a		X
33		

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?

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

b If "Yes," describe in Part II.

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

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

Schedule M (Form 990) 2018

Part II

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

SCHEDULE O
(Form 990 or 990-EZ)

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

OMB No. 1545-0047

2018
Open to Public
Inspection

Name of the organization

ACTION PATHWAYS, INC.

Employer identification number
56-0845795

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

**AND SUPPORTIVE APPROACH TO HELPING FAMILIES AND INDIVIDUALS ACHIEVE AND
SUSTAIN ECONOMIC SECURITY, EFFECTIVELY PROVIDING THEM A PATH FORWARD IN
LIFE. FORMERLY KNOWN AS CUMBERLAND COMMUNITY ACTION PROGRAM, INC.**

**(CCAP), ACTION PATHWAYS, INC. HAS DEVELOPED AND OPERATED SUCCESSFUL
COMMUNITY-BASED PROGRAMS IN SOUTHEASTERN NORTH CAROLINA FOR 50 YEARS.**

**ACTION PATHWAYS, INC. IS PART OF A NATIONAL NETWORK OF COMMUNITY ACTION
PROGRAMS WHOSE PROMISE IS TO CHANGE PEOPLE'S LIVES, EMBODY THE SPIRIT
OF HOPE, IMPROVE COMMUNITIES, AND MAKE AMERICA A BETTER PLACE TO LIVE.**

**WE CARE ABOUT THE ENTIRE COMMUNITY AND ARE DEDICATED TO HELPING PEOPLE
HELP THEMSELVES AND EACH OTHER. WE SEE A STRONGER, HEALTHIER, AND MORE
VIALE COMMUNITY IN THE FUTURE BY INVESTING IN THE INDIVIDUALS AND
FAMILIES WE SERVE. ACTION PATHWAYS, INC. CAN CREATE A MEANINGFUL AND
SUSTAINABLE DIFFERENCE IN OUR COMMUNITY.**

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

CEASED CONSUMER CREDIT COUNSELING SERVICES

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

**STRATEGICALLY LOCATED THROUGHOUT CUMBERLAND COUNTY TO ENSURE SERVICES
ARE AVAILABLE TO THE MOST IN NEED CHILDREN AND FAMILIES. SERVICES ARE
FREE TO CUMBERLAND COUNTY RESIDENTS WHO MEET THE ELIGIBILITY CRITERIA
AS APPROVED BY THE POLICY COUNCIL.**

IN 2018, ACTION PATHWAYS, INC. HEAD START/EARLY HEAD START WAS

RE-FUNDED TO OFFER COMPREHENSIVE EARLY CHILDHOOD DEVELOPMENT SERVICES

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

Schedule O (Form 990 or 990-EZ) (2018)

Name of the organization

ACTION PATHWAYS, INC.

Employer identification number

56-0845795

FOR 708 PRE-SCHOOL AGED CHILDREN AND THEIR FAMILIES IN ADDITION TO 248 INFANTS, TODDLERS, AND PREGNANT WOMEN. INDIVIDUALIZED PROGRAMS ARE DEVELOPED FOR EACH PARTICIPANT, AND THEIR FAMILY, TO ENSURE THEIR SPECIFIC NEEDS ARE MET. CHILDREN ARE ACCEPTED INTO THE EARLY HEAD START PROGRAM AT SIX WEEKS OF AGE AND REMAIN ELIGIBLE FOR SERVICES UNTIL AGE THREE, AT WHICH TIME PARENTS MUST REAPPLY FOR PRESCHOOL HEAD START SERVICES FOR THE UPCOMING PROGRAM YEAR IF THE CHILD'S BIRTHDAY FALLS ON OR BEFORE AUGUST 31ST. PREGNANT MOTHERS ARE ALSO ENROLLED FOR SERVICES WHEN ELIGIBLE.

THE CHILD NUTRITION PROGRAM IS A FEDERAL PASS-THROUGH GRANT THAT SERVES NUTRITIOUS MEALS TO ALL CHILDREN ATTENDING THE HEAD START/EARLY HEAD START PROGRAM. APPROXIMATELY 319,475 MEALS WERE SERVED TO HEAD START/EARLY HEAD START CHILDREN IN 2018. THE NUTRITION SERVICE AREA PROVIDES EACH CHILD WITH 1/2 TO 2/3 OF THEIR DAILY NUTRITIONAL NEEDS AND CONTRIBUTES TO EACH CHILD'S PHYSICAL, EMOTIONAL, AND SOCIAL DEVELOPMENT. MEALS CONTINUE TO INCORPORATE MORE WHOLE GRAINS AND FRESH FRUIT AND A REGISTERED DIETICIAN IS AVAILABLE TO REVIEW MENUS TO ENSURE ALL DIETARY REQUIREMENTS ARE MET. THE NUTRITION COORDINATOR PRESENTS MENUS TO THE HEALTH/NUTRITION ADVISORY COMMITTEE FOR INPUT AND APPROVAL. CHILDREN WITH ALLERGIES ARE PROVIDED INDIVIDUALIZED SERVICES FOR EACH AND EVERY MEAL. MEALS ARE NOT ONLY NUTRITIOUS; THEY ALSO REFLECT VARIETY AND CULTURAL DIVERSITY. CLASSROOM ACTIVITIES RELATING TO NUTRITION ARE PROVIDED AS WELL AS THE ENGAGEMENT OF PARENTS IN NUTRITION TRAININGS. PARENTS ARE ALSO REFERRED TO THE LOCAL WIC PROGRAM AND PROVIDED INFORMATION ON THE FOOD AND NUTRITION SERVICES AS WELL AS REFERRALS TO THE FOOD BANK OPERATED UNDER ACTION PATHWAYS, INC.

Name of the organization

ACTION PATHWAYS, INC.

Employer identification number

56-0845795

ACTION PATHWAYS, INC. HEAD START DUALY ENROLLED AND SERVED 306 NC PRE-K CHILDREN IN 2018. NC PRE-K IS A STATE-FUNDED, COMMUNITY-BASED PRE-KINDERGARTEN PROGRAM DESIGNED TO PROVIDE FOUR YEAR OLD CHILDREN, WHO MAY NOT OTHERWISE BE SERVED, WITH A VALUABLE EDUCATIONAL EXPERIENCE. THIS FULL-DAY PROGRAM PROVIDES YOUNG CHILDREN WITH ACCESS TO AN EARLY CHILDHOOD CURRICULUM AND PRESCHOOL EXPERIENCE TO ENHANCE THEIR SCHOOL READINESS. THE PRE-KINDERGARTEN STANDARDS ARE BUILT ON THE PREMISE THAT IN ORDER TO BE SUCCESSFUL ACADEMICALLY IN SCHOOL, CHILDREN NEED TO BE PREPARED IN ALL FIVE MAJOR DOMAINS OF DEVELOPMENT. SCHOOL READINESS GOALS HAVE BEEN DEVELOPED FOR EARLY HEAD START AND PRESCHOOL HEAD START CHILDREN. TO FURTHER INCREASE SCHOOL READINESS, PRESCHOOL CHILDREN RECEIVE BACKPACKS EQUIPPED WITH ITEMS TO ENHANCE SUMMER LEARNING AND FURTHER PREPARE THEM FOR KINDERGARTEN. TO ASSIST WITH SOCIAL/EMOTIONAL DEVELOPMENT, THE SPECIAL NEEDS SERVICE AREA CONDUCTED TRAINING AND IMPLEMENTED "SELF-REGULATION" FOR PRE-SCHOOL CHILDREN. ADDITIONAL RESOURCES WERE PROVIDED IN THE CLASSROOM AND PARENTS WERE PROVIDED WEEKLY MENTAL HEALTH ACTIVITIES TO DO WITH THEIR CHILD AT HOME.

FAMILY ADVOCATES ARE AVAILABLE AT HEAD START/EARLY HEAD START CENTERS FOR ALL FAMILIES. WITH THE ASSISTANCE OF THE FAMILY ADVOCATES, FAMILIES ARE ENCOURAGED TO DEVELOP FAMILY PARTNERSHIP AGREEMENTS THAT INCLUDE GOALS SPECIFIC TO THE NEEDS AND DESIRES OF EACH FAMILY SUCH AS THE PURSUIT OF EDUCATION, PURCHASE OF A HOME, OBTAINING A DRIVER'S LICENSE, ETC. IN 2018 1,065 ENROLLED FAMILIES DEVELOPED FAMILY PARTNERSHIP AGREEMENTS WITH 2,765 FOLLOW-UPS COMPLETED PROGRAM WIDE.

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

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- 07 OBTAINED JOBS WITH MEDICAL BENEFITS

- 43 COMPLETED EDUCATIONAL PROGRAMS RESULTING IN A DIPLOMA,
CERTIFICATION, OR DEGREE

- 18 RECEIVED OBTAINED SAFE HOUSING

- 36 RECEIVED EMERGENCY ASSISTANCE

- 136 RECEIVED EMPLOYMENT SUPPORTIVE SERVICES THAT ASSISTED IN
MAINTAINING EMPLOYMENT

- 78 RECEIVED EDUCATIONAL SUPPORTIVE SERVICES TO ACHIEVED EDUCATIONAL
GOALS

SUMMER YOUTH EMPLOYMENT PROGRAM

ASPIRE' S SUMMER YOUTH EMPLOYMENT PROGRAM PROVIDED JOB READINESS
TRAINING, INDIVIDUAL COACHING, FINANCIAL EDUCATION, EXPOSURE TO CAREERS
MATCHING THEIR TALENTS AND INTERESTS, AND PAID EMPLOYMENT DURING THE
2018 AND 2019 SUMMER. THIRTY (30) ELIGIBLE YOUTHS IN CUMBERLAND AND
SAMPSON AGES 15-17 WERE PROVIDED PAID SUMMER EMPLOYMENT THAT ALLOWED
THEM TO DEVELOP EMPLOYABILITY SKILLS, PROFESSIONALISM, TEAMWORK, AND
APPROPRIATE WORKPLACE BEHAVIOR. YOUTHS EARNED \$7.25 HOURLY FOR 20 HOURS
PER WEEK FOR FIVE WEEKS. SUMMER YOUTH EMPLOYMENT PROGRAM PREPARED A
GROUP OF YOUTHS WITH SKILLS AND EXPERIENCE NEEDED FOR THE 21ST CENTURY
WORKFORCE. THEY WERE EMPLOYED WITH API HUMAN RESOURCES, API FINANCE,
WEATHERIZATION, HEAD-START, SECOND HARVEST FOOD BANK, CUMBERLAND COUNTY
LIBRARY, FAYETTEVILLE PARKS & RECREATIONS, FAYETTEVILLE POLICE
DEPARTMENT, BOYS & GIRLS CLUB IN CUMBERLAND, AND IGA CARLIE C'S.

SECOND HARVEST FOOD BANK OF SOUTHEAST NORTH CAROLINA (FOOD BANK) IS A
DIVISION OF ACTION PATHWAYS. WE ARE A MEMBER OF "FEEDING THE
CAROLINAS" AND FEEDING AMERICA. THE FOOD BANK SERVES SOME 260
NON-PROFIT AGENCIES WITH FEEDING PROGRAMS IN SEVEN SOUTHEASTERN NORTH

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CAROLINA COUNTIES. OUR PRIMARY SERVICE AREA INCLUDES BLADEN,
CUMBERLAND, DUPLIN, HARNETT, HOKE, ROBESON, AND SAMPSON COUNTIES.

THE FOOD BANK'S MISSION IS TO FEED THE HUNGRY IN SOUTHEAST NORTH
CAROLINA BY SOLICITING AND JUDICIOUSLY DISTRIBUTING HEALTHY FOOD AND
GROCERY PRODUCTS THROUGH A NETWORK OF NON-PROFIT PARTNERS, AND TO BE AN
ADVOCATE THAT EDUCATES THE COMMUNITY ON THE PROBLEMS OF AND SOLUTIONS
TO DOMESTIC HUNGER.

THE FOOD BANK COLLECTS USABLE GROCERY ITEMS, LARGELY DONATED FROM
SUPPLIERS AND DISTRIBUTES THEM THROUGH A NETWORK OF NON-PROFIT
PARTNERS.

SOME OF OUR 2018 ACCOMPLISHMENTS INCLUDE:

- IN 2018, THE FOOD BANK DISTRIBUTED MORE THAN 11.7 MILLION POUNDS OF
FOOD OR 9.75 MILLION MEALS THROUGH SOUTHEAST NORTH CAROLINA.

- IN ADDITION TO GENERAL FOOD DISTRIBUTION, THE FOOD BANK ENGAGES IN
THE "HUNGER RELIEF FOR KIDS" BACKPACK PROGRAM, A PROGRAM WITH 53
SCHOOLS LOCATED IN ALL SEVEN COUNTIES WITH OVER 2,710 CHILDREN WERE
SERVED FRIDAYS DURING THE SCHOOL YEAR.

- THE FOOD BANK OPERATES A MOBILE FOOD PANTRY PROGRAM AS DIRECT
SERVICE TO THOSE AT-RISK OF HUNGER WITH FOOD DESERTS WITH
TRANSPORTATION BARRIERS TO ACCESSING NUTRITIOUS FOOD. THE FOOD BANK
CONDUCTED OVER 93 DISTRIBUTION EVENTS THROUGHOUT OUR SERVICE AREA
DURING THE YEAR. MOBILES OFFER FLEXIBILITY IN DELIVERY OF HARD-TO-MOVE
FOOD AND GROCERY PRODUCTS IN AN EFFECTIVE, EXPEDITIOUS MANNER WITH OR
WITHOUT AGENCY INVOLVEMENT WHILE MAINTAINING AND ATMOSPHERE OF DIGNITY

- TEFAP (THE EMERGENCY FOOD ASSISTANCE PROGRAM) THROUGH OUR

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PARTNERSHIP WITH THE NORTH CAROLINA DEPARTMENT OF AGRICULTURE (NCDA)
THROUGH A NETWORK OF 52 PARTNER AGENCIES WE SERVED 62,217 HOUSEHOLDS
CONSISTING OF OVER 168,257

- CSFP (COMMODITIES SUPPLEMENTAL FOOD PROGRAM) THROUGH OUR PARTNERSHIP
WITH THE NORTH CAROLINA DEPARTMENT OF AGRICULTURE (NCDA) THIS IS A
PROGRAM FOR SENIORS. WE BEGAN 2018 WITH A CASELOAD OF 100 AND BY JULY
2018, WE REACHED A CASELOAD OF 700 SENIORS EXPANDING INTO FIVE OF OUR
SEVEN COUNTIES, PROVIDING A FOOD BOX MONTHLY FOR SENIORS SIXTY YEARS OF
AGE AND ABOVE

- PRODUCE MARKET SATURDAYS AND PRODUCE DROPS FOR DISTRIBUTORS IN THE
COMMUNITY EXPANDED CAPACITY FOR MORE VARIETY OF HEALTHY NUTRIENT DENSE
FOODS FOR CLIENTS PROVIDING MORE THAN 115 DROPS IN 2018

- THE CHARLIE CART PROJECT WAS INITIATED TO PROMOTE NUTRITION
EDUCATION AND INFORMATION. THIS IS A TRAVELING KITCHEN FULLY SELF
CONTAINED CART THAT CHEF/VOLUNTEERS HAVE STARTED UTILIZING TO SERVE
HEALTHY SAMPLES TO PARTICIPANTS AS THEY COME THROUGH THE WAREHOUSE FOR
THE FRESH PRODUCE DISTRIBUTIONS

- VOLUNTEERS CORPORATE, FAMILIES AND INDIVIDUALS SIGN UP FOR
OPPORTUNITIES DAILY AND THROUGH PARTICIPATION BY VOLUNTEERING TO
PROVIDE SUPPORT FOR SPECIAL EVENTS LIKE THE DRIVING OUT HUNGER GOLF
TOURNAMENT, ABC TV 11 FOOD DRIVE, THE FOOD BANK FOOD FIGHT OR THE
ANNUAL AGENCY RELATIONS CONFERENCE

- HUNGERCANTWAIT.ORG OUR NEW WEBSITE WAS LAUNCHED IN 2018, INCREASED
OVER 400 "LIKES" ON FACEBOOK TO OVER 4,068

- DISASTER RELIEF SERVED OUR SERVICE AREA IN THE AFTERMATH OF
DISASTERS OF HURRICANE FLORENCE AND MICHAEL PROVIDING NOURISHMENT TO
THOSE AFFECTED WITH ASSISTANCE FROM FEEDING AMERICA AND SISTER FOOD
BANKS THROUGH ADDITIONAL STAFFING AND COACHING FROM TEAMS WITH

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EXPERIENCE

THE RE-ENTRY PROGRAM IS A COMPREHENSIVE CASE MANAGEMENT PROGRAM THAT EMPOWERED INDIVIDUALS WITH A CRIMINAL HISTORY TO BECOME LAW-ABIDING AND PRODUCTIVE CITIZENS. SUPPORTIVE SERVICES WERE PROVIDED TO CITIZENS TRANSITIONING BACK INTO THE CUMBERLAND COUNTY COMMUNITY AFTER BEING RELEASED FROM JAIL OR PRISON.

THE RE-ENTRY PROGRAM ENROLLED A TOTAL OF 229 PARTICIPANTS. OF THOSE ENROLLED, 117 WERE CONNECTED TO PUBLIC TRANSPORTATION VIA BUS PASSES. PRIVATE TRANSPORTATION WAS OFFERED THROUGH OUR PARTNERSHIP WITH CUMBERLAND COUNTY COMMUNITY TRANSPORTATION. WORKING WITH COMMUNITY PARTNERS THROUGH EMPLOYMENT THEY WERE ABLE TO CONNECT WITH FIFTY-FOUR (54) OF OUR PARTICIPANTS. NC WORKS CAREER CENTER OFFERED EMPLOYMENT WITH THE BUILDING OF THE FAYETTEVILLE WOODPECKER BASEBALL STADIUM AND WAS ABLE TO EMPLOY THIRTY-ONE (31) PARTICIPANTS. FAYETTEVILLE TECHNICAL COMMUNITY COLLEGE OFFERED THE BASIC CONSTRUCTION CLASS AND NINETEEN (19) OF THOSE PARTICIPANTS EMPLOYED BY NC WORKS WERE SELECTED TO ATTEND. AFTER COMPLETION OF THE CLASS, ELEVEN (11) WERE CHOSEN FOR A PERMANENT POSITION AT THE STADIUM. THE RE-ENTRY PROGRAM WAS ABLE TO PROVIDE FORTY-TWO (42) PARTICIPANTS WITH TEMPORARY SHELTER.

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

DUKE ENERGY HELPING HOME FUND (HHF): THIS PROGRAM ASSIST LOW INCOME-QUALIFIED NORTH CAROLINA FAMILIES SAVE ENERGY AND MONEY THROUGH FREE HOME ENERGY REPAIRS. HOUSEHOLDS RECEIVE ENERGY-SAVING UPGRADES. SERVICES PROVIDED BY THE PROGRAM INCLUDE HEALTH AND SAFETY REPAIRS UP TO \$3,000 PER HOME, APPLIANCE REPLACEMENT UP TO \$2,000 PER HOME AND

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HEATING AND COOLING SYSTEM REPAIR UP TO \$4000 PER HOME. HELPING HOME FUNDS ARE MADE AVAILABLE THROUGH THE N.C. UTILITIES COMMISSION DURING THE DUKE ENERGY AND PIEDMONT NATURAL GAS MERGER. USING DUKE HHF FUNDS, WE WERE ABLE TO LEVERAGE HHF FUNDS ALONG WITH WEATHERIZATION AND BCBS FUNDS TO ASSIST LOW-INCOME FAMILIES.

ACTION PATHWAYS WAS GRANTED IN SUMMER 2018 \$468,000.00 TO UPGRADE MORE THAN 175 HOMES. HOME IMPROVEMENTS ARE CAPPED AT \$2,500 PER HOUSEHOLD. MEASURES INSTALLED PROVIDE HEALTH-CENTERED REPAIRS THAT IMPROVE THE AIR QUALITY AND SAFETY OF THE HOME.

FORM 990, PART VI, SECTION A, LINE 7A:

THE ORGANIZATION HAS A POLICY COUNCIL FOR ITS HEAD START PROGRAM, WHICH IS MOSTLY COMPRISED OF PARENTS FROM THE HEAD START CENTERS THAT THE PROGRAM BENEFITS. THE POLICY COUNCIL HAS THE POWER TO APPOINT ONE OF THE MEMBERS OF THE ORGANIZATION'S GOVERNING BODY.

FORM 990, PART VI, SECTION A, LINE 7B:

THE ORGANIZATION HAS A POLICY COUNCIL FOR ITS HEAD START PROGRAM, WHICH IS MOSTLY COMPRISED OF PARENTS FROM THE HEAD START CENTERS THAT THE PROGRAM BENEFITS. THE POLICY COUNCIL APPROVES THE ITEMS SUCH AS POLICY CHANGES, BUDGET, ETC. AS RELATED TO THE HEAD START PROGRAM. THE ORGANIZATION'S GOVERNING BODY IS NOT REQUIRED TO ACT ACCORDING TO THE DECISIONS OF THE POLICY COUNCIL, BUT A MATTER OF DISAGREEMENT BETWEEN THE GOVERNING BODY AND THE POLICY MAY BE SUBJECT TO DISPUTE RESOLUTION THROUGH THE US DEPARTMENT OF HEALTH AND HUMAN SERVICES, WHICH FUNDS THE HEAD START PROGRAM.

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

A COPY OF THE 990 WILL BE PROVIDED TO THE ENTIRE BOARD FOR REVIEW AND

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APPROVAL PRIOR TO FILING. THE APPROVAL IS DOCUMENTED IN THE BOARD MINUTES.

FORM 990, PART VI, SECTION B, LINE 12C:

EMPLOYEES ARE REQUIRED TO REPORT ANY CONFLICTS OF INTEREST AS THEY ARISE. ACCOUNTING STAFF HAVE TO SIGN A CONFLICT OF INTEREST STATEMENT EACH YEAR AND MUST REPORT CONFLICTS AS THEY ARISE. SHOULD A CONFLICT ARISE DURING THE YEAR, A BOARD MEMBER WOULD RECUSE HIMSELF OR HERSELF AND AN EMPLOYEE WOULD HAVE TO RESOLVE THE CONFLICT OR REFRAIN FROM WORKING ON THE TRANSACTION.

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

THE ORGANIZATION USES A WAGE STUDY PERFORMED BY AN INDEPENDENT ORGANIZATION IN ORDER TO DETERMINE REASONABLE COMPENSATION FOR THE CEO AND ANY KEY EMPLOYEE. THE BOARD OF DIRECTORS APPROVES THE STUDY AND THE RESULTING COMPENSATION PACKAGES. THE DECISION IS DOCUMENTED IN THE BOARD MINUTES. THE ORGANIZATION'S POLICY REQUIRES THE WAGE STUDY TO BE PERFORMED PERIODICALLY.

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

THE ORGANIZATION'S GOVERNING DOCUMENTS, CONFLICTS OF INTEREST POLICY AND FINANCIAL STATEMENTS ARE AVAILABLE UPON REQUEST.

FORM 990, PART IX, LINE 11G, OTHER FEES:

OTHER SERVICES:

PROGRAM SERVICE EXPENSES	1,818,924.
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MANAGEMENT AND GENERAL EXPENSES	25,294.
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FUNDRAISING EXPENSES	0.
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TOTAL EXPENSES	1,844,218.
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TOTAL OTHER FEES ON FORM 990, PART IX, LINE 11G, COL A

1,844,218.

Application for Automatic Extension of Time To File an Exempt Organization Return

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

OMB No. 1545-1709

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

Automatic 6-Month Extension of Time. Only submit original (no copies needed).

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.

Type or print	Enter filer's identifying number	
	Name of exempt organization or other filer, see instructions. ACTION PATHWAYS, INC.	Employer identification number (EIN) or 56-0845795
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. PO BOX 2009	Social security number (SSN)
	City, town or post office, state, and ZIP code. For a foreign address, see instructions. FAYETTEVILLE, NC 28302	

Enter the Return Code for the return that this application is for (file a separate application for each return) 0 1

Application Is For	Return Code	Application Is For	Return Code
Form 990 or Form 990-EZ	01	Form 990-T (corporation)	07
Form 990-BL	02	Form 1041-A	08
Form 4720 (individual)	03	Form 4720 (other than individual)	09
Form 990-PF	04	Form 5227	10
Form 990-T (sec. 401(a) or 408(a) trust)	05	Form 6069	11
Form 990-T (trust other than above)	06	Form 8870	12

KIMBERLY C. STAFFORD

- The books are in the care of ► **316 GREEN STREET - FAYETTEVILLE, NC 28301**

Telephone No. ► **(910) 485-6131**

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 EINs of all members the extension is for.

- 1 I request an automatic 6-month extension of time until **NOVEMBER 15, 2019**, to file the exempt organization return for the organization named above. The extension is for the organization's return for:

► ☒ calendar year **2018** or

► ☐ tax year beginning _____, and ending _____.

- 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-BL, 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.

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