



A Message from CEO Marco Giordano

This year we had the great privilege of caring for thousands of people in another exiting year at RHD. During the past year we have continued to focus on four Strategic Objectives:

- **Establish RHD as a Center of Excellence in providing person-centered, trauma-informed services**
- **Establish RHD as an employer of choice, recruiting and investing in our staff**
- **Implement an organizational structure that best meets the needs of program participants and staff**
- **Diversify revenue sources to ensure RHD's financial sustainability**

We've made progress toward these objectives, while continuing to focus on our organizational culture. We have embarked on an electronic health record implementation with our first programs going live in the new system in June 2017. We have also taken significant steps toward becoming a trauma-informed organization through participation in a Trauma Informed Learning Community and hosting our first Trauma Informed Care Conference at our corporate office in Philadelphia.

RHD's Values-based culture has always made us different, and will continue to make RHD a special place to be. At RHD we believe every person should be treated with respect and dignity, and have the opportunity to develop to their full potential. At RHD, our clients achieve the highest level of independence possible and build their most successful lives; our donors, funders and partners have the greatest impact on their communities; and our employees build careers they can be proud of. And when we all come together to create a community called RHD, that's when we can change people's lives. During the next year we will continue our work towards a reinvigoration of our Values, strengthening our culture and ensuring our Values continue to be the most important part of our organization.

This year RHD experienced a great number of successes around the country. including:

- RHD was among the first nonprofit organizations in the nation to participate in a new program aimed at improving behavioral health services, with the Certified Community Behavioral Health Clinic (CCBHC) demonstration grant. The CCBHC grant was given to only eight states, and RHD's Lower Merion Counseling Services was awarded funding for the groundbreaking two-year demonstration program. LMCS is a community-based outpatient mental

health treatment center includes psychiatrists and therapists providing comprehensive therapeutic mental health and drug and alcohol services to individuals, families, and groups.

- RHD opened a new service in South Dakota, a Shared Living program that provides innovative residential supports for people with intellectual disabilities.
- RHD was part of the Mayor's Task Force to combat the Opioid Epidemic, and hosted one of the task force's community listening sessions at its corporate headquarters. RHD has been a leader in fighting opioid addiction since 1972, and specializes in creating and providing trauma-informed, person-centered services that work in any community setting.
- RHD opened its 12th ACT team, RHD CROSS ACT in Iowa. RHD CROSS ACT serves the 7 counties of the CROSS MHDS region. The service territory includes the counties of Ringgold, Decatur, Wayne, Clarke, Lucas, Monroe, and Marion.
- RHD's Morris Home, supporting Philly's transgender population, was honored by Mayor's Drug & Alcohol Commission with the 2017 Treatment Provider Award.
- MLB.com featured RHD's FaSST/Connections, a behavioral health care unit that provides coordination of services to individuals in Philadelphia shelters, for the role RHD played in helping Abraham leave the shelter and attain and thrive in a job with the Philadelphia Phillies.
- Ella from RHD Defuniak Springs, was featured in a book on people with disabilities who hold jobs in their communities titled: "Embracing Inclusion: People With Disabilities Enriching the Workforce." DeFuniak Springs is a community-based clubhouse model and day program serving adults with developmental disabilities.
- RHD's Family Practice and Counseling Network celebrated 25 years of providing quality health care to vulnerable populations. Founded by RHD in 1992, FPCN is the largest nurse-managed health care network in the country and serves more than 24,000 patients each year.
- FPCN Director Donna Torrisi was honored with the 2017 Loretta C. Ford Lifetime Achievement Award by the the National Nurse Practitioner Symposium. The award recognizes the accomplishments of an individual who has demonstrated longevity, integrity, professional achievement and advocacy in advanced practice nursing on a national level.

For more than 40 years, we've been a faithful partner to scores of governmental entities striving to care for their constituents. Part of being a reliable partner is the ability to adapt to changes in our environment – to grow without growing apart. RHD is in a unique position to experience this kind of growth because of its stability, flexibility, and ability to share resources. More than ever, RHD continues to be provide creative solutions in person-centered, trauma-informed programs around the country.

RHD would not be RHD without the compassion and care of our staff for the individuals we serve. RHD works every day to meet challenges that make our communities better places. To see people change their lives, and know RHD played a part in it, how could you not get excited about that?



Marco Giordano

CEO, Resources for Human Development



EXTENDED TO MAY 15, 2018

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)

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

Information about Form 990 and its instructions is at www.irs.gov/form990.

OMB No. 1545-0047

2016Open to Public
InspectionA For the 2016 calendar year, or tax year beginning **JUL 1, 2016** and ending **JUN 30, 2017**

B Check if applicable:

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

C Name of organization

RESOURCES FOR HUMAN DEVELOPMENT, INC.

Doing business as

Number and street (or P.O. box if mail is not delivered to street address)

4700 WISSAHICKON AVENUE

Room/suite

126

City or town, state or province, country, and ZIP or foreign postal code

PHILADELPHIA, PA 19144-4248F Name and address of principal officer: **MARCO GIORDANO****SAME AS C ABOVE**

D Employer identification number

23-1727133

E Telephone number

(215) 951-0300G Gross receipts \$ **261,392,705.**

H(a) Is this a group return

for subordinates? ☐ Yes ☒ NoH(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 ☐ 527J Website: **WWW.RHD.ORG**K Form of organization: ☒ Corporation ☐ Trust ☐ Association ☐ Other ▶L Year of formation: **1970** M State of legal domicile: **PA****Part I Summary**

Activities & Governance	1	Briefly describe the organization's mission or most significant activities: RHD'S MISSION IS TO EMPOWER PEOPLE AS THEY BUILD SELF-DETERMINATION.		
	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	15
	4	Number of independent voting members of the governing body (Part VI, line 1b)	4	15
	5	Total number of individuals employed in calendar year 2016 (Part V, line 2a)	5	7218
	6	Total number of volunteers (estimate if necessary)	6	1337
Revenue	7a	Total unrelated business revenue from Part VIII, column (C), line 12	7a	-65,744.
	b	Net unrelated business taxable income from Form 990-T, line 34	7b	-72,824.
	8	Contributions and grants (Part VIII, line 1h)	Prior Year	Current Year
	9	Program service revenue (Part VIII, line 2g)	2,054,063.	2,609,940.
	10	Investment income (Part VIII, column (A), lines 3, 4, and 7d)	253,970,748.	258,164,419.
	11	Other revenue (Part VIII, column (A), lines 5, 6d, 8c, 9c, 10c, and 11e)	61,404.	411,744.
	12	Total revenue - add lines 8 through 11 (must equal Part VIII, column (A), line 12)	19,746.	-79,021.
	13	Grants and similar amounts paid (Part IX, column (A), lines 1-3)	256,105,961.	261,107,082.
	14	Benefits paid to or for members (Part IX, column (A), line 4)	0.	135,000.
	15	Salaries, other compensation, employee benefits (Part IX, column (A), lines 5-10)	0.	0.
Expenses	16a	Professional fundraising fees (Part IX, column (A), line 11e)	0.	0.
	b	Total fundraising expenses (Part IX, column (D), line 25)	463,138.	
	17	Other expenses (Part IX, column (A), lines 11a-11d, 11f-24e)	73,711,782.	74,784,607.
	18	Total expenses. Add lines 13-17 (must equal Part IX, column (A), line 25)	257,114,690.	261,452,967.
	19	Revenue less expenses. Subtract line 18 from line 12	-1,008,729.	-345,885.
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)	66,336,774.	67,927,432.
	22	Net assets or fund balances. Subtract line 21 from line 20	46,860,662.	48,748,389.
			19,476,112.	19,179,043.

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

MARCO GIORDANO, CHIEF EXECUTIVE OFFICER

Type or print name and title

Paid

Print/Type preparer's name

DENISE MCKNIGHT

Preparer's signature

Date

05/15/18Check if self-employed ☐

PTIN

P01063588

Preparer

Firm's name

FRIEDMAN LLP

Firm's EIN

13-1610809

Use Only

Firm's address

2000 MARKET STREET, SUITE 500Phone no. **215-496-9200****PHILADELPHIA, PA 19103**

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

☒ Yes ☐ No

Part III Statement of Program Service Accomplishments

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

☒ X**1** Briefly describe the organization's mission:

RHD IS A NATIONAL COMPREHENSIVE SOCIAL SERVICES ORGANIZATION
HEADQUARTERED IN PHILADELPHIA; OUR MISSION IS TO PROVIDE CARING,
EFFECTIVE, AND INNOVATIVE SERVICES THAT EMPOWER PEOPLE OF ALL
ABILITIES (CONT. ON SCH O)

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

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

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

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

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

4a (Code:) (Expenses \$ 112,712,641. including grants of \$) (Revenue \$ 126,240,716.)
RESIDENTIAL AND DAY SERVICES FOR INTELLECTUALLY/DEVELOPMENTALLY
DISABLED AND EMPLOYMENT AND COMMUNITY BASED SERVICES - SEE PROGRAM
SERVICE ACCOMPLISHMENTS DESCRIBED IN SCHEDULE O.

4b (Code:) (Expenses \$ 35,989,747. including grants of \$) (Revenue \$ 40,728,038.)
RESIDENTIAL AND SUPPORTIVE HOUSING SERVICES FOR PEOPLE WITH MENTAL
ILLNESSES - SEE PROGRAM SERVICE ACCOMPLISHMENTS DESCRIBED IN SCHEDULE
O.

4c (Code:) (Expenses \$ 66,203,121. including grants of \$) (Revenue \$ 75,377,479.)
PRIMARY CARE, BEHAVIORAL HEALTH, AND OTHER OUTPATIENT SERVICES - SEE
PROGRAM SERVICE ACCOMPLISHMENTS DESCRIBED IN SCHEDULE O.

4d Other program services (Describe in Schedule O.)(Expenses \$ 14,338,973. including grants of \$ 135,000.) (Revenue \$ 15,818,186.)**4e** Total program service expenses 229,244,482.

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Part IV Checklist of Required Schedules

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

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Part IV Checklist of Required Schedules (continued)

	Yes	No
20a Did the organization operate one or more hospital facilities? <i>If "Yes," complete Schedule H</i>		X
b If "Yes" to line 20a, did the organization attach a copy of its audited financial statements to this return?		
21 Did the organization report more than \$5,000 of grants or other assistance to any domestic organization or domestic government on Part IX, column (A), line 1? <i>If "Yes," complete Schedule I, Parts I and II</i>	X	
22 Did the organization report more than \$5,000 of grants or other assistance to or for domestic individuals on Part IX, column (A), line 2? <i>If "Yes," complete Schedule I, Parts I and III</i>		X
23 Did the organization answer "Yes" to Part VII, Section A, line 3, 4, or 5 about compensation of the organization's current and former officers, directors, trustees, key employees, and highest compensated employees? <i>If "Yes," complete Schedule J</i>	X	
24a Did the organization have a tax-exempt bond issue with an outstanding principal amount of more than \$100,000 as of the last day of the year, that was issued after December 31, 2002? <i>If "Yes," answer lines 24b through 24d and complete Schedule K. If "No," go to line 25a</i>		X
b Did the organization invest any proceeds of tax-exempt bonds beyond a temporary period exception?		
c Did the organization maintain an escrow account other than a refunding escrow at any time during the year to defease any tax-exempt bonds?		
d Did the organization act as an "on behalf of" issuer for bonds outstanding at any time during the year?		
25a Section 501(c)(3), 501(c)(4), and 501(c)(29) organizations. Did the organization engage in an excess benefit transaction with a disqualified person during the year? <i>If "Yes," complete Schedule L, Part I</i>		X
b Is the organization aware that it engaged in an excess benefit transaction with a disqualified person in a prior year, and that the transaction has not been reported on any of the organization's prior Forms 990 or 990-EZ? <i>If "Yes," complete Schedule L, Part I</i>		X
26 Did the organization report any amount on Part X, line 5, 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):		
a A current or former officer, director, trustee, or key employee? <i>If "Yes," complete Schedule L, Part IV</i>		X
b A family member of a current or former officer, director, trustee, or key employee? <i>If "Yes," complete Schedule L, Part IV</i>	X	
c 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	
b If "Yes" to line 35a, did the organization receive any payment from or engage in any transaction with a controlled entity within the meaning of section 512(b)(13)? <i>If "Yes," complete Schedule R, Part V, line 2</i>	X	
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

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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	1185	
1b	Enter the number of Forms W-2G included in line 1a. Enter -0- if not applicable	0	
c	Did the organization comply with backup withholding rules for reportable payments to vendors and reportable gaming (gambling) winnings to prize winners?	X	
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	7218	
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)	X	
3a	Did the organization have unrelated business gross income of \$1,000 or more during the year?	X	
b	If "Yes," has it filed a Form 990-T for this year? If "No," to line 3b, provide an explanation in Schedule O	X	
4a	At any time during the calendar year, did the organization have an interest in, or a signature or other authority over, a financial account in a foreign country (such as a bank account, securities account, or other financial account)?		X
b	If "Yes," enter the name of the foreign country: See instructions for filing requirements for FinCEN Form 114, Report of Foreign Bank and Financial Accounts (FBAR).		
5a	Was the organization a party to a prohibited tax shelter transaction at any time during the tax year?		X
b	Did any taxable party notify the organization that it was or is a party to a prohibited tax shelter transaction?		X
c	If "Yes," to line 5a or 5b, did the organization file Form 8886-T?		
6a	Does the organization have annual gross receipts that are normally greater than \$100,000, and did the organization solicit any contributions that were not tax deductible as charitable contributions?		X
b	If "Yes," did the organization include with every solicitation an express statement that such contributions or gifts were not tax deductible?		
7	Organizations that may receive deductible contributions under section 170(c).		
a	Did the organization receive a payment in excess of \$75 made partly as a contribution and partly for goods and services provided to the payor?	X	
b	If "Yes," did the organization notify the donor of the value of the goods or services provided?	X	
c	Did the organization sell, exchange, or otherwise dispose of tangible personal property for which it was required to file Form 8822?		X
d	If "Yes," indicate the number of Forms 8822 filed during the year	7d	
e	Did the organization receive any funds, directly or indirectly, to pay premiums on a personal benefit contract?		X
f	Did the organization, during the year, pay premiums, directly or indirectly, on a personal benefit contract?		X
g	If the organization received a contribution of qualified intellectual property, did the organization file Form 8899 as required?		
h	If the organization received a contribution of cars, boats, airplanes, or other vehicles, did the organization file a Form 1098-C?		
8	Sponsoring organizations maintaining donor advised funds. Did a donor advised fund maintained by the sponsoring organization have excess business holdings at any time during the year?		
9	Sponsoring organizations maintaining donor advised funds.		
a	Did the sponsoring organization make any taxable distributions under section 4966?		
b	Did the sponsoring organization make a distribution to a donor, donor advisor, or related person?		
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?		
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.		
b	Enter the amount of reserves the organization is required to maintain by the states in which the organization is licensed to issue qualified health plans	13b	
c	Enter the amount of reserves on hand	13c	
14a	Did the organization receive any payments for indoor tanning services during the tax year?		X
b	If "Yes," has it filed a Form 720 to report these payments? If "No," provide an explanation in Schedule O		

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**

	Yes	No
1a Enter the number of voting members of the governing body at the end of the tax year 1a 15		
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 1b 15		
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? 2		X
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? 3		X
4 Did the organization make any significant changes to its governing documents since the prior Form 990 was filed? 4		X
5 Did the organization become aware during the year of a significant diversion of the organization's assets? 5		X
6 Did the organization have members or stockholders? 6		X
7a Did the organization have members, stockholders, or other persons who had the power to elect or appoint one or more members of the governing body? 7a		X
b Are any governance decisions of the organization reserved to (or subject to approval by) members, stockholders, or persons other than the governing body? 7b		X
8 Did the organization contemporaneously document the meetings held or written actions undertaken during the year by the following:		
a The governing body? 8a	X	
b Each committee with authority to act on behalf of the governing body? 8b	X	
9 Is there any officer, director, trustee, or key employee listed in Part VII, Section A, who cannot be reached at the organization's mailing address? If "Yes," provide the names and addresses in Schedule O 9	X	

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

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

Section C. Disclosure

17 List the states with which a copy of this Form 990 is required to be filed **AL, ME, ND, AK, MD, OH, AZ, MA, OR, AR, MI, PA**

18 Section 6104 requires an organization to make its Forms 1023 (or 1024 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: **MARCO GIORDANO - (215) 951-0300**
4700 WISSAHICKON AVENUE, SUITE 126, PHILADELPHIA, PA 19144-4248

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) ANTHONY J. PARROTTO BOARD MEMBER	1.00	X						0.	0.	0.
(2) AVRENE BRANDT BOARD MEMBER	1.00	X						0.	0.	0.
(3) BARBARA SHOULSON-KOHN BOARD MEMBER	1.00	X						0.	0.	0.
(4) BERTRAM WOLFSON BOARD MEMBER	1.00	X						0.	0.	0.
(5) CARYN REICHLIN JOHNSON BOARD MEMBER	1.00	X						0.	0.	0.
(6) DIANE MENIO BOARD MEMBER	1.00	X						0.	0.	0.
(7) JO ANN E. CONNELLY BOARD MEMBER	1.00	X						0.	0.	0.
(8) KEVIN DOUGLAS BOARD MEMBER	1.00	X						0.	0.	0.
(9) MICHAEL DENOMME BOARD MEMBER/CHAIRMAN	1.00	X						0.	0.	0.
(10) PETER NEUSCHUL BOARD MEMBER	1.00	X						0.	0.	0.
(11) SAMANTHA JONES-THOMAS (TO 02/17) BOARD MEMBER	1.00	X						0.	0.	0.
(12) SHELDON STEINBERG, V.M.D. BOARD MEMBER	1.00	X						0.	0.	0.
(13) PERI HIGGINS, M.B.A BOARD MEMBER	1.00	X						0.	0.	0.
(14) TERRY SOULE, M.S. BOARD MEMBER	1.00	X						0.	0.	0.
(15) TRACEY EARLAND BOARD MEMBER	1.00	X						0.	0.	0.
(16) ALICIA M. SMITH CHIEF HUMAN RESOURCES OFFI	37.50			X				110,479.	0.	7,082.
(17) BERNARD J. GLAVIN EXECUTIVE VICE PRESIDENT	40.00			X				106,721.	0.	9,685.

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) DALE ANDERSON (TO 12/2016) EXECUTIVE VICE PRESIDENT	40.00			X				95,464.	0.	131,830.
(19) DENNIS ROBERTS SR, VP STRATEGIC BUSINESS	37.50			X				131,902.	0.	6,946.
(20) DONNA L. TORRISI EXECUTIVE VICE PRESIDENT	40.00			X				148,594.	0.	9,591.
(21) DYANN ROTH (TO 08/2017) CHIEF EXECUTIVE OFFICER/PR	37.50			X				160,064.	0.	13,629.
(22) GRACEANN M. DEMPSTER EXECUTIVE VICE PRESIDENT	40.00			X				115,664.	0.	9,486.
(23) JAN TARANTINO EXECUTIVE VICE PRESIDENT	40.00			X				109,620.	0.	8,471.
(24) LINDA DONOVAN-MAGDAMO EXECUTIVE VICE PRESIDENT	40.00			X				102,292.	0.	17,028.
(25) MARCO GIORDANO CHIEF FINANCIAL OFFICER	37.50			X				139,853.	0.	19,891.
(26) MATTHEW B. RHODES (TO 09/2017) GENERAL COUNSEL/SECRETARY	37.50			X				129,921.	0.	7,984.
1b Sub-total								1,350,574.	0.	241,623.
c Total from continuation sheets to Part VII, Section A								1,495,302.	0.	113,984.
d Total (add lines 1b and 1c)								2,845,876.	0.	355,607.

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 **35**

- 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 **3** **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 **4** **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 **5** **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
TULANE UNIVERSITY, 1440 CANAL ST. SUITE 1000, NEW ORLEANS, LA 70112	DOCTOR/THERAPIST	546,450.
INSIGHT TELEPSYCHIATRY LLC PO BOX 306, MARLTON, NJ 08053	DOCTOR/THERAPIST	484,602.
JOHN ANDREW BURKINS M.D., 3695 CHRISTOPHER DAY ROAD, DOYLESTOWN, PA 18902	DOCTOR/THERAPIST	310,800.
PJW NURSING CONSULTANTS LLC 28 CUMBERLAND ROAD, WEST HARTFORD, CT 06119	NURSING	230,799.
LEXMARK ENTERPRISE SOFTWARE PO BOX 846261, DALLAS, TX 75284	COMPUTER/SOFTWARE	217,113.

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 **15**

SEE PART VII, SECTION A CONTINUATION SHEETS

Form 990 (2016)

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 (check all that apply)						(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			
(27) NOAL W. PRESLEY EXECUTIVE VICE PRESIDENT	40.00			X				103,945.	0.	3,569.
(28) RICHELLE GUNTER (TO 08/2017) CHIEF CLINICAL QUALITY OFF	37.50			X				141,249.	0.	10,907.
(29) SANDRA R. COX-SCALES EXECUTIVE VICE PRESIDENT	40.00			X				114,800.	0.	470.
(30) SHARON KAUFFMAN SR. VP MARKETING FUND DEV.	37.50			X				119,102.	0.	22,536.
(31) STANLEY SHUBILLA (TO 04/2017) ASSOC. DIRECTOR, BUSINESS	37.50			X				87,163.	0.	39,157.
(32) TODD SILVERSTEIN CHIEF OPERATING OFFICER/TR	37.50			X				147,349.	0.	859.
(33) ALBERT B. MITCHELL DENTIST	40.00					X		140,216.	0.	9,754.
(34) DONALD A. HAZLETT PSYCHIATRIST	24.00					X		179,210.	0.	0.
(35) FRANK M. TORRISI NETWORK DENTAL DIRECTOR	32.00					X		142,280.	0.	24,885.
(36) PATRICIA H. FIGGS PSYCHIATRIST	32.00					X		191,769.	0.	1,847.
(37) JANET B. BRADLEY PSYCHIATRIST	24.00					X		128,219.	0.	0.
Total to Part VII, Section A, line 1c								1,495,302.		113,984.

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	422,192.				
	d Related organizations	1d					
	e Government grants (contributions)	1e					
	f All other contributions, gifts, grants, and similar amounts not included above	1f	2,187,748.				
	g Noncash contributions included in lines 1a-1f: \$		13,762.				
	h Total. Add lines 1a-1f		2,609,940.				
	Program Service Revenue	2 a FEES AND CONTRACTS FROM GOVERNMENT	Business Code	900099	240,675,153.	240,675,153.	
b PATIENT/CLIENT FEES			900099	11,999,679.	11,999,679.		
c SALES AND OTHER FEES			900099	5,456,693.	5,456,693.		
d RENTAL INCOME -SECTION 8, LOW INC			531110	32,894.	32,894.		
e							
f All other program service revenue							
g Total. Add lines 2a-2f			258,164,419.				
3 Investment income (including dividends, interest, and other similar amounts)				411,744.		7,080.	404,664.
4 Income from investment of tax-exempt bond proceeds							
5 Royalties							
Other Revenue	6 a Gross rents	(i) Real	(ii) Personal				
		99,000.					
	b Less: rental expenses		171,824.				
	c Rental income or (loss)		-72,824.				
	d Net rental income or (loss)			-72,824.		-72,824.	
	7 a Gross amount from sales of assets other than inventory	(i) Securities	(ii) Other				
	b Less: cost or other basis and sales expenses						
	c Gain or (loss)						
	d Net gain or (loss)						
	8 a Gross income from fundraising events (not including \$ 422,192. of contributions reported on line 1c). See Part IV, line 18	a	107,602.				
	b Less: direct expenses	b	113,799.				
	c Net income or (loss) from fundraising events			-6,197.		-6,197.	
	9 a Gross income from gaming activities. See Part IV, line 19	a					
	b Less: direct expenses	b					
	c Net income or (loss) from gaming activities						
	10 a Gross sales of inventory, less returns and allowances	a					
	b Less: cost of goods sold	b					
	c Net income or (loss) from sales of inventory						
	Miscellaneous Revenue			Business Code			
	11 a						
b							
c							
d All other revenue							
e Total. Add lines 11a-11d							
12 Total revenue. See instructions.			261,107,082.	258,164,419.	-65,744.	398,467.	

Part IX Statement of Functional Expenses

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

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

Do not include amounts reported on lines 6b, 7b, 8b, 9b, and 10b of Part VIII.	(A) Total expenses	(B) Program service expenses	(C) Management and general expenses	(D) Fundraising expenses
1 Grants and other assistance to domestic organizations and domestic governments. See Part IV, line 21	135,000.	135,000.		
2 Grants and other assistance to domestic individuals. See Part IV, line 22				
3 Grants and other assistance to foreign organizations, foreign governments, and foreign individuals. See Part IV, lines 15 and 16				
4 Benefits paid to or for members				
5 Compensation of current officers, directors, trustees, and key employees	2,470,731.	187,108.	2,283,623.	
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	146,071,909.	129,540,373.	16,179,478.	352,058.
8 Pension plan accruals and contributions (include section 401(k) and 403(b) employer contributions)				
9 Other employee benefits	24,738,632.	22,720,655.	1,969,617.	48,360.
10 Payroll taxes	13,252,088.	11,710,228.	1,514,182.	27,678.
11 Fees for services (non-employees):				
a Management				
b Legal	229,491.		229,491.	
c Accounting	216,000.		216,000.	
d Lobbying	35,899.		35,899.	
e Professional fundraising services. See Part IV, line 17				
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.)	15,710,211.	15,051,273.	651,813.	7,125.
12 Advertising and promotion	79,398.	78,144.	1,254.	
13 Office expenses	6,231,658.	5,033,832.	1,189,791.	8,035.
14 Information technology	4,357,367.	1,882,671.	2,474,696.	
15 Royalties				
16 Occupancy	21,178,856.	19,528,339.	1,650,290.	227.
17 Travel	5,775,864.	4,856,795.	907,661.	11,408.
18 Payments of travel or entertainment expenses for any federal, state, or local public officials				
19 Conferences, conventions, and meetings	846,034.	642,412.	202,701.	921.
20 Interest				
21 Payments to affiliates				
22 Depreciation, depletion, and amortization	4,877,084.	2,976,746.	1,900,338.	
23 Insurance	3,812,174.	3,551,695.	260,479.	
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 FOOD - RESIDENTIAL PROG	3,304,631.	3,304,631.		
b PROGRAM SUPPLIES	2,711,326.	2,706,888.		4,438.
c PHARMACEUTICALS	2,336,419.	2,336,419.		
d MISCELLANEOUS	1,689,669.	1,689,669.		
e All other expenses	1,392,526.	1,311,604.	78,034.	2,888.
25 Total functional expenses. Add lines 1 through 24e	261,452,967.	229,244,482.	31,745,347.	463,138.
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	1,114,166.	1	2,314,559.
	2 Savings and temporary cash investments	1,174,974.	2	1,128,728.
	3 Pledges and grants receivable, net	35,838,998.	3	36,988,569.
	4 Accounts receivable, net		4	
	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	36,957.	8	27,380.
	9 Prepaid expenses and deferred charges	2,585,523.	9	3,144,686.
	10a Land, buildings, and equipment: cost or other basis. Complete Part VI of Schedule D	10a 55,558,283.		
	b Less: accumulated depreciation	10b 37,028,355.		
	11 Investments - publicly traded securities	20,902,863.	10c	18,529,928.
	12 Investments - other securities. See Part IV, line 11	3,545,103.	11	4,919,817.
	13 Investments - program-related. See Part IV, line 11		12	
	14 Intangible assets		13	
	15 Other assets. See Part IV, line 11	1,138,190.	14	873,765.
16 Total assets. Add lines 1 through 15 (must equal line 34)	66,336,774.	15	67,927,432.	
Liabilities	17 Accounts payable and accrued expenses	30,148,576.	16	30,139,020.
	18 Grants payable		17	
	19 Deferred revenue	3,593,959.	18	5,891,799.
	20 Tax-exempt bond liabilities		19	
	21 Escrow or custodial account liability. Complete Part IV of Schedule D	1,174,974.	20	1,128,728.
	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	10,467,310.	22	9,054,491.
	24 Unsecured notes and loans payable to unrelated third parties	591,369.	23	909,960.
	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	884,474.	24	1,624,391.
	26 Total liabilities. Add lines 17 through 25	46,860,662.	25	48,748,389.
	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.		
27 Unrestricted net assets		16,517,087.	26	16,054,031.
28 Temporarily restricted net assets		2,959,025.	27	3,125,012.
29 Permanently restricted net assets			28	
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			29	
31 Paid-in or capital surplus, or land, building, or equipment fund			30	
32 Retained earnings, endowment, accumulated income, or other funds			31	
33 Total net assets or fund balances		19,476,112.	32	19,179,043.
34 Total liabilities and net assets/fund balances		66,336,774.	33	67,927,432.

Form 990 (2016)

Part XI Reconciliation of Net Assets

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

☒

1	Total revenue (must equal Part VIII, column (A), line 12)	1	261,107,082.
2	Total expenses (must equal Part IX, column (A), line 25)	2	261,452,967.
3	Revenue less expenses. Subtract line 2 from line 1	3	-345,885.
4	Net assets or fund balances at beginning of year (must equal Part X, line 33, column (A))	4	19,476,112.
5	Net unrealized gains (losses) on investments	5	
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	48,816.
10	Net assets or fund balances at end of year. Combine lines 3 through 9 (must equal Part X, line 33, column (B))	10	19,179,043.

Part XII Financial Statements and Reporting

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

☒

	Yes	No
1 Accounting method used to prepare the Form 990: <input type="checkbox"/> Cash <input checked="" type="checkbox"/> Accrual <input type="checkbox"/> Other If the organization changed its method of accounting from a prior year or checked "Other," explain 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	2a	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 type="checkbox"/> Separate basis <input type="checkbox"/> Consolidated basis <input checked="" type="checkbox"/> Both consolidated and separate basis	2b	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.	2c	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?	3a	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	3b	X

Form 990 (2016)

Department of the Treasury
Internal Revenue Service

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.

► Information about Schedule A (Form 990 or 990-EZ) and its instructions is at www.irs.gov/form990.

OMB No. 1545-0047

2016

Open to Public Inspection

RESOURCES FOR HUMAN DEVELOPMENT, INC.

23-1727133

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) 2012	(b) 2013	(c) 2014	(d) 2015	(e) 2016	(f) Total
1 Gifts, grants, contributions, and membership fees received. (Do not include any "unusual grants.")	2920506.	2572062.	3063521.	2054063.	2609940.	13220092.
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	2920506.	2572062.	3063521.	2054063.	2609940.	13220092.
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)						1255229.
6 Public support. Subtract line 5 from line 4.						11964863.

Section B. Total Support

Calendar year (or fiscal year beginning in) ►	(a) 2012	(b) 2013	(c) 2014	(d) 2015	(e) 2016	(f) Total
7 Amounts from line 4	2920506.	2572062.	3063521.	2054063.	2609940.	13220092.
8 Gross income from interest, dividends, payments received on securities loans, rents, royalties and income from similar sources ...	13,462.	20,747.	24,146.	61,404.	411,744.	531,503.
9 Net income from unrelated business activities, whether or not the business is regularly carried on ...						
10 Other income. Do not include gain or loss from the sale of capital assets (Explain in Part VI.)						
11 Total support. Add lines 7 through 10						13751595.
12 Gross receipts from related activities, etc. (see instructions)					12 1,231,474,654.	
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						<input type="checkbox"/>

Section C. Computation of Public Support Percentage

14 Public support percentage for 2016 (line 6, column (f) divided by line 11, column (f))	14	87.01 %
15 Public support percentage from 2015 Schedule A, Part II, line 14	15	85.92 %
16a 33 1/3% support test - 2016. 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 - 2015. 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 - 2016. 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 - 2015. 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) 2016

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) 2012	(b) 2013	(c) 2014	(d) 2015	(e) 2016	(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) 2012	(b) 2013	(c) 2014	(d) 2015	(e) 2016	(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 2016 (line 8, column (f) divided by line 13, column (f))	15	%
16 Public support percentage from 2015 Schedule A, Part III, line 15	16	%

Section D. Computation of Investment Income Percentage

17 Investment income percentage for 2016 (line 10c, column (f) divided by line 13, column (f))	17	%
18 Investment income percentage from 2015 Schedule A, Part III, line 17	18	%

19a 33 1/3% support tests - 2016. 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 - 2015.** 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

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

Yes No

1

2

3a

3b

3c

4a

4b

4c

5a

5b

5c

6

7

8

9a

9b

9c

10a

10b

Part IV Supporting Organizations (continued)

11 Has the organization accepted a gift or contribution from any of the following persons?

a A person who directly or indirectly controls, either alone or together with persons described 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? If "Yes" to a, b, or c, provide detail in Part VI.

	Yes	No
11a		
11b		
11c		

Section B. Type I Supporting Organizations

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? 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.

2 Did the organization operate for the benefit of any supported organization other than the supported organization(s) that operated, supervised, or controlled the supporting organization? If "Yes," explain in Part VI how providing such benefit carried out the purposes of the supported organization(s) that operated, supervised, or controlled the supporting organization.

	Yes	No
1		
2		

Section C. Type II Supporting Organizations

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

	Yes	No
1		

Section D. All Type III Supporting Organizations

1 Did the organization provide to each of its supported organizations, by the last day of the fifth month of the organization's tax year, (i) a written notice describing the type and amount of support provided during the prior tax year, (ii) a copy of the Form 990 that was most recently filed as of the date of notification, and (iii) copies of the organization's governing documents in effect on the date of notification, to the extent not previously provided?

2 Were any of the organization's officers, directors, or trustees either (i) appointed or elected by the supported organization(s) or (ii) serving on the governing body of a supported organization? If "No," explain in Part VI how the organization maintained a close and continuous working relationship with the supported organization(s).

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? If "Yes," describe in Part VI the role the organization's supported organizations played in this regard.

	Yes	No
1		
2		
3		

Section E. Type III Functionally Integrated Supporting Organizations

1 Check the box next to the method that the organization used to satisfy the Integral Part Test during the year (see instructions).

a ☐ The organization satisfied the Activities Test. Complete line 2 below.b ☐ The organization is the parent of each of its supported organizations. Complete line 3 below.c ☐ 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? 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.

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? 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.

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? Provide details in Part VI.

b Did the organization exercise a substantial degree of direction over the policies, programs, and activities of each of its supported organizations? If "Yes," describe in Part VI the role played by the organization in this regard.

	Yes	No
2a		
2b		
3a		
3b		

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

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

Section A - Adjusted Net Income		(A) Prior Year	(B) Current Year (optional)
1	Net short-term capital gain	1	
2	Recoveries of prior-year distributions	2	
3	Other gross income (see instructions)	3	
4	Add lines 1 through 3	4	
5	Depreciation and depletion	5	
6	Portion of operating expenses paid or incurred for production or collection of gross income or for management, conservation, or maintenance of property held for production of income (see instructions)	6	
7	Other expenses (see instructions)	7	
8	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	<input type="checkbox"/> Check here if the current year is the organization's first as a non-functionally integrated Type III supporting organization (see instructions).		

Schedule A (Form 990 or 990-EZ) 2016

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 2016 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-2016	(iii) Distributable Amount for 2016
1	Distributable amount for 2016 from Section C, line 6			
2	Underdistributions, if any, for years prior to 2016 (reasonable cause required- explain in Part VI). See instructions			
3	Excess distributions carryover, if any, to 2016:			
a				
b				
c	From 2013			
d	From 2014			
e	From 2015			
f	Total of lines 3a through e			
g	Applied to underdistributions of prior years			
h	Applied to 2016 distributable amount			
i	Carryover from 2011 not applied (see instructions)			
j	Remainder. Subtract lines 3g, 3h, and 3i from 3f.			
4	Distributions for 2016 from Section D, line 7: \$			
a	Applied to underdistributions of prior years			
b	Applied to 2016 distributable amount			
c	Remainder. Subtract lines 4a and 4b from 4			
5	Remaining underdistributions for years prior to 2016, 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 2016. Subtract lines 3h and 4b from line 1. For result greater than zero, explain in Part VI. See instructions			
7	Excess distributions carryover to 2017. Add lines 3j and 4c			
8	Breakdown of line 7:			
a				
b	Excess from 2013			
c	Excess from 2014			
d	Excess from 2015			
e	Excess from 2016			

Schedule A (Form 990 or 990-EZ) 2016

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.
▶ Information about Schedule B (Form 990, 990-EZ, or 990-PF) and
its instructions is at www.irs.gov/form990.

OMB No. 1545-0047

2016

Name of the organization

Employer identification number

RESOURCES FOR HUMAN DEVELOPMENT, INC.

23-1727133

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 foundation

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

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

General Rule

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

Special Rules

☒ 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, 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).

LHA For Paperwork Reduction Act Notice, see the Instructions for Form 990, 990-EZ, or 990-PF. Schedule B (Form 990, 990-EZ, or 990-PF) (2016)

Name of organization RESOURCES FOR HUMAN DEVELOPMENT, INC.	Employer identification number 23-1727133
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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	INDEPENDENCE BLUE CROSS FOUNDATION 1901 MARKET STREET PHILADELPHIA, PA 19201	\$ 190,000.	Person <input checked="" type="checkbox"/> Payroll <input type="checkbox"/> Noncash <input type="checkbox"/> (Complete Part II for noncash contributions.)
2	THE PHILADELPHIA FOUNDATION 1234 MARKET STREET SUITE 1800 PHILADELPHIA, PA 19107	\$ 149,718.	Person <input checked="" type="checkbox"/> Payroll <input type="checkbox"/> Noncash <input type="checkbox"/> (Complete Part II for noncash contributions.)
3	GRACE S. AND W. LINTON NELSON FOUNDATION 150 N RADNOR CHESTER ROAD SUITE F200 PHILADELPHIA, PA 19087	\$ 76,200.	Person <input checked="" type="checkbox"/> Payroll <input type="checkbox"/> Noncash <input type="checkbox"/> (Complete Part II for noncash contributions.)
4	THE JOHN AND JEANNE PETERS FAMILY FUND 7633 EAST SOARING EAGLE WAY SCOTTSDALE, AZ 85266	\$ 68,000.	Person <input checked="" type="checkbox"/> Payroll <input type="checkbox"/> Noncash <input type="checkbox"/> (Complete Part II for noncash contributions.)
5	FIERCE ADVOCACY FUND 1520 SPRUCE STREET APT 1207 PHILADELPHIA, PA 19102	\$ 60,000.	Person <input checked="" type="checkbox"/> Payroll <input type="checkbox"/> Noncash <input type="checkbox"/> (Complete Part II for noncash contributions.)
6	INDEPENDENCE FOUNDATION 200 SOUTH BROAD STREET SUITE 1101 PHILADELPHIA, PA 19102	\$ 53,000.	Person <input checked="" type="checkbox"/> Payroll <input type="checkbox"/> Noncash <input type="checkbox"/> (Complete Part II for noncash contributions.)

Name of organization

Employer identification number

RESOURCES FOR HUMAN DEVELOPMENT, INC.**23-1727133****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

RESOURCES FOR HUMAN DEVELOPMENT, INC.**23-1727133****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 C
(Form 990 or 990-EZ)

Department of the Treasury
Internal Revenue Service

Political Campaign and Lobbying Activities

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

- ▶ **Complete if the organization is described below.** ▶ **Attach to Form 990 or Form 990-EZ.**
▶ **Information about Schedule C (Form 990 or 990-EZ) and its instructions is at www.irs.gov/form990.**

OMB No. 1545-0047

2016

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Inspection**

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

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

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

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

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

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

Name of organization

RESOURCES FOR HUMAN DEVELOPMENT, INC.

Employer identification number

23-1727133

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

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

2 Political campaign activity expenditures

3 Volunteer hours for political campaign activities

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

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

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

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

4a Was a correction made?

b If "Yes," describe in Part IV.

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

1 Enter the amount directly expended by the filing organization for section 527 exempt function activities

2 Enter the amount of the filing organization's funds contributed to other organizations for section 527 exempt function activities

3 Total exempt function expenditures. Add lines 1 and 2. Enter here and on Form 1120-POL, line 17b

4 Did the filing organization file Form 1120-POL for this year?

5 Enter the names, addresses and employer identification number (EIN) of all section 527 political organizations to which the filing organization made payments. For each organization listed, enter the amount paid from the filing organization's funds. Also enter the amount of political contributions received that were promptly and directly delivered to a separate political organization, such as a separate segregated fund or a political action committee (PAC). If additional space is needed, provide information in Part IV.

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

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

Schedule C (Form 990 or 990-EZ) 2016

LHA

632041 11-10-16

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

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

Limits on Lobbying Expenditures
 (The term "expenditures" means amounts paid or incurred.)

(a) Filing organization's totals

(b) Affiliated group totals

- 1a** Total lobbying expenditures to influence public opinion (grass roots lobbying)
- b** Total lobbying expenditures to influence a legislative body (direct lobbying)
- c** Total lobbying expenditures (add lines 1a and 1b)
- d** Other exempt purpose expenditures
- e** Total exempt purpose expenditures (add lines 1c and 1d)
- f** Lobbying nontaxable amount. Enter the amount from the following table in both columns.

If the amount on line 1e, column (a) or (b) is:	The lobbying nontaxable amount is:
Not over \$500,000	20% of the amount on line 1e.
Over \$500,000 but not over \$1,000,000	\$100,000 plus 15% of the excess over \$500,000.
Over \$1,000,000 but not over \$1,500,000	\$175,000 plus 10% of the excess over \$1,000,000.
Over \$1,500,000 but not over \$17,000,000	\$225,000 plus 5% of the excess over \$1,500,000.
Over \$17,000,000	\$1,000,000.

- g** Grassroots nontaxable amount (enter 25% of line 1f)
- h** Subtract line 1g from line 1a. If zero or less, enter -0-
- i** Subtract line 1f from line 1c. If zero or less, enter -0-
- j** If there is an amount other than zero on either line 1h or line 1i, did the organization file Form 4720 reporting section 4911 tax for this year? ☐ Yes ☐ No

4-Year Averaging Period Under section 501(h)

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

Lobbying Expenditures During 4-Year Averaging Period

Calendar year (or fiscal year beginning in)	(a) 2013	(b) 2014	(c) 2015	(d) 2016	(e) Total
2a Lobbying nontaxable amount					
b Lobbying ceiling amount (150% of line 2a, column(e))					
c Total lobbying expenditures					
d Grassroots nontaxable amount					
e Grassroots ceiling amount (150% of line 2d, column (e))					
f Grassroots lobbying expenditures					

Schedule C (Form 990 or 990-EZ) 2016

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

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

	(a)		(b)
	Yes	No	Amount
1 During the year, did the filing organization attempt to influence foreign, national, state or local legislation, including any attempt to influence public opinion on a legislative matter or referendum, through the use of:			
a Volunteers?	X		
b Paid staff or management (include compensation in expenses reported on lines 1c through 1i)?	X		
c Media advertisements?		X	
d Mailings to members, legislators, or the public?	X		29.
e Publications, or published or broadcast statements?		X	
f Grants to other organizations for lobbying purposes?		X	
g Direct contact with legislators, their staffs, government officials, or a legislative body?	X		22,760.
h Rallies, demonstrations, seminars, conventions, speeches, lectures, or any similar means?	X		453.
i Other activities?	X		18,697.
j Total. Add lines 1c through 1i			41,939.
2a Did the activities in line 1 cause the organization to be not described in section 501(c)(3)?		X	
b If "Yes," enter the amount of any tax incurred under section 4912			
c If "Yes," enter the amount of any tax incurred by organization managers under section 4912			
d If the filing organization incurred a section 4912 tax, did it file Form 4720 for this year?			

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

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

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

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

Part IV Supplemental Information

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

PART II-B, LINE 1, LOBBYING ACTIVITIES:**INDIRECT COMMUNICATION AND IGNITE SUBSCRIPTION**

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.

▶ Information about Schedule D (Form 990) and its instructions is at www.irs.gov/form990.

OMB No. 1545-0047

2016

Open to Public
Inspection

Name of the organization

RESOURCES FOR HUMAN DEVELOPMENT, INC.

Employer identification number

23-1727133

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

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

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

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

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

	Held at the End of the Tax Year
a Total number of conservation easements	2a
b Total acreage restricted by conservation easements	2b
c Number of conservation easements on a certified historic structure included in (a)	2c
d Number of conservation easements included in (c) acquired after 8/17/06, 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 ▶ \$

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

Schedule D (Form 990) 2016

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
1c Beginning balance	803,993.
1d Additions during the year	71,565.
1e Distributions during the year	109,224.
1f Ending balance	766,334.

- 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		1,654,909.		1,654,909.
b Buildings		14,551,632.	9,750,680.	4,800,952.
c Leasehold improvements		18,251,591.	13,941,206.	4,310,385.
d Equipment		7,694,779.	3,882,327.	3,812,452.
e Other		13,405,372.	9,454,142.	3,951,230.
Total. Add lines 1a through 1e. (Column (d) must equal Form 990, Part X, column (B), line 10c.)				18,529,928.

Schedule D (Form 990) 2016

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) CONTRACT ADVANCES	819,974.
(3) DEFERRED CREDITS	30,000.
(4) DEFERRED RENT OBLIGATION	468,067.
(5) RETIREMENT LIABILITIES	306,350.
(6)	
(7)	
(8)	
(9)	
Total. (Column (b) must equal Form 990, Part X, col. (B) line 25.) ▶	

1,624,391.

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	266,007,831.
2	Amounts included on line 1 but not on Form 990, Part VIII, line 12:		
a	Net unrealized gains (losses) on investments	2a	
b	Donated services and use of facilities	2b	855,400.
c	Recoveries of prior year grants	2c	
d	Other (Describe in Part XIII.)	2d	4,045,349.
e	Add lines 2a through 2d	2e	4,900,749.
3	Subtract line 2e from line 1	3	261,107,082.
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	
c	Add lines 4a and 4b	4c	0.
5	Total revenue. Add lines 3 and 4c. (This must equal Form 990, Part I, line 12.)	5	261,107,082.

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	265,974,862.
2	Amounts included on line 1 but not on Form 990, Part IX, line 25:		
a	Donated services and use of facilities	2a	855,400.
b	Prior year adjustments	2b	
c	Other losses	2c	
d	Other (Describe in Part XIII.)	2d	3,666,495.
e	Add lines 2a through 2d	2e	4,521,895.
3	Subtract line 2e from line 1	3	261,452,967.
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	261,452,967.

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 1B:

THE ORGANIZATION HAS ESTABLISHED THE SPECIAL NEEDS POOLED TRUST TO HOLD ASSETS ON BEHALF OF PARTICIPATING CLIENTS OF CERTAIN PROGRAMS. THE USE OF THIS FUND IS RESTRICTED FOR THE DIRECT BENEFIT OF THE INDIVIDUALS PARTICIPATING IN THE TRUST. THE ORGANIZATION HAS ESTABLISHED A BOARD OF TRUSTEES TO PROVIDE FIDUCIARY OVERSIGHT OF THE INVESTMENT TRUST.

PART IV, LINE 2B:

CUSTODIAL ACCOUNTS HAVE BEEN ESTABLISHED TO ACCOUNT FOR ASSETS RECEIVED BY THE ORGANIZATION ON BEHALF OF CLIENTS OF VARIOUS PROGRAMS, TYPICALLY RESIDENTIAL. THESE FUNDS ARE EXPENDED FOR THE DIRECT BENEFIT OF THE INDIVIDUAL CLIENTS. THIS LIABILITY IS NOT RELATED TO THE SNPT REPORTED IN

Part XIII Supplemental Information (continued)

PART IV, LINES 1B-1F.

PART X, LINE 2:

MANAGEMENT OF THE ORGANIZATION CONSIDERS THE LIKELIHOOD OF CHANGES BY TAXING AUTHORITIES IN ITS FILED INCOME TAX RETURNS AND RECOGNIZES A LIABILITY FOR OR DISCLOSES POTENTIAL SIGNIFICANT CHANGES THAT MANAGEMENT BELIEVES ARE MORE LIKELY THAN NOT TO OCCUR UPON EXAMINATION BY TAX AUTHORITIES, INCLUDING CHANGES TO THE ORGANIZATION'S STATUS AS A NOT-FOR-PROFIT ENTITY. MANAGEMENT BELIEVES RHD, SQ FOUNDATION AND NPHO MET THE REQUIREMENTS TO MAINTAIN ITS TAX-EXEMPT STATUS AND HAS NOT IDENTIFIED ANY UNCERTAIN TAX POSITIONS SUBJECT TO THE UNRELATED BUSINESS INCOME TAX THAT REQUIRE RECOGNITION OR DISCLOSURE IN THE ACCOMPANYING CONSOLIDATED FINANCIAL STATEMENTS. MANAGEMENT HAS NOT IDENTIFIED ANY UNCERTAIN TAX POSITIONS IN FILED INCOME TAX RETURNS THAT REQUIRE RECOGNITION OR DISCLOSURE IN THE ACCOMPANYING CONSOLIDATED FINANCIAL STATEMENTS RELATED TO MUREX INVESTMENTS AND MUREX, AS WELL AS ITS RELATED FOR-PROFIT ENTITIES.

PART XI, LINE 2D - OTHER ADJUSTMENTS:

REVENUE OF CONSOLIDATED SUBSIDIARY	3,710,910.
CHANGE IN FAIR VALUE OF INTEREST RATE SWAP	60,177.
FUNDRAISING EVENT COSTS	113,799.
EQUITY IN NET LOSS OF INVESTMENTS	-11,361.
RENTAL EXPENSES	171,824.
TOTAL TO SCHEDULE D, PART XI, LINE 2D	4,045,349.

PART XII, LINE 2D - OTHER ADJUSTMENTS:

EXPENSES OF CONSOLIDATED SUBSIDIARY	3,380,872.
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Part XIII Supplemental Information *(continued)*

FUNDRAISING EVENT COSTS 113,799.

RENTAL EXPENSES 171,824.

TOTAL TO SCHEDULE D, PART XII, LINE 2D 3,666,495.

Department of the Treasury
Internal Revenue Service

▶ Information about Schedule G (Form 990 or 990-EZ) and its instructions is at www.irs.gov/form990.

OMB No. 1545-0047

2016

Open to Public Inspection

Name of the organization

RESOURCES FOR HUMAN DEVELOPMENT, INC.

Employer identification number
23-1727133

Part I

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

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

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

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

☐ Yes☐ No

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

[illegible]

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

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

		(a) Event #1	(b) Event #2	(c) Other events	(d) Total events (add col. (a) through col. (c))
		WINE GALA (event type)	SPRING RECEPTION (event type)	3 (total number)	
Revenue	1 Gross receipts	176,542.	97,285.	255,967.	529,794.
	2 Less: Contributions	138,280.	83,285.	200,627.	422,192.
	3 Gross income (line 1 minus line 2)	38,262.	14,000.	55,340.	107,602.
Direct Expenses	4 Cash prizes			510.	510.
	5 Noncash prizes			8,222.	8,222.
	6 Rent/facility costs		4,257.	3,660.	7,917.
	7 Food and beverages	38,262.	8,135.	32,719.	79,116.
	8 Entertainment		663.	775.	1,438.
	9 Other direct expenses	12,863.	216.	3,517.	16,596.
	10 Direct expense summary. Add lines 4 through 9 in column (d)				113,799.
	11 Net income summary. Subtract line 10 from line 3, column (d)				-6,197.

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				
	2 Cash prizes				
Direct Expenses	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

Part IV	Supplemental Information (continued)
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This image shows a single sheet of white paper with horizontal ruling lines. The lines are evenly spaced and run across the width of the page. There are no margins, text, or other markings on the paper.

Name of the organization

► Information about Schedule I (Form 990) and its instructions is at www.irs.gov/form990.

Employer identification number
23-1727133

RESOURCES FOR HUMAN DEVELOPMENT, INC.

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?

2 Describe in Part IV the organization's procedures for monitoring the use of grant funds in the United States.

Part II

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

[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.

SEE PART IV FOR COLUMN (H) DESCRIPTIONS

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

(a) Type of grant or assistance	(b) Number of recipients	(c) Amount of cash grant	(d) Amount of non-cash assistance	(e) Method of valuation (book, FMV, appraisal, other)	(f) Description of noncash assistance

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:

GRANTEE SHOULD PROVIDE TO RHD A NARRATIVE AND FINANCIAL REPORT ON THE USE OF GRANT FUNDS AND OPERATING RESULTS. RHD MAY CONDUCT EVALUATIONS OF GRANTEE AND ITS OPERATIONS AND PROGRAMS.GRANTEE SHOULD REPORT TO RHD THE NUMBER OF INDIVIDUALS WITH IDD ENGAGED IN SKILL DEVELOPMENT, EMPLOYMENT, AND COMMUNITY INCLUSION OPPORTUNITIES. RHD SHOULD ENSURE THAT ALL FUNDS ARE USED IN ACCORDANCE WITH GRANT DOCUMENTS AND CONDUCT EVALUATION OF ACCOMPLISHMENTS AND GOALS BASED ON INDIVIDUAL'S SERVICE PLANS.

Part IV Supplemental Information

PART II, LINE 1, COLUMN (H):

NAME OF ORGANIZATION OR GOVERNMENT: PARTNERS CREATING COMMUNITY INC.

(H) PURPOSE OF GRANT OR ASSISTANCE: RHD IS SUPPORTING PARTNERS CREATING
COMMUNITY'S EFFORTS TO IMPROVE THE LIVES OF RHD PROGRAM PARTICIPANTS, BY
PARTICIPATING IN THE GREEN LION BREADS PRODUCTION BAKERY TO LEARN AND
DEVELOP WORK AND SOCIAL SKILLS PRESCRIBED IN INDIVIDUAL SERVICE PLANS.

**SCHEDULE J
(Form 990)**

Department of the Treasury
Internal Revenue Service

Compensation Information

For certain Officers, Directors, Trustees, Key Employees, and Highest
Compensated Employees

▶ **Complete if the organization answered "Yes" on Form 990, Part IV, line 23.**

▶ **Attach to Form 990.**

▶ **Information about Schedule J (Form 990) and its instructions is at www.irs.gov/form990.**

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2016

**Open to Public
Inspection**

Name of the organization

RESOURCES FOR HUMAN DEVELOPMENT, INC.

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Part I Questions Regarding Compensation

1a Check the appropriate box(es) if the organization provided any of the following to or for a person listed on Form 990, Part VII, Section A, line 1a. Complete Part III to provide any relevant information regarding these items.

- | | |
|--|---|
| <input type="checkbox"/> First-class or charter travel | <input type="checkbox"/> Housing allowance or residence for personal use |
| <input type="checkbox"/> Travel for companions | <input type="checkbox"/> Payments for business use of personal residence |
| <input type="checkbox"/> Tax indemnification and gross-up payments | <input type="checkbox"/> Health or social club dues or initiation fees |
| <input type="checkbox"/> Discretionary spending account | <input type="checkbox"/> Personal services (such as, maid, chauffeur, chef) |

b If any of the boxes on line 1a are checked, did the organization follow a written policy regarding payment or reimbursement or provision of all of the expenses described above? If "No," complete Part III to explain

2 Did the organization require substantiation prior to reimbursing or allowing expenses incurred by all directors, trustees, and officers, including the CEO/Executive Director, regarding the items checked on line 1a?

3 Indicate which, if any, of the following the filing organization used to establish the compensation of the organization's CEO/Executive Director. Check all that apply. Do not check any boxes for methods used by a related organization to establish compensation of the CEO/Executive Director, but explain in Part III.

- | | |
|---|---|
| <input type="checkbox"/> Compensation committee | <input type="checkbox"/> Written employment contract |
| <input type="checkbox"/> Independent compensation consultant | <input checked="" type="checkbox"/> Compensation survey or study |
| <input checked="" type="checkbox"/> Form 990 of other organizations | <input checked="" type="checkbox"/> Approval by the board or compensation committee |

4 During the year, did any person listed on Form 990, Part VII, Section A, line 1a, with respect to the filing organization or a related organization:

- a** Receive a severance payment or change-of-control payment?
- b** Participate in, or receive payment from, a supplemental nonqualified retirement plan?
- c** Participate in, or receive payment from, an equity-based compensation arrangement?
- If "Yes" to any of lines 4a-c, list the persons and provide the applicable amounts for each item in Part III.

Only section 501(c)(3), 501(c)(4), and 501(c)(29) organizations must complete lines 5-9.

5 For persons listed on Form 990, Part VII, Section A, line 1a, did the organization pay or accrue any compensation contingent on the revenues of:

- a** The organization?
- b** Any related organization?
- If "Yes" on line 5a or 5b, describe in Part III.

6 For persons listed on Form 990, Part VII, Section A, line 1a, did the organization pay or accrue any compensation contingent on the net earnings of:

- a** The organization?
- b** Any related organization?
- If "Yes" on line 6a or 6b, describe in Part III.

7 For persons listed on Form 990, Part VII, Section A, line 1a, did the organization provide any nonfixed payments not described on lines 5 and 6? If "Yes," describe in Part III

8 Were any amounts reported on Form 990, Part VII, paid or accrued pursuant to a contract that was subject to the initial contract exception described in Regulations section 53.4958-4(a)(3)? If "Yes," describe in Part III

9 If "Yes" on line 8, did the organization also follow the rebuttable presumption procedure described in Regulations section 53.4958-6(c)?

Yes No

1b

2

4a

4b

4c

5a

5b

6a

6b

7

8

9

X

X

X

X

X

X

X

X

X

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

Schedule J (Form 990) 2016

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

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

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

(A) Name and Title	(B) Breakdown of W-2 and/or 1099-MISC compensation				(C) Retirement and other deferred compensation	(D) Nontaxable benefits	(E) Total of columns (B)(i)-(D)	(F) Compensation in column (B) reported as deferred on prior Form 990
	(i) Base compensation	(ii) Bonus & incentive compensation	(iii) Other reportable compensation					
(1) DALE ANDERSON (TO 12/2016)	(i) 95,464.	0.	0.		113,369.	18,461.	227,294.	0.
EXECUTIVE VICE PRESIDENT	(ii) 0.	0.	0.		0.	0.	0.	0.
(2) DONNA L. TORRISI	(i) 148,594.	0.	0.		0.	9,591.	158,185.	0.
EXECUTIVE VICE PRESIDENT	(ii) 0.	0.	0.		0.	0.	0.	0.
(3) DYANN ROTH (TO 08/2017)	(i) 160,064.	0.	0.		0.	13,629.	173,693.	0.
CHIEF EXECUTIVE OFFICER/PR	(ii) 0.	0.	0.		0.	0.	0.	0.
(4) MARCO GIORDANO	(i) 139,853.	0.	0.		0.	19,891.	159,744.	0.
CHIEF FINANCIAL OFFICER	(ii) 0.	0.	0.		0.	0.	0.	0.
(5) RICHELLE GUNTER (TO 08/2017)	(i) 141,249.	0.	0.		0.	10,907.	152,156.	0.
CHIEF CLINICAL QUALITY OFF	(ii) 0.	0.	0.		0.	0.	0.	0.
(6) DONALD A. HAZLETT	(i) 179,210.	0.	0.		0.	0.	179,210.	0.
PSYCHIATRIST	(ii) 0.	0.	0.		0.	0.	0.	0.
(7) FRANK M. TORRISI	(i) 142,280.	0.	0.		0.	24,885.	167,165.	0.
NETWORK DENTAL DIRECTOR	(ii) 0.	0.	0.		0.	0.	0.	0.
(8) PATRICIA H. FIGGS	(i) 191,769.	0.	0.		0.	1,847.	193,616.	0.
PSYCHIATRIST	(ii) 0.	0.	0.		0.	0.	0.	0.
	(i)							
	(ii)							
	(i)							
	(ii)							
	(i)							
	(ii)							
	(i)							
	(ii)							
	(i)							
	(ii)							
	(i)							
	(ii)							
	(i)							
	(ii)							
	(i)							
	(ii)							
	(i)							
	(ii)							

Part III Supplemental Information

Provide the information, explanation, or descriptions required for Part I, lines 1a, 1b, 3, 4a, 4b, 4c, 5a, 5b, 6a, 6b, 7, and 8, and for Part II. Also complete this part for any additional information.

SCHEDULE J, PART I, LINE 4A:

THE FOLLOWING INDIVIDUAL RECEIVED SEVERANCE AND SETTLEMENT PAYMENTS

DURING FY16 - 17 :

DALE ANDERSON \$70,000

SCHEDULE J, PART I, LINE 4B:

**THE FOLLOWING INDIVIDUALS RECEIVED PAYMENTS FROM A SUPPLEMENTAL
NONQUALIFIED RETIREMENT PLAN (RETIREMENT ADVANTAGE PLAN)**

STANLEY L. SHUBILLA \$27,327

DALE ANDERSON \$43,369

(Form 990 or 990-EZ)

▶ **Complete if the organization answered "Yes" on Form 990, Part IV, line 25a, 25b, 26, 27, 28a, 28b, or 28c, or Form 990-EZ, Part V, line 38a or 40b.**
▶ **Attach to Form 990 or Form 990-EZ.**
▶ **Information about Schedule L (Form 990 or 990-EZ) and its instructions is at www.irs.gov/form990.**

2016

Open To Public Inspection

Name of the organization

RESOURCES FOR HUMAN DEVELOPMENT, INC.

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

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

[illegible]

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

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

Part II	Loans to and/or From Interested Persons.
----------------	---

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

[illegible]

Category	Value
1. Total	100.00
2. Subtotal	100.00
3. Total	100.00
4. Subtotal	100.00
5. Total	100.00
6. Subtotal	100.00
7. Total	100.00
8. Subtotal	100.00
9. Total	100.00
10. Subtotal	100.00
11. Total	100.00
12. Subtotal	100.00
13. Total	100.00
14. Subtotal	100.00
15. Total	100.00
16. Subtotal	100.00
17. Total	100.00
18. Subtotal	100.00
19. Total	100.00
20. Subtotal	100.00
21. Total	100.00
22. Subtotal	100.00
23. Total	100.00
24. Subtotal	100.00
25. Total	100.00
26. Subtotal	100.00
27. Total	100.00
28. Subtotal	100.00
29. Total	100.00
30. Subtotal	100.00
31. Total	100.00
32. Subtotal	100.00
33. Total	100.00
34. Subtotal	100.00
35. Total	100.00
36. Subtotal	100.00
37. Total	100.00
38. Subtotal	100.00
39. Total	100.00
40. Subtotal	100.00
41. Total	100.00
42. Subtotal	100.00
43. Total	100.00
44. Subtotal	100.00
45. Total	100.00
46. Subtotal	100.00
47. Total	100.00
48. Subtotal	100.00
49. Total	100.00
50. Subtotal	100.00
51. Total	100.00
52. Subtotal	100.00
53. Total	100.00
54. Subtotal	100.00
55. Total	100.00
56. Subtotal	100.00
57. Total	100.00
58. Subtotal	100.00
59. Total	100.00
60. Subtotal	100.00
61. Total	100.00
62. Subtotal	100.00
63. Total	100.00
64. Subtotal	100.00
65. Total	100.00
66. Subtotal	100.00
67. Total	100.00
68. Subtotal	100.00
69. Total	100.00
70. Subtotal	100.00
71. Total	100.00
72. Subtotal	100.00
73. Total	100.00
74. Subtotal	100.00
75. Total	100.00
76. Subtotal	100.00
77. Total	100.00
78. Subtotal	100.00
79. Total	100.00
80. Subtotal	100.00
81. Total	100.00
82. Subtotal	100.00
83. Total	100.00
84. Subtotal	100.00
85. Total	100.00
86. Subtotal	100.00
87. Total	100.00
88. Subtotal	100.00
89. Total	100.00
90. Subtotal	100.00
91. Total	100.00
92. Subtotal	100.00
93. Total	100.00
94. Subtotal	100.00
95. Total	100.00
96. Subtotal	100.00
97. Total	100.00
98. Subtotal	100.00
99. Total	100.00
100. Subtotal	100.00

Part III	Grants or Assistance Benefiting Interested Persons.
-----------------	--

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

[illegible]

Part IV Business Transactions Involving Interested Persons.

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

(a) Name of interested person	(b) Relationship between interested person and the organization	(c) Amount of transaction	(d) Description of transaction	(e) Sharing of organization's revenues?	
				Yes	No
KEN KAUFFMAN	SPOUSE OF SHARON KA	15,385.	INDEPENDENT		X
LEE GRACE GUNTER	CHILD OF RACHELLE G	18,838.	INDEPENDENT		X
MARGARET S. GLAVIN	SPOUSE OF BERNARD G	69,641.	EMPLOYMENT		X
BENJAMIN L. PALMER	CHILD OF DONNA TORR	18,968.	EMPLOYMENT		X
MARCO K. MAGDAMO	SPOUSE OF LINDA DON	79,326.	EMPLOYMENT		X
RACHEL D. KAUFFMAN	CHILD OF SHARON KAU	1,653.	EMPLOYMENT		X
BRIGID A. MAGDAMO	CHILD OF LINDA DONO	718.	EMPLOYMENT		X

Part V Supplemental Information

Provide additional information for responses to questions on Schedule L (see instructions).

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

(A) NAME OF PERSON: KEN KAUFFMAN

(B) RELATIONSHIP BETWEEN INTERESTED PERSON AND ORGANIZATION:

SPOUSE OF SHARON KAUFFMAN (SR. VP MARKETING FUND DEV.)

(D) DESCRIPTION OF TRANSACTION: INDEPENDENT CONTRACTOR PROVIDING

PHOTOGRAPHY SERVICES

(A) NAME OF PERSON: LEE GRACE GUNTER

(B) RELATIONSHIP BETWEEN INTERESTED PERSON AND ORGANIZATION:

CHILD OF RACHELLE GUNTER (CHIEF CLINICAL QUALITY OFFICER)

(D) DESCRIPTION OF TRANSACTION: INDEPENDENT CONTRACTOR PROVIDING

COUNSELING SERVICES

(A) NAME OF PERSON: MARGARET S. GLAVIN

(B) RELATIONSHIP BETWEEN INTERESTED PERSON AND ORGANIZATION:

SPOUSE OF BERNARD GLAVIN (EXECUTIVE VICE PRESIDENT)

(A) NAME OF PERSON: BENJAMIN L. PALMER

(B) RELATIONSHIP BETWEEN INTERESTED PERSON AND ORGANIZATION:

CHILD OF DONNA TORRISI (EXECUTIVE VICE PRESIDENT)

Part V Supplemental Information

Complete this part to provide additional information for responses to questions on Schedule L (see instructions).

(A) NAME OF PERSON: MARCO K. MAGDAMO

(B) RELATIONSHIP BETWEEN INTERESTED PERSON AND ORGANIZATION:

SPOUSE OF LINDA DONOVAN-MAGDAMO (EXECUTIVE VICE PRESIDENT)

(A) NAME OF PERSON: RACHEL D. KAUFFMAN

(B) RELATIONSHIP BETWEEN INTERESTED PERSON AND ORGANIZATION:

CHILD OF SHARON KAUFFMAN (SR. VP MARKETING FUND DEV.)

(A) NAME OF PERSON: BRIGID A. MAGDAMO

(B) RELATIONSHIP BETWEEN INTERESTED PERSON AND ORGANIZATION:

CHILD OF LINDA DONOVAN-MAGDAMO (EXECUTIVE VICE PRESIDENT)

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.

▶ Information about Schedule O (Form 990 or 990-EZ) and its instructions is at www.irs.gov/form990.

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RESOURCES FOR HUMAN DEVELOPMENT, INC.

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

AS THEY WORK TO ACHIEVE THE HIGHEST LEVEL OF INDEPENDENCE POSSIBLE AND
BUILD BETTER LIVES FOR THEMSELVES, THEIR FAMILIES, AND THEIR
COMMUNITIES.

RHD OPERATES 170 PROGRAMS IN 15 STATES SERVING MORE THAN 50,000
CHILDREN AND ADULTS EACH YEAR. OUR PROGRAMS SPECIALIZE IN HELPING
INDIVIDUALS AND FAMILIES WITH COMPLEX NEEDS INCLUDING MENTAL ILLNESSES,
DEVELOPMENTAL DISABILITIES, CHRONIC HOMELESS, SUBSTANCE USE,
POST-TRAUMATIC STRESS, ABUSE AND OTHER CONDITIONS. OUR SERVICES ARE
EXTREMELY DIVERSE INCLUDING HOUSING, HEALTH CARE, EDUCATION, COMMUNITY
DEVELOPMENT, JOB TRAINING, CAREER COUNSELING, SOCIAL SERVICES,
ADDICTION COUNSELING, OUTSIDER ART, AND RETURNING CITIZENS.

FORM 990, PART III, LINE 2, NEW PROGRAM SERVICES:

RHD OPENED ITS 12TH ACT TEAM, RHD CROSS ACT IN IOWA. RHD CROSS ACT
SERVES THE 7 COUNTIES OF THE CROSS MHDS (MENTAL HEALTH AND
DEVELOPMENTAL SERVICES) REGION. THE SERVICE TERRITORY INCLUDES THE
COUNTIES OF RINGGOLD, DECATUR, WAYNE, CLARKE, LUCAS, MONROE, AND
MARION.

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

RHD OFFERS A VARIETY OF COMMUNITY-BASED RESIDENTIAL AND ART-BASED DAY
SERVICES TO INDIVIDUALS WITH INTELLECTUAL AND DEVELOPMENTAL
DISABILITIES. RESIDENTIAL SERVICES ARE PROVIDED IN 13 STATES AND
ACROSS 52 PROGRAMS. RHD PROVIDES ARTS-BASED DAY PROGRAMS IN

Name of the organization

RESOURCES FOR HUMAN DEVELOPMENT, INC.

Employer identification number

23-1727133

MASSACHUSETTS, MISSOURI, NEBRASKA, PENNSYLVANIA, AND RHODE ISLAND.

PROGRAM SERVICE ACCOMPLISHMENTS INCLUDE:

-JENNY, AN ARTIST AT RHD'S CENTER FOR CREATIVE WORKS, WAS FEATURED AT THE NY OUTSIDER ART FAIR, THE LARGEST OUTSIDER ART FAIR IN THE COUNTRY. THE CENTER FOR CREATIVE WORKS IS A UNIQUE, CREATIVE DAY SERVICE PROGRAM WITH A FOCUS ON ARTS AND ARTS BASED SKILL-BUILDING, EDUCATION, IN-HOUSE GENERATED VOCATIONAL OPPORTUNITIES AND COMMUNITY INVOLVEMENT FOR PEOPLE WITH DEVELOPMENTAL/INTELLECTUAL DISABILITIES.

-RHD'S BLANK CANVAS STUDIO TOOK SECOND PLACE IN THE 9TH ANNUAL MANNEQUINS ON THE LOOP EVENT IN ST. LOUIS, WHERE LOCAL ARTISTS WORKED WITH RECYCLED MATERIALS TO DECORATE MANNEQUINS IN ORDER TO INSPIRE PEOPLE TO USE CREATIVITY, GO GREEN, AND LIVE SUSTAINABLY. THE AMAZING ARTISTS AT BCS CREATED "ST. ROBIN, PATRON SAINT OF ARTISTS WITH DISABILITIES." BLANK CANVAS STUDIO IS A CREATIVE ARTS PROGRAM FOR INDIVIDUALS WITH DEVELOPMENTAL DISABILITIES, PROVIDING PEOPLE OF ALL ABILITY LEVELS THE OPPORTUNITY TO CREATE UNINHIBITED ART AND THE SUPPORTS TO DEFINE THEMSELVES AS ARTISTS.

-ADESHA VILLAGE PARTNERED WITH GREEN LION BREADS, A NON-FOR-PROFIT MICRO-BAKERY DEDICATED TO SOURCING LOCAL AND REGIONAL WHOLE GRAINS, IN A SUPPORTED EMPLOYMENT PROJECT THAT AFFORDS ADESHA PARTICIPANTS A CREATIVE AND DYNAMIC ENVIRONMENT WHERE THEY LEARN SPECIALIZED SKILLS AND PREPARE THEMSELVES FOR OTHER FUTURE EMPLOYMENT OPPORTUNITIES

-MAINSTAY UNITED OPENED A TRANSITION SITE; A NEW PROGRAM TO ADVANCE

Name of the organization

RESOURCES FOR HUMAN DEVELOPMENT, INC.

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INDIVIDUALS WHO HAVE PROGRESSED IN THEIR TREATMENT PROGRAM. THE PROGRAM FOCUSES ON REDUCTION OF SUPERVISION, ALONE TIME IN THE COMMUNITY, AND IMPLEMENTATION OF THE ACTION PHASE OF TREATMENT.

-ELLA FROM RHD DEFUNIAK SPRINGS, FEATURED IN A BOOK ON PEOPLE WITH DISABILITIES WHO HOLD JOBS IN THEIR COMMUNITIES TITLED: "EMBRACING INCLUSION: PEOPLE WITH DISABILITIES ENRICHING THE WORKFORCE." DEFUNIAK SPRINGS IS A COMMUNITY-BASED CLUBHOUSE MODEL AND DAY PROGRAM SERVING ADULTS WITH DEVELOPMENTAL DISABILITIES.

-RHD OPENED A NEW SERVICE IN SOUTH DAKOTA, A SHARED LIVING PROGRAM THAT PROVIDES INNOVATIVE RESIDENTIAL SUPPORTS FOR PEOPLE WITH INTELLECTUAL DISABILITIES.

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

PEOPLE WITH MENTAL ILLNESSES LEARN TO LIVE AS INDEPENDENTLY AS POSSIBLE WITHIN THEIR COMMUNITIES THROUGH RESOURCES FOR HUMAN DEVELOPMENT'S RESIDENTIAL SERVICES. FROM SIMPLE RESIDENTIAL GROUP LIVING, AND INDEPENDENT APARTMENTS WHERE RESIDENTS LIVE WITHIN THE COMMUNITY, LEARNING TO MANAGE THEIR MEDICATIONS AND TAKE CHARGE OF THEIR OWN LIVES, TO LIVING ARRANGEMENTS THAT OFFER A HIGHER LEVEL OF GUIDANCE AND CARE FOR PEOPLE WITH DUAL DIAGNOSES OR FRAGILE MEDICAL CONDITIONS. RESIDENTIAL AND SUPPORTING HOUSING SERVICES ARE PROVIDED TO INDIVIDUALS IN 12 STATES ACROSS 90 PROGRAMS. PROGRAM SERVICE ACCOMPLISHMENTS INCLUDE:

-RHD'S CAFE THE LODGE OFFER MEANINGFUL EMPLOYMENT EXPANDED

Name of the organization

RESOURCES FOR HUMAN DEVELOPMENT, INC.

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OPPORTUNITIES FOR EMPLOYMENT AND INDEPENDENCE FOR PEOPLE WITH MENTAL HEALTH CHALLENGES, DOUBLING ITS MENU, EXPANDING ITS CATERING AND REMODELING ITS OUTDOOR DINING AREA. THROUGH THESE IMPROVEMENTS, ONSITE SALES AT THE CAFE HAVE INCREASED BY 20 PERCENT.

CAFE THE LODGE IS A BUSTLING BETHLEHEM EATERY STAFFED ALMOST ENTIRELY BY ADULTS WITH MENTAL ILLNESS THAT SERVES UP COFFEES, PASTRIES, BREAKFASTS AND LUNCHESES TO THE PUBLIC.

-RHD'S OCEAN COUNTY RIST CELEBRATED 10 YEARS OF RHD'S OCEAN COUNTY RIST MARKS 10 YEARS OF SUPPORTING PEOPLE WITH MENTAL ILLNESS TO SUSTAIN LIVING IN THE COMMUNITY.

-RHD'S MORRIS HOME, SUPPORTING PHILLY'S TRANSGENDER POPULATION, WAS HONORED BY MAYOR'S DRUG & ALCOHOL COMMISSION WITH THE 2017 TREATMENT PROVIDER AWARD.

-RHD'S NEW START II WAS RECOGNIZED BY JOURNEY OF HOPE FOR THEIR STRATEGIC PLANNING TO FOLLOW-UP AND ESTABLISH AN ALUMNI GROUP FOR FORMER RESIDENTS WHICH HELPED PROMOTE ABSTINENCE AS WELL AS BEING ABLE TO KEEP THE MEMBERS CONNECTED TO HEALTHY SUPPORTS.

-AT RHD'S COASTAL WELLNESS MICHELLE HAD A YEAR OF UPS AND DOWNS WITH HER MENTAL HEALTH, BUT WORKED DILIGENTLY TO BUILD A SET OF COPING SKILLS AND TOOLS WHILE SHE WAS WELL TO USE WHEN SHE IDENTIFIED INCREASED SYMPTOMS. ON HER SECOND DECLINE, SHE WAS ABLE TO USE THE TOOLS SHE BUILT TO ADVOCATE FOR HERSELF DURING DOCTOR'S APPOINTMENTS, IDENTIFY TRIGGERS TO RHD STAFF AND HER THERAPIST AND ULTIMATELY AVOID RE-HOSPITALIZATION. DESPITE ONE HOSPITALIZATION EARLY IN THE YEAR AND

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AN ONGOING BATTLE TO FIND THE RIGHT MEDICATIONS, SHE HAS ACCOMPLISHED PURCHASING A CAR AND RESTORING HER LICENSE, OBTAINING EMPLOYMENT AND RECEIVING A PROMOTION AND FINALLY APPLYING TO COLLEGE WITH INTENT TO STUDY LAW AND GETTING ACCEPTED TODAY TO GEORGIAN COURT UNIVERSITY!

-RHD'S DELAWARE MENTAL HEALTH GROUP HOMES RECEIVED CARF ACCREDITATION FOR THE MAXIMUM ALLOWED AMOUNT OF THREE YEARS.

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

RHD PROVIDES A VARIETY OF BEHAVIORAL HEALTH, ADDICTION TREATMENT AND RECOVERY SERVICES, RANGING FROM INTENSIVE INPATIENT THERAPY, OUTPATIENT MENTAL HEALTH COUNSELING, ASSERTIVE COMMUNITY TREATMENT, AND INTENSIVE CASE MANAGEMENT, TO INPATIENT TREATMENT FOR PEOPLE DIAGNOSED WITH CO-OCCURRING MENTAL ILLNESSES AND ADDICTIONS. THE ADDICTION RECOVERY SERVICES ARE PROVIDED TO INDIVIDUALS IN 6 STATES ACROSS 44 PROGRAMS. RHD ALSO OPERATES A NATIONALLY RECOGNIZED NETWORK OF HEALTH CENTERS PROVIDING AFFORDABLE AND ACCESSIBLE PRIMARY HEALTH, BEHAVIORAL HEALTH, AND DENTAL CARE TO PEOPLE IN UNDERSERVED NEIGHBORHOODS IN PHILADELPHIA. OUR HEALTH CENTERS PROVIDE SERVICES TO ALMOST 25,000 PATIENTS IN FOUR LOCATIONS IN PHILADELPHIA.

PROGRAM SERVICE ACCOMPLISHMENTS INCLUDE:

-DONNA TORRISI OF RHD'S FAMILY PRACTICE & COUNSELING NETWORK WAS HONORED WITH THE 2017 LORETTA C. FORD LIFETIME ACHIEVEMENT AWARD BY THE THE NATIONAL NURSE PRACTITIONER SYMPOSIUM. THE AWARD RECOGNIZES THE ACCOMPLISHMENTS OF AN INDIVIDUAL WHO HAS DEMONSTRATED LONGEVITY,

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INTEGRITY, PROFESSIONAL ACHIEVEMENT AND ADVOCACY IN ADVANCED PRACTICE
NURSING ON A NATIONAL LEVEL.

-RHD'S FAMILY PRACTICE AND COUNSELING NETWORK CELEBRATED 25 YEARS OF
PROVIDING QUALITY HEALTH CARE TO VULNERABLE POPULATIONS. FOUNDED BY RHD
IN 1992, FPCN IS THE LARGEST NURSE-MANAGED HEALTH CARE NETWORK IN THE
COUNTRY AND SERVES MORE THAN 22,000 PATIENTS EACH YEAR.

-RHD WAS AMONG THE FIRST NONPROFIT ORGANIZATIONS IN THE NATION TO
PARTICIPATE IN A NEW PROGRAM AIMED AT IMPROVING BEHAVIORAL HEALTH
SERVICES, WITH THE CERTIFIED COMMUNITY BEHAVIORAL HEALTH CLINIC (CCBHC)
DEMONSTRATION GRANT. THE CCBHC GRANT WAS GIVEN TO ONLY EIGHT STATES,
AND RHD'S LOWER MERION COUNSELING SERVICES WAS AWARDED FUNDING FOR THE
GROUNDBREAKING TWO-YEAR DEMONSTRATION PROGRAM. LMCS IS A
COMMUNITY-BASED OUTPATIENT MENTAL HEALTH TREATMENT CENTER INCLUDES
PSYCHIATRISTS AND THERAPISTS PROVIDING COMPREHENSIVE THERAPEUTIC MENTAL
HEALTH AND DRUG AND ALCOHOL SERVICES TO INDIVIDUALS, FAMILIES, AND
GROUPS.

-THE RHD ADDICTION TREATMENT AND RECOVERY SYSTEM IN RESPONSE TO THE
OPIOID EPIDEMIC APPLIED AND WAS SELECTED AS A PENNSYLVANIA CENTER OF
EXCELLENCE OUTREACH AND RESPONSE TEAM, INCREASED THE NUMBER OF BEDS IN
OUR RESIDENTIAL TREATMENT SYSTEM.

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

OTHER PROGRAM SERVICES

RESOURCES FOR HUMAN DEVELOPMENT'S COMPREHENSIVE SOCIAL SERVICES

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-RHD'S MAIN LINE WINE GALA FUNDRAISER CELEBRATES RHD'S INNOVATIVE SERVICES IN AN EVENT THAT FEATURES SOME OF THE WORLD'S MOST INNOVATIVE WINEMAKERS. LAST YEAR RHD'S MAIN LINE WINE GALA FEATURED LAURENT DROUHIN, PROPRIETOR AND THE GREAT GRANDSON OF THE FOUNDER OF MAISON JOSEPH DROUHIN, A FAMILY WITH WINE CONNECTIONS DATING BACK TO THE 13TH CENTURY. THREE RHD PROGRAMS RECEIVED \$25,000 EACH FROM THE MAIN LINE WINE GALA: LA CASA (A PROGRAM SUPPORTING HOMELESS YOUTH), HEALING AJAX (A VETERANS PTSD SUPPORT PROGRAM) AND THE CENTER FOR CREATIVE WORKS (A CREATIVE ARTS DAY PROGRAM FOR PEOPLE WITH INTELLECTUAL DISABILITIES). EXPENSES \$ 14,338,973. INCL GRANTS OF \$ 135,000. REVENUE \$ 15,818,186.

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

A DRAFT OF THE FORM 990 IS PROVIDED TO THE EXECUTIVE TEAM OF THE CORPORATION FOR THEIR REVIEW AND COMMENT. A COPY IS SENT TO THE FULL BOARD FOR THEIR REVIEW AND COMMENT PRIOR TO FILING THE RETURN. AFTER CONSIDERING ANY BOARD COMMENTS, A DESIGNATED OFFICER SIGNS AND FILES THE RETURN.

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

THE CORPORATION HAS A CONFLICT OF INTEREST POLICY WITHIN ITS CORPORATE COMPLIANCE PROGRAM AND POLICIES. ALL DIRECTORS OF THE BOARD AND ALL EMPLOYEES OF THE CORPORATION ARE COVERED UNDER THESE POLICIES.

THE GOVERNING BODY AND STAFF WILL CONDUCT BUSINESS TRANSACTIONS WITH THIRD PARTY ENTITIES AND INDIVIDUALS IN A MANNER THAT AVOIDS CONFLICTS OF INTEREST AND THE POTENTIAL FOR IMPROVING PERSONAL INTERESTS AND PERSONAL FINANCIAL INTERESTS. IN ADDITION, THE GOVERNING BODY AND STAFF WILL AVOID ACTUAL OR POTENTIAL OUTSIDE ACTIVITIES.

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PROGRAMMING ALSO INCLUDES HOMELESSNESS, VETERAN, CHILDREN, AND OTHER SERVICES. THESE SERVICES ARE PROVIDED FOR INDIVIDUALS IN 5 STATES ACROSS 52 PROGRAMS. PROGRAM SERVICE ACCOMPLISHMENTS INCLUDE:

-RHD'S ONE STEP AWAY WAS FEATURED AT THE KICKOFF PRESS CONFERENCE FOR PHILADELPHIA'S "TEXT-TO-GIVE" CAMPAIGN WITH MAYOR JIM KENNEY AND DIRECTOR OF THE OFFICE OF HOMELESS SERVICES LIZ HERSH. ONE STEP AWAY, PHILADELPHIA'S STREET NEWSPAPER, WAS HIGHLIGHTED AS AN EXAMPLE OF PRODUCTIVE ALTERNATIVES TO PANHANDLING - AT ONE STEP AWAY, PEOPLE WORK TO BREAK THE CYCLE OF HOMELESSNESS BY PRODUCING AND SELLING THE PAPER, WHICH SERVES AS A VOICE OF ADVOCACY AND A SOURCE OF MEANINGFUL INCOME TO PEOPLE EXPERIENCING HOMELESSNESS. ONE STEP AWAY WAS FEATURED ON FOX-29 FOR ITS WORK WITH PEOPLE EXPERIENCING HOMELESSNESS.

-WOODSTOCK FAMILY CENTER LAUNCHED CAMP WOODSTOCK TO HELP CHILDREN LIVING AT OR BELOW THE POVERTY LINE AVOID THE SO-CALLED "SUMMER SLIDE" OF FALLING BEHIND IN READING AND MATH DURING THE SUMMER BREAK. CAMP WOODSTOCK INCLUDED AN ACADEMIC COMPONENT, WITH INDIVIDUAL TUTORING AND A MONEY MATTERS CLASS. DURING THE CLASS, CHILDREN LEARNED HOW TO SAVE AND BUDGET WITH PRETEND MONEY. THE MOTHERS OF WOODSTOCK CAMPERS WERE ALSO GIVEN ENRICHMENT OPPORTUNITIES THROUGH WOMEN'S EMPOWERMENT CLASSES AND CROCHET INSTRUCTION.

-MLB.COM FEATURED RHD'S FASST/CONNECTIONS, A BEHAVIORAL HEALTH CARE UNIT THAT PROVIDES COORDINATION OF SERVICES TO INDIVIDUALS IN PHILADELPHIA SHELTERS, FOR THE ROLE RHD PLAYED IN HELPING ABRAHAM LEAVE THE SHELTER AND ATTAIN AND THRIVE IN A JOB WITH THE PHILADELPHIA PHILLIES.

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PERSONAL INTERESTS, FINANCIAL INTERESTS, AND OUTSIDE ACTIVITIES THAT PRESENT ACTUAL OR POTENTIAL CONFLICTS WITH THE INTERESTS OF THE ORGANIZATION, OR APPEAR TO CONFLICT WITH THE OBJECTIVITY AND INTEGRITY OF PROFESSIONAL ROLES AND RESPONSIBILITIES WILL BE SELF-DISCLOSED, OR DISCLOSED BY OTHERS TO THE PROGRAM DIRECTOR, DIVISIONAL MANAGER, OR SHARED SERVICES DEPARTMENT DIRECTOR.

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

THE COMPENSATION OF THE CHIEF EXECUTIVE OFFICER (CEO) IS COMPARED TO SIMILAR ENTITIES UTILIZING THE FORM 990 ON GUIDESTAR.

AS STATED IN OUR ADMINISTRATIVE OPERATING POLICIES AND PROCEDURES, COMPENSATION FOR THE CEO IS TO BE APPROVED BY THE BOARD OF DIRECTORS BEFORE ANY NEW HIRING COMMITMENT. COMPENSATION INCLUDES GROSS SALARY, CORPORATE BENEFITS, BONUSES AND ANY DEFERRED COMPENSATION DUE. THE CEO MAY NOT RECEIVE COMPENSATION OR INCOME FROM ANY ENTITY WITH WHICH THE CORPORATION DOES BUSINESS WITHOUT BOARD APPROVAL.

CEO COMPENSATION MUST NOT EXCEED THE CURRENT MAXIMUM MULTIPLE OF 14 TIMES THE COMPENSATION OF THE LOWEST PAID RHD EMPLOYEE.

THE APPROVAL OF THE COMPENSATION OF THE CEO IS DOCUMENTED IN THE MINUTES OF THE BOARD MEETINGS.

FORM 990, PART VI, LINE 17, LIST OF STATES RECEIVING COPY OF FORM 990:

AL, ME, ND, AK, MD, OH, AZ, MA, OR, AR, MI, PA, CA, MN, RI, CT, MS, SC, DC, MO, TN, GA, NH, UT, HI, IL, NJ, VA, KS, NM, WA, KY, NY, WV, LA, NC, WI, CO, OK, FL

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

THE CORPORATION'S GOVERNING DOCUMENTS, CONFLICT OF INTEREST POLICY, AND
FINANCIAL STATEMENTS ARE AVAILABLE TO THE PUBLIC UPON REQUEST DURING
REGULAR BUSINESS HOURS.

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

CHANGE IN FAIR VALUE OF INTEREST RATE SWAP	60,177.
EQUITY IN NET LOSS OF INVESTMENTS	-11,361.
TOTAL TO FORM 990, PART XI, LINE 9	48,816.

FORM 990, PART VI, SECTION A, LINE 9:

NAME: DALE ANDERSON

ADDRESS: 29 CALUMET ROAD, WINCHESTER, MA 01890

FORM 990, PART I, LINE 11, OTHER REVENUE:

PRIOR YEAR:

NET INCOME FROM FUNDRAISING EVENTS	19,746
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CURRENT YEAR:

NET LOSS FROM FUNDRAISING EVENTS	6,197
NET RENTAL LOSS	72,824
TOTAL LOSS TO FORM 990, PART I, LINE 11	79,021

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

(a) Name, address, and EIN of related organization	(b) Primary activity	(c) Legal domicile (state or foreign country)	(d) Direct controlling entity	(e) Predominant income (related, unrelated, excluded from tax under sections 512-514)	(f) Share of total income	(g) Share of end-of-year assets	(h) Disproportionate allocations?		(i) Code V-UBI amount in box 20 of Schedule K-1 (Form 1065)	(j) General or managing partner?	(k) Percentage ownership
							Yes	No			
HIGH STREET MANOR ASSOCIATES - 23-2813937, 4700											
WISSAHICKON AVE, STE 126, PHILADELPHIA, PA 19144	RENTAL REAL ESTATE	PA	MUREX CORPORATION	RELATED	-31,464.	815,463.		X	N/A	X	100%
SQA PHARMACY, LLC - 20-5162981, 4700 WISSAHICKON AVE, STE B-108, PHILADELPHIA, PA 19144	CLOSED DOOR PHARMACY	PA	MUREX CORPORATION	RELATED	402,599.	553,269.		X	N/A	X	100%
TRS, LP - 22-3518537 TAUNTON RUN VILLAGE, 401 EAST TAUNTON AVENUE, WEST BERLIN, NJ 08091	RENTAL REAL ESTATE	NJ	MUREX CORPORATION	RELATED	-30,675.	3,951,374.		X	N/A	X	100%

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

(a) Name, address, and EIN of related organization	(b) Primary activity	(c) Legal domicile (state or foreign country)	(d) Direct controlling entity	(e) Type of entity (C corp, S corp, or trust)	(f) Share of total income	(g) Share of end-of-year assets	(h) Percentage ownership	(i) Section 512(b)(13) controlled entity?	
								Yes	No
MUREX CORPORATION - 23-2285412	INVESTMENTS IN MINORITY OWNED BUSINESSES & LOW	PA	RHD	C CORP	347,619.	916,442.	100%	X	
4700 WISSAHICKON AVENUE, SUITE 126 PHILADELPHIA, PA 19144-4248	INVESTMENTS AND LOANS TO BUSINESSES WITH ECONOMICAL CHALLENGES	PA	RHD	C CORP	-3,468.	773,691.	93.00%	X	
MUREX INVESTMENTS, INC. - 23-2988874 4700 WISSAHICKON AVENUE, SUITE 126 PHILADELPHIA, PA 19144-4248	GENERAL PARTNER IN RENTAL REAL ESTATE PARTNERSHIP	PA	MUREX CORPORATION	C CORP	-847.	68,831.	100%	X	
MUREX HIGH STREET, INC. - 23-2813936 4700 WISSAHICKON AVENUE, SUITE 126 PHILADELPHIA, PA 19144-4248	GENERAL PARTNER IN RENTAL REAL ESTATE PARTNERSHIP	PA	MUREX CORPORATION	C CORP	-583.	165,238.	100%	X	
MUREX TRS, INC. - 22-3518534 4700 WISSAHICKON AVENUE, SUITE 126 PHILADELPHIA, PA 19144-4248	RHD INC. SPECIAL NEEDS POOLED TRUST - 32-6101037, 4700 WISSAHICKON AVENUE, SUITE 126, PHILADELPHIA, PA 19144-4248	TRUST	N/A	TRUST	0.	0.	0.00%	X	

Part V Transactions With Related Organizations. Complete if the organization answered "Yes" on Form 990, Part IV, line 34, 35b, or 36.**Note:** Complete line 1 if any entity is listed in Parts II, III, or IV of this schedule.**1** During the tax year, did the organization engage in any of the following transactions with one or more related organizations listed in Parts II-IV?

		Yes	No
a	Receipt of (i) interest, (ii) annuities, (iii) royalties, or (iv) rent from a controlled entity		
b	Gift, grant, or capital contribution to related organization(s)	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
c	Gift, grant, or capital contribution from related organization(s)		<input checked="" type="checkbox"/>
d	Loans or loan guarantees to or for related organization(s)	<input checked="" type="checkbox"/>	
e	Loans or loan guarantees by related organization(s)		<input checked="" type="checkbox"/>
f	Dividends from related organization(s)		<input checked="" type="checkbox"/>
g	Sale of assets to related organization(s)		<input checked="" type="checkbox"/>
h	Purchase of assets from related organization(s)		<input checked="" type="checkbox"/>
i	Exchange of assets with related organization(s)		<input checked="" type="checkbox"/>
j	Lease of facilities, equipment, or other assets to related organization(s)		<input checked="" type="checkbox"/>
k	Lease of facilities, equipment, or other assets from related organization(s)	<input checked="" type="checkbox"/>	
l	Performance of services or membership or fundraising solicitations for related organization(s)		<input checked="" type="checkbox"/>
m	Performance of services or membership or fundraising solicitations by related organization(s)		<input checked="" type="checkbox"/>
n	Sharing of facilities, equipment, mailing lists, or other assets with related organization(s)		<input checked="" type="checkbox"/>
o	Sharing of paid employees with related organization(s)		<input checked="" type="checkbox"/>
p	Reimbursement paid to related organization(s) for expenses		<input checked="" type="checkbox"/>
q	Reimbursement paid by related organization(s) for expenses	<input checked="" type="checkbox"/>	
r	Other transfer of cash or property to related organization(s)		<input checked="" type="checkbox"/>
s	Other transfer of cash or property from related organization(s)	<input checked="" type="checkbox"/>	

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

(a) Name of related organization	(b) Transaction type (a-s)	(c) Amount involved	(d) Method of determining amount involved
(1) MUREX CORPORATION	D	74,404.ACCOUNTING RECORDS	
(2) SOA PHARMACY	A	10,037.ACCOUNTING RECORDS	
(3) SOA PHARMACY	D	394,999.ACCOUNTING RECORDS	
(4) SOA PHARMACY	R	83,754.ACCOUNTING RECORDS	
(5) SOA PHARMACY	Q	163,438.ACCOUNTING RECORDS	
(6)			

Part VII Supplemental Information.

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

PART IV, IDENTIFICATION OF RELATED ORGANIZATIONS TAXABLE AS CORP OR TRUST:

NAME OF RELATED ORGANIZATION:

MUREX CORPORATION

PRIMARY ACTIVITY: INVESTMENTS IN MINORITY OWNED BUSINESSES & LOW INCOME
HOUSING

CARRYOVER DATA TO 2017

Based on the information provided with this return, the following are possible carryover amounts to next year.

FEDERAL NET OPERATING LOSS	72,824.
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FEDERAL AMT NET OPERATING LOSS	72,824.
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