

EXTENDED TO MAY 15, 2019

Form **990****Return of Organization Exempt From Income Tax**

OMB No. 1545-0047

Department of the Treasury  
Internal Revenue Service

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.

Go to [www.irs.gov/Form990](http://www.irs.gov/Form990) for instructions and the latest information.**2017**Open to Public  
Inspection**A** For the 2017 calendar year, or tax year beginning **JUL 1, 2017** and ending **JUN 30, 2018****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)

Room/suite

**4700 WISSAHICKON AVENUE****126**

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

**PHILADELPHIA, PA 19144-4248****F** Name and address of principal officer: **MARCO GIORDANO****SAME AS C ABOVE****D** Employer identification number**23-1727133****E** Telephone number**(215) 951-0300****G** Gross receipts \$ **255,690,894.****H(a)** Is this a group returnfor subordinates? ☐ Yes ☒ No**H(b)** Are all subordinates included? ☐ Yes ☐ No

If "No," attach a list. (see instructions)

**H(c)** Group exemption number**I** Tax-exempt status: ☒ 501(c)(3) ☐ 501(c)( ) (insert no.) ☐ 4947(a)(1) or ☐ 527**J** Website: **WWW.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	<b>1</b> Briefly describe the organization's mission or most significant activities: <b>RHD'S MISSION IS TO EMPOWER PEOPLE AS THEY BUILD SELF-DETERMINATION.</b>		
	<b>2</b> Check this box <input type="checkbox"/> if the organization discontinued its operations or disposed of more than 25% of its net assets.		
	<b>3</b> Number of voting members of the governing body (Part VI, line 1a)	<b>3</b>	<b>15</b>
	<b>4</b> Number of independent voting members of the governing body (Part VI, line 1b)	<b>4</b>	<b>15</b>
	<b>5</b> Total number of individuals employed in calendar year 2017 (Part V, line 2a)	<b>5</b>	<b>6930</b>
	<b>6</b> Total number of volunteers (estimate if necessary)	<b>6</b>	<b>2685</b>
Revenue	<b>7a</b> Total unrelated business revenue from Part VIII, column (C), line 12	<b>7a</b>	<b>-33,331.</b>
	<b>b</b> Net unrelated business taxable income from Form 990-T, line 34	<b>7b</b>	<b>-33,331.</b>
Expenses	<b>8</b> Contributions and grants (Part VIII, line 1h)	<b>Prior Year</b>	<b>Current Year</b>
	<b>9</b> Program service revenue (Part VIII, line 2g)	<b>2,609,940.</b>	<b>2,833,375.</b>
	<b>10</b> Investment income (Part VIII, column (A), lines 3, 4, and 7d)	<b>258,164,419.</b>	<b>251,667,384.</b>
	<b>11</b> Other revenue (Part VIII, column (A), lines 5, 6d, 8c, 9c, 10c, and 11e)	<b>411,744.</b>	<b>375,850.</b>
	<b>12</b> Total revenue - add lines 8 through 11 (must equal Part VIII, column (A), line 12)	<b>-79,021.</b>	<b>-102,111.</b>
	<b>13</b> Grants and similar amounts paid (Part IX, column (A), lines 1-3)	<b>261,107,082.</b>	<b>254,774,498.</b>
	<b>14</b> Benefits paid to or for members (Part IX, column (A), line 4)	<b>135,000.</b>	<b>75,000.</b>
	<b>15</b> Salaries, other compensation, employee benefits (Part IX, column (A), lines 5-10)	<b>0.</b>	<b>0.</b>
	<b>16a</b> Professional fundraising fees (Part IX, column (A), line 11e)	<b>186,533,360.</b>	<b>179,566,952.</b>
	<b>b</b> Total fundraising expenses (Part IX, column (D), line 25)	<b>0.</b>	<b>0.</b>
Net Assets or Fund Balances	<b>17</b> Other expenses (Part IX, column (A), lines 11a-11d, 11f-24e)	<b>74,784,607.</b>	<b>74,961,442.</b>
	<b>18</b> Total expenses. Add lines 13-17 (must equal Part IX, column (A), line 25)	<b>261,452,967.</b>	<b>254,603,394.</b>
	<b>19</b> Revenue less expenses. Subtract line 18 from line 12	<b>-345,885.</b>	<b>171,104.</b>
	<b>20</b> Total assets (Part X, line 16)	<b>Beginning of Current Year</b>	<b>End of Year</b>
<b>21</b> Total liabilities (Part X, line 26)	<b>67,927,432.</b>	<b>68,284,074.</b>	
<b>22</b> Net assets or fund balances. Subtract line 21 from line 20	<b>48,748,389.</b>	<b>48,619,542.</b>	
		<b>19,179,043.</b>	<b>19,664,532.</b>

**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 **MARCO GIORDANO, CHIEF EXECUTIVE OFFICER** Date **5-14-19**

**Paid Preparer Use Only**

Print/Type preparer's name <b>DENISE MCKNIGHT</b>	Preparer's signature <b>DENISE MCKNIGHT</b>	Date <b>05/09/19</b>	Check if self-employed <input type="checkbox"/>	PTIN <b>P01063588</b>
Firm's name <b>FRIEDMAN LLP</b>	Firm's EIN <b>13-1610809</b>	Phone no. (215) <b>496-9200</b>		
Firm's address <b>2000 MARKET STREET, SUITE 500 PHILADELPHIA, PA 19103</b>				

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

☒**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?☒ Yes ☐ No

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

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

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

**4** Describe the organization's program service accomplishments for each of its three largest program services, as measured by expenses. Section 501(c)(3) and 501(c)(4) organizations are required to report the amount of grants and allocations to others, the total expenses, and revenue, if any, for each program service reported.**4a** (Code: ) (Expenses \$ 106,651,779. including grants of \$ ) (Revenue \$ 119,682,783. )

RESIDENTIAL, DAY, EMPLOYMENT AND COMMUNITY BASED SERVICES FOR  
INTELLECTUALLY/DEVELOPMENTALLY DISABLED - SEE PROGRAM SERVICE  
ACCOMPLISHMENTS DESCRIBED IN SCHEDULE O.

**4b** (Code: ) (Expenses \$ 35,906,018. including grants of \$ ) (Revenue \$ 41,274,165. )

RESIDENTIAL AND SUPPORTIVE HOUSING SERVICES FOR PEOPLE WITH MENTAL  
ILLNESSES - SEE PROGRAM SERVICE ACCOMPLISHMENTS DESCRIBED IN SCHEDULE  
O.

**4c** (Code: ) (Expenses \$ 67,585,022. including grants of \$ ) (Revenue \$ 75,896,560. )

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 \$ 12,667,989. including grants of \$ 75,000. ) (Revenue \$ 14,813,876. )

**4e** Total program service expenses 222,810,808.

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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>	<b>X</b>	
2 Is the organization required to complete <i>Schedule B, Schedule of Contributors</i> ?	<b>X</b>	
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>		<b>X</b>
4 <b>Section 501(c)(3) organizations.</b> 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>	<b>X</b>	
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>		<b>X</b>
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>		<b>X</b>
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>		<b>X</b>
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>		<b>X</b>
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>	<b>X</b>	
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>		<b>X</b>
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>	<b>X</b>	
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>		<b>X</b>
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>		<b>X</b>
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>		<b>X</b>
e Did the organization report an amount for other liabilities in Part X, line 25? <i>If "Yes," complete Schedule D, Part X</i>	<b>X</b>	
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>	<b>X</b>	
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>	<b>X</b>	
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>	<b>X</b>	
13 Is the organization a school described in section 170(b)(1)(A)(ii)? <i>If "Yes," complete Schedule E</i>		<b>X</b>
14a Did the organization maintain an office, employees, or agents outside of the United States?		<b>X</b>
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>		<b>X</b>
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>		<b>X</b>
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>		<b>X</b>
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>		<b>X</b>
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>	<b>X</b>	
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>		<b>X</b>

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**Part IV Checklist of Required Schedules** (continued)

	Yes	No
<b>20a</b> Did the organization operate one or more hospital facilities? <i>If "Yes," complete Schedule H</i>		X
<b>b</b> If "Yes" to line 20a, did the organization attach a copy of its audited financial statements to this return?		
<b>21</b> 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	
<b>22</b> 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
<b>23</b> 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	
<b>24a</b> 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>b</b> Did the organization invest any proceeds of tax-exempt bonds beyond a temporary period exception?		
<b>c</b> Did the organization maintain an escrow account other than a refunding escrow at any time during the year to defease any tax-exempt bonds?		
<b>d</b> Did the organization act as an "on behalf of" issuer for bonds outstanding at any time during the year?		
<b>25a</b> <b>Section 501(c)(3), 501(c)(4), and 501(c)(29) organizations.</b> 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>b</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
<b>26</b> 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
<b>27</b> 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
<b>28</b> 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):		
<b>a</b> A current or former officer, director, trustee, or key employee? <i>If "Yes," complete Schedule L, Part IV</i>		X
<b>b</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	
<b>c</b> 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
<b>29</b> Did the organization receive more than \$25,000 in non-cash contributions? <i>If "Yes," complete Schedule M</i>		X
<b>30</b> 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
<b>31</b> Did the organization liquidate, terminate, or dissolve and cease operations? <i>If "Yes," complete Schedule N, Part I</i>		X
<b>32</b> 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
<b>33</b> 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
<b>34</b> 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	
<b>35a</b> Did the organization have a controlled entity within the meaning of section 512(b)(13)?	X	
<b>b</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	
<b>36</b> <b>Section 501(c)(3) organizations.</b> 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
<b>37</b> 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
<b>38</b> 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	1103	
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	6930	
b	If at least one is reported on line 2a, did the organization file all required federal employment tax returns? <b>Note.</b> 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	<b>Organizations that may receive deductible contributions under section 170(c).</b>		
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 8282?		X
d	If "Yes," indicate the number of Forms 8282 filed during the year	7d	
e	Did the organization receive any funds, directly or indirectly, to pay premiums on a personal benefit contract?		X
f	Did the organization, during the year, pay premiums, directly or indirectly, on a personal benefit contract?		X
g	If the organization received a contribution of qualified intellectual property, did the organization file Form 8899 as required?		
h	If the organization received a contribution of cars, boats, airplanes, or other vehicles, did the organization file a Form 1098-C?		
8	<b>Sponsoring organizations maintaining donor advised funds.</b> Did a donor advised fund maintained by the sponsoring organization have excess business holdings at any time during the year?		
9	<b>Sponsoring organizations maintaining donor advised funds.</b>		
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	<b>Section 501(c)(7) organizations.</b> 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	<b>Section 501(c)(12) organizations.</b> 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	<b>Section 4947(a)(1) non-exempt charitable trusts.</b> 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	<b>Section 501(c)(29) qualified nonprofit health insurance issuers.</b>		
a	Is the organization licensed to issue qualified health plans in more than one state? <b>Note.</b> 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**

	1a	1b	Yes	No
1a Enter the number of voting members of the governing body at the end of the tax year	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		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?		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?		
11a Has the organization provided a complete copy of this Form 990 to all members of its governing body before filing the form?	X	
b Describe 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	X	
b Were officers, directors, or trustees, and key employees required to disclose annually interests that could give rise to conflicts?	X	
c Did the organization regularly and consistently monitor and enforce compliance with the policy? If "Yes," describe in Schedule O how this was done	X	
13 Did the organization have a written whistleblower policy?	X	
14 Did the organization have a written document retention and destruction policy?	X	
15 Did the process for determining compensation of the following persons include a review and approval by independent persons, comparability data, and contemporaneous substantiation of the deliberation and decision?		
a The organization's CEO, Executive Director, or top management official	X	
b Other officers or key employees of the organization	X	
If "Yes" to line 15a or 15b, describe the process 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?		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 Contractors**
Check if Schedule O contains a response or note to any line in this Part VII ☐
**Section A. Officers, Directors, Trustees, Key Employees, and Highest Compensated Employees**
**1a** Complete this table for all persons required to be listed. Report compensation for the calendar year ending with or within the organization's tax year.

- List all of the organization's **current** officers, directors, trustees (whether individuals or organizations), regardless of amount of compensation. Enter -0- in columns (D), (E), and (F) if no compensation was paid.
- List all of the organization's **current** key employees, if any. See 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 BALLARD BOARD MEMBER	1.00	X						0.	0.	0.
(2) ANTHONY J. PAROTTO BOARD MEMBER	1.00	X						0.	0.	0.
(3) AVRENE BRANDT BOARD MEMBER	1.00	X						0.	0.	0.
(4) BARBARA SHOULSON-KOHN BOARD MEMBER	1.00	X						0.	0.	0.
(5) BERTRAM WOLFSON BOARD MEMBER	1.00	X						0.	0.	0.
(6) CARYN REICHLIN JOHNSON BOARD MEMBER	1.00	X						0.	0.	0.
(7) DIANE MENIO BOARD MEMBER	1.00	X						0.	0.	0.
(8) JO ANN E CONNELLY BOARD MEMBER	1.00	X						0.	0.	0.
(9) KEVIN DOUGLAS BOARD MEMBER	1.00	X						0.	0.	0.
(10) MICHAEL DENOMME BOARD MEMBER/CHAIRMAN	1.00	X						0.	0.	0.
(11) PERI HIGGINM, MBA (TO 08/17) BOARD MEMBER	1.00	X						0.	0.	0.
(12) PETER NEUSCHUL BOARD MEMBER	1.00	X						0.	0.	0.
(13) SHELDON STEINBERG, V.M.D 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) WADEEAH STOKES BOARD MEMBER	1.00	X						0.	0.	0.
(17) ALICIA M. SMITH CHIEF HUMAN RESOURCE OFFICER	37.50			X				109,786.	0.	8,042.

**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) BARONESS MARTIN VP OF DIVERSITY/CULTURE/INCLUS	37.50			X				71,201.	0.	7,299.
(19) BERNARD J. GLAVIN EXECUTIVE VICE PRESIDENT	40.00			X				111,269.	0.	12,944.
(20) DEANNA L. CERWIN CHIEF FINANCIAL OFFICER	37.50			X				127,058.	0.	6,862.
(21) DENNIS ROBERTS SR. VP STRATEGIC BUSINESS DEV.	37.50			X				134,757.	0.	7,474.
(22) DONNA L. TORRISI EXECUTIVE VICE PRESIDENT	40.00			X				152,388.	0.	7,670.
(23) DYANN ROTH (TO 08/17) CHIEF EXECUTIVE OFFICER/PRESIDENT	37.50			X				109,910.	0.	9,569.
(24) GRACEANN M. DEMPSTER EXECUTIVE VICE PRESIDENT	40.00			X				119,859.	0.	10,023.
(25) JAN TARANTINO EXECUTIVE VICE PRESIDENT	40.00			X				108,740.	0.	9,874.
(26) KENNETH N. ADER VP OF REVENUE CYCLE MANAGEMENT	37.50			X				92,560.	0.	8,807.
<b>1b Sub-total</b>								1,137,528.	0.	88,564.
<b>c Total from continuation sheets to Part VII, Section A</b>								2,015,347.	0.	147,784.
<b>d Total (add lines 1b and 1c)</b>								3,152,875.	0.	236,348.

**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 **38**

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

**Section B. Independent Contractors**

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

(A) Name and business address	(B) Description of services	(C) Compensation
INSIGHT TELEPSYCHIATRY LLC PO BOX 306, MARLTON, NJ 08053	DOCTOR/THERAPIST	528,554.
JOHN ANDREW BURKINS M.D., 3695 CHRISTOPHER DAY ROAD, DOYLESTOWN, PA 18902	DOCTOR/THERAPIST	293,300.
LEXMARK ENTERPRISE SOFTWARE PO BOX 846261, DALLAS, TX 75284	COMPUTER/SOFTWARE	290,917.
FRIEDMAN LLP, 2000 MARKET STREET SUITE 500, PHILADELPHIA, PA 19103	ACCOUNTING/AUDITING	210,665.
KISHOKUMAR DEDANIA 4150 DOUGLAS DRIVE, BETHLEHEM, PA 18020	DOCTOR/THERAPIST	195,000.

**2** Total number of independent contractors (including but not limited to those listed above) who received more than \$100,000 of compensation from the organization **17**

SEE PART VII, SECTION A CONTINUATION SHEETS

Form 990 (2017)





**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	417,383.			
	d	Related organizations	1d				
	e	Government grants (contributions)	1e				
	f	All other contributions, gifts, grants, and similar amounts not included above	1f	2,415,992.			
	g	Noncash contributions included in lines 1a-1f: \$		18,409.			
	h	<b>Total.</b> Add lines 1a-1f		2,833,375.			
Program Service Revenue	2 a	FEES AND CONTRACTS FROM GOVERNMENT	Business Code	900099	232,254,549.	232,254,549.	
	b	PATIENT/CLIENT FEES		900099	13,449,735.	13,449,735.	
	c	SALES AND OTHER FEES		900099	5,952,910.	5,952,910.	
	d	RENTAL INCOME -SECTION 8, LOW INC		531110	10,190.	10,190.	
	e						
	f	All other program service revenue					
	g	<b>Total.</b> Add lines 2a-2f			251,667,384.		
	3	Investment income (including dividends, interest, and other similar amounts)			289,127.		289,127.
4	Income from investment of tax-exempt bond proceeds						
5	Royalties						
Other Revenue	6 a	Gross rents	(i) Real	59,250.			
	b	Less: rental expenses	(ii) Personal	92,581.			
	c	Rental income or (loss)		-33,331.			
	d	Net rental income or (loss)			-33,331.	-33,331.	
	7 a	Gross amount from sales of assets other than inventory	(i) Securities	760,272.			
	b	Less: cost or other basis and sales expenses	(ii) Other	673,549.			
	c	Gain or (loss)		86,723.			
	d	Net gain or (loss)			86,723.	86,723.	
	8 a	Gross income from fundraising events (not including \$ 417,383. of contributions reported on line 1c). See Part IV, line 18	a	81,486.			
	b	Less: direct expenses	b	150,266.			
	c	Net income or (loss) from fundraising events			-68,780.	-68,780.	
	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	<b>Total.</b> Add lines 11a-11d						
12	<b>Total revenue.</b> See instructions.			254,774,498.	251,667,384.	-33,331.	307,070.

**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	75,000.	75,000.		
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	2,251,676.	174,805.	2,076,871.	
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	142,595,279.	126,868,552.	15,369,147.	357,580.
8 Pension plan accruals and contributions (include section 401(k) and 403(b) employer contributions)				
9 Other employee benefits	22,064,410.	20,115,926.	1,906,317.	42,167.
10 Payroll taxes	12,655,587.	11,232,630.	1,393,525.	29,432.
11 Fees for services (non-employees):				
a Management				
b Legal	104,124.		104,124.	
c Accounting	224,500.		224,500.	
d Lobbying	33,070.		33,070.	
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.)	17,394,509.	16,757,042.	617,725.	19,742.
12 Advertising and promotion	56,379.	53,039.	3,340.	
13 Office expenses	5,549,635.	4,791,245.	739,125.	19,265.
14 Information technology	4,490,194.	1,347,613.	3,142,581.	
15 Royalties				
16 Occupancy	20,751,427.	19,289,691.	1,461,736.	
17 Travel	5,863,651.	5,146,877.	697,327.	19,447.
18 Payments of travel or entertainment expenses for any federal, state, or local public officials				
19 Conferences, conventions, and meetings	627,273.	492,201.	134,973.	99.
20 Interest				
21 Payments to affiliates				
22 Depreciation, depletion, and amortization	4,900,693.	2,517,290.	2,383,403.	
23 Insurance	3,651,876.	3,394,714.	257,162.	
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 <b>FOOD - RESIDENTIAL PROG</b>	3,149,603.	3,149,603.		
b <b>PROGRAM SUPPLIES</b>	2,799,494.	2,729,667.		69,827.
c <b>PHARMACEUTICALS</b>	2,496,974.	2,496,974.		
d <b>SMALL EQUIPMENT AND MAI</b>	1,633,070.	1,339,020.	291,879.	2,171.
e All other expenses	1,234,970.	838,919.	396,051.	
<b>25 Total functional expenses. Add lines 1 through 24e</b>	<b>254,603,394.</b>	<b>222,810,808.</b>	<b>31,232,856.</b>	<b>559,730.</b>
<b>26 Joint costs.</b> 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 Sheet**Check if Schedule O contains a response or note to any line in this Part X ☐

		(A) Beginning of year		(B) End of year
<b>Assets</b>	<b>1</b> Cash - non-interest-bearing .....	2,314,559.	1	5,372,267.
	<b>2</b> Savings and temporary cash investments .....	1,128,728.	2	1,077,234.
	<b>3</b> Pledges and grants receivable, net .....	36,988,569.	3	37,183,220.
	<b>4</b> Accounts receivable, net .....		4	
	<b>5</b> Loans and other receivables from current and former officers, directors, trustees, key employees, and highest compensated employees. Complete Part II of Schedule L .....		5	
	<b>6</b> 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	
	<b>7</b> Notes and loans receivable, net .....		7	
	<b>8</b> Inventories for sale or use .....	27,380.	8	37,739.
	<b>9</b> Prepaid expenses and deferred charges .....	3,144,686.	9	3,138,013.
	<b>10a</b> Land, buildings, and equipment: cost or other basis. Complete Part VI of Schedule D .....	10a 53,430,334.		
	<b>b</b> Less: accumulated depreciation .....	10b 38,441,817.	10c	14,988,517.
	<b>11</b> Investments - publicly traded securities .....	4,919,817.	11	5,789,650.
	<b>12</b> Investments - other securities. See Part IV, line 11 .....		12	
	<b>13</b> Investments - program-related. See Part IV, line 11 .....		13	
	<b>14</b> Intangible assets .....		14	
	<b>15</b> Other assets. See Part IV, line 11 .....	873,765.	15	697,434.
<b>16</b> <b>Total assets.</b> Add lines 1 through 15 (must equal line 34) .....	67,927,432.	16	68,284,074.	
<b>Liabilities</b>	<b>17</b> Accounts payable and accrued expenses .....	30,139,020.	17	29,549,946.
	<b>18</b> Grants payable .....		18	
	<b>19</b> Deferred revenue .....	5,891,799.	19	5,492,150.
	<b>20</b> Tax-exempt bond liabilities .....		20	
	<b>21</b> Escrow or custodial account liability. Complete Part IV of Schedule D .....	1,128,728.	21	1,077,234.
	<b>22</b> 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 .....		22	
	<b>23</b> Secured mortgages and notes payable to unrelated third parties .....	9,054,491.	23	7,763,387.
	<b>24</b> Unsecured notes and loans payable to unrelated third parties .....	909,960.	24	209,547.
	<b>25</b> 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 .....	1,624,391.	25	4,527,278.
	<b>26</b> <b>Total liabilities.</b> Add lines 17 through 25 .....	48,748,389.	26	48,619,542.
<b>Net Assets or Fund Balances</b>	<b>Organizations that follow SFAS 117 (ASC 958), check here</b> <input checked="" type="checkbox"/> <b>and complete lines 27 through 29, and lines 33 and 34.</b>			
	<b>27</b> Unrestricted net assets .....	16,054,031.	27	16,656,261.
	<b>28</b> Temporarily restricted net assets .....	3,125,012.	28	3,008,271.
	<b>29</b> Permanently restricted net assets .....		29	
	<b>Organizations that do not follow SFAS 117 (ASC 958), check here</b> <input type="checkbox"/> <b>and complete lines 30 through 34.</b>			
	<b>30</b> Capital stock or trust principal, or current funds .....		30	
	<b>31</b> Paid-in or capital surplus, or land, building, or equipment fund .....		31	
	<b>32</b> Retained earnings, endowment, accumulated income, or other funds .....		32	
<b>33</b> <b>Total net assets or fund balances</b> .....	19,179,043.	33	19,664,532.	
<b>34</b> <b>Total liabilities and net assets/fund balances</b> .....	67,927,432.	34	68,284,074.	

Form 990 (2017)

**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	254,774,498.
2	Total expenses (must equal Part IX, column (A), line 25)	2	254,603,394.
3	Revenue less expenses. Subtract line 2 from line 1	3	171,104.
4	Net assets or fund balances at beginning of year (must equal Part X, line 33, column (A))	4	19,179,043.
5	Net unrealized gains (losses) on investments	5	314,385.
6	Donated services and use of facilities	6	
7	Investment expenses	7	
8	Prior period adjustments	8	
9	Other changes in net assets or fund balances (explain in Schedule O)	9	0.
10	Net assets or fund balances at end of year. Combine lines 3 through 9 (must equal Part X, line 33, column (B))	10	19,664,532.

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

Form 990 (2017)

**SCHEDULE A**  
**(Form 990 or 990-EZ)**

Department of the Treasury  
Internal Revenue Service

**Public Charity Status and Public Support**

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

▶ Attach to Form 990 or Form 990-EZ.

▶ Go to [www.irs.gov/Form990](http://www.irs.gov/Form990) for instructions and the latest information.

OMB No. 1545-0047

**2017**

**Open to Public  
Inspection**

Name of the organization

**RESOURCES FOR HUMAN DEVELOPMENT, INC.**

Employer identification number

**23-1727133**

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

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

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

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



**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) 2013	(b) 2014	(c) 2015	(d) 2016	(e) 2017	(f) Total
1 Gifts, grants, contributions, and membership fees received. (Do not include any "unusual grants.") .....	2572062.	3063521.	2054063.	2609940.	2833375.	13132961.
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 <b>Total.</b> Add lines 1 through 3 .....	2572062.	3063521.	2054063.	2609940.	2833375.	13132961.
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) .....						812,709.
6 <b>Public support.</b> Subtract line 5 from line 4.						12320252.

**Section B. Total Support**

Calendar year (or fiscal year beginning in) ►	(a) 2013	(b) 2014	(c) 2015	(d) 2016	(e) 2017	(f) Total
7 Amounts from line 4 .....	2572062.	3063521.	2054063.	2609940.	2833375.	13132961.
8 Gross income from interest, dividends, payments received on securities loans, rents, royalties, and income from similar sources ...	20,747.	24,146.	61,404.	411,744.	289,127.	807,168.
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 <b>Total support.</b> Add lines 7 through 10						13940129.
12 Gross receipts from related activities, etc. (see instructions) .....					12	1,256,022,464.

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

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

14 Public support percentage for 2017 (line 6, column (f) divided by line 11, column (f)) .....	14	88.38 %
15 Public support percentage from 2016 Schedule A, Part II, line 14 .....	15	87.01 %
16a <b>33 1/3% support test - 2017.</b> If the organization did not check the box on line 13, and line 14 is 33 1/3% or more, check this box and <b>stop here.</b> The organization qualifies as a publicly supported organization .....		<input checked="" type="checkbox"/>
b <b>33 1/3% support test - 2016.</b> 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 <b>stop here.</b> The organization qualifies as a publicly supported organization .....		<input type="checkbox"/>
17a <b>10% -facts-and-circumstances test - 2017.</b> 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 <b>stop here.</b> 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 <b>10% -facts-and-circumstances test - 2016.</b> 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 <b>stop here.</b> 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 <b>Private foundation.</b> 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) 2017

**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) 2013	(b) 2014	(c) 2015	(d) 2016	(e) 2017	(f) Total
<b>1</b> Gifts, grants, contributions, and membership fees received. (Do not include any "unusual grants.") .....						
<b>2</b> 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 .....						
<b>3</b> Gross receipts from activities that are not an unrelated trade or business under section 513 .....						
<b>4</b> Tax revenues levied for the organization's benefit and either paid to or expended on its behalf .....						
<b>5</b> The value of services or facilities furnished by a governmental unit to the organization without charge .....						
<b>6 Total.</b> Add lines 1 through 5 .....						
<b>7a</b> Amounts included on lines 1, 2, and 3 received from disqualified persons .....						
<b>b</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 .....						
<b>c</b> Add lines 7a and 7b .....						
<b>8 Public support.</b> (Subtract line 7c from line 6.) .....						

**Section B. Total Support**

Calendar year (or fiscal year beginning in) ►	(a) 2013	(b) 2014	(c) 2015	(d) 2016	(e) 2017	(f) Total
<b>9</b> Amounts from line 6 .....						
<b>10a</b> Gross income from interest, dividends, payments received on securities loans, rents, royalties, and income from similar sources .....						
<b>b</b> Unrelated business taxable income (less section 511 taxes) from businesses acquired after June 30, 1975 .....						
<b>c</b> Add lines 10a and 10b .....						
<b>11</b> Net income from unrelated business activities not included in line 10b, whether or not the business is regularly carried on .....						
<b>12</b> Other income. Do not include gain or loss from the sale of capital assets (Explain in Part VI.) .....						
<b>13 Total support.</b> (Add lines 9, 10c, 11, and 12.) .....						
<b>14 First five years.</b> 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 <b>stop here</b> .....						<input type="checkbox"/>

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

<b>15</b> Public support percentage for 2017 (line 8, column (f) divided by line 13, column (f)) .....	<b>15</b>	%
<b>16</b> Public support percentage from 2016 Schedule A, Part III, line 15 .....	<b>16</b>	%

**Section D. Computation of Investment Income Percentage**

<b>17</b> Investment income percentage for 2017 (line 10c, column (f) divided by line 13, column (f)) .....	<b>17</b>	%
<b>18</b> Investment income percentage from 2016 Schedule A, Part III, line 17 .....	<b>18</b>	%

**19a 33 1/3% support tests - 2017.** 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 - 2016.** If the organization did not check a box on line 14 or line 19a, and line 16 is more than 33 1/3%, and line 18 is not more than 33 1/3%, check this box and **stop here.** The organization qualifies as a publicly supported organization .....

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

**Part IV Supporting Organizations**

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

**Section A. All Supporting Organizations**

- |  | Yes | No |
|--|-----|----|
| 1 Are all of the organization's supported organizations listed by name in the organization's governing documents? If "No," describe in <b>Part VI</b> 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 <b>Part VI</b> 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 <b>Part VI</b> 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 <b>Part VI</b> 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 <b>Part VI</b> 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 <b>Part VI</b> 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 <b>Part VI</b> , 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 <b>Type I or Type II only.</b> Was any added or substituted supported organization part of a class already designated in the organization's organizing document?   |     |    |
| c <b>Substitutions only.</b> 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 <b>Part VI</b> .  |     |    |
| 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 <b>Part VI</b> .  |     |    |
| 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 <b>Part VI</b> .  |     |    |
| 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 <b>Part VI</b> .   |     |    |
| 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.)   |     |    |

**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	<b>Adjusted Net Income</b> (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	<b>Total</b> (add lines 1a, 1b, and 1c)	1d	
e	<b>Discount</b> claimed for blockage or other factors (explain in detail in <b>Part VI</b> ):		
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	<b>Minimum Asset Amount</b> (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	<b>Distributable Amount.</b> 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) 2017

**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	<b>Total annual distributions.</b> 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 2017 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-2017	(iii) Distributable Amount for 2017
1	Distributable amount for 2017 from Section C, line 6		
2	Underdistributions, if any, for years prior to 2017 (reasonable cause required- explain in Part VI). See instructions.		
3	Excess distributions carryover, if any, to 2017		
a			
b	From 2013		
c	From 2014		
d	From 2015		
e	From 2016		
f	<b>Total</b> of lines 3a through e		
g	Applied to underdistributions of prior years		
h	Applied to 2017 distributable amount		
i	Carryover from 2012 not applied (see instructions)		
j	<b>Remainder.</b> Subtract lines 3g, 3h, and 3i from 3f.		
4	Distributions for 2017 from Section D, line 7: \$		
a	Applied to underdistributions of prior years		
b	Applied to 2017 distributable amount		
c	<b>Remainder.</b> Subtract lines 4a and 4b from 4.		
5	Remaining underdistributions for years prior to 2017, 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 2017. Subtract lines 3h and 4b from line 1. For result greater than zero, explain in Part VI. See instructions.		
7	<b>Excess distributions carryover to 2018.</b> Add lines 3j and 4c.		
8	<b>Breakdown of line 7:</b>		
a	Excess from 2013		
b	Excess from 2014		
c	Excess from 2015		
d	Excess from 2016		
e	Excess from 2017		

Schedule A (Form 990 or 990-EZ) 2017



### Supplemental Information.

**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.)

## 2017

\*\*\* Not Open to Public Inspection \*\*\*

**Total Excess Contributions to Schedule A, Part II, Line 5**

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

- ▶ Attach to Form 990, Form 990-EZ, or Form 990-PF.  
▶ Go to [www.irs.gov/Form990](http://www.irs.gov/Form990) for the latest information.

OMB No. 1545-0047

**2017**

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

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

**Special Rules**

- ☒ For an organization described in section 501(c)(3) filing Form 990 or 990-EZ that met the 33 1/3% support test of the regulations under sections 509(a)(1) and 170(b)(1)(A)(vi), that checked Schedule A (Form 990 or 990-EZ), Part II, line 13, 16a, or 16b, and that received from any one contributor, during the year, total contributions of the greater of (1) \$5,000; or (2) 2% of the amount on (i) Form 990, Part VIII, line 1h; or (ii) Form 990-EZ, line 1. Complete Parts I and II.
- ☐ For an organization described in section 501(c)(7), (8), or (10) filing Form 990 or 990-EZ that received from any one contributor, during the year, total contributions of more than \$1,000 *exclusively* for religious, charitable, scientific, literary, or educational purposes, or for the prevention of cruelty to children or animals. Complete Parts I, 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) (2017)

Name of organization

Employer identification number

**RESOURCES FOR HUMAN DEVELOPMENT, INC.****23-1727133****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 19103	\$ 120,000.	Person <input checked="" type="checkbox"/> Payroll <input type="checkbox"/> Noncash <input type="checkbox"/> (Complete Part II for noncash contributions.)
2	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.)
3	GENUARDI FAMILY FOUNDATION 470 NORRISTOWN ROAD SUITE 102 BLUE BELL, PA 19422	\$ 160,000.	Person <input checked="" type="checkbox"/> Payroll <input type="checkbox"/> Noncash <input type="checkbox"/> (Complete Part II for noncash contributions.)
4	S. ALBERT FUND OF THE PHILADELPHIA FOUNDATION 1835 MARKET STREET SUITE 2410 PHILADELPHIA, PA 19103	\$ 115,000.	Person <input checked="" type="checkbox"/> Payroll <input type="checkbox"/> Noncash <input type="checkbox"/> (Complete Part II for noncash contributions.)
5	NEW JERSEY ASSOCIATION OF STUDENT COUNCILS, INC. PO BOX 968 DELRAN, NJ 08075	\$ 103,015.	Person <input checked="" type="checkbox"/> Payroll <input type="checkbox"/> Noncash <input type="checkbox"/> (Complete Part II for noncash contributions.)
6	DENTAQUEST FOUNDATION 465 MEDFORD STREET BOSTON, MA 02129	\$ 100,800.	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 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
7	DOUG AND PEGGY BRIGGS 3192 CASSEEKEY ISLAND ROAD JUPITER , FL 33477	\$ 100,000.	Person <input checked="" type="checkbox"/> Payroll <input type="checkbox"/> Noncash <input type="checkbox"/> (Complete Part II for noncash contributions.)
		\$	Person <input type="checkbox"/> Payroll <input type="checkbox"/> Noncash <input type="checkbox"/> (Complete Part II for noncash contributions.)
		\$	Person <input type="checkbox"/> Payroll <input type="checkbox"/> Noncash <input type="checkbox"/> (Complete Part II for noncash contributions.)
		\$	Person <input type="checkbox"/> Payroll <input type="checkbox"/> Noncash <input type="checkbox"/> (Complete Part II for noncash contributions.)
		\$	Person <input type="checkbox"/> Payroll <input type="checkbox"/> Noncash <input type="checkbox"/> (Complete Part II for noncash contributions.)
		\$	Person <input type="checkbox"/> Payroll <input type="checkbox"/> Noncash <input type="checkbox"/> (Complete Part II for noncash contributions.)
		\$	Person <input type="checkbox"/> Payroll <input type="checkbox"/> Noncash <input type="checkbox"/> (Complete Part II for noncash contributions.)

Name of organization

Employer identification number

**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)**

**Political Campaign and Lobbying Activities**

OMB No. 1545-0047

**2017**

**Open to Public  
Inspection**

Department of the Treasury  
Internal Revenue Service

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

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

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

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

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

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

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

Name of organization

**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? ..... ☐ Yes ☐ No

4a Was a correction made? ..... ☐ Yes ☐ No

b If "Yes," describe in Part IV.

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

1 Enter the amount directly expended by the filing organization for section 527 exempt function activities ..... ▶ \$

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

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

4 Did the filing organization file **Form 1120-POL** for this year? ..... ☐ Yes ☐ No

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

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

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

Schedule C (Form 990 or 990-EZ) 2017

LHA

732041 11-09-17

**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
<b>1a</b> Total lobbying expenditures to influence public opinion (grass roots lobbying) .....			
<b>b</b> Total lobbying expenditures to influence a legislative body (direct lobbying) .....			
<b>c</b> Total lobbying expenditures (add lines 1a and 1b) .....			
<b>d</b> Other exempt purpose expenditures .....			
<b>e</b> Total exempt purpose expenditures (add lines 1c and 1d) .....			
<b>f</b> Lobbying nontaxable amount. Enter the amount from the following table in both columns.			
<b>If the amount on line 1e, column (a) or (b) is:</b>	<b>The lobbying nontaxable amount is:</b>		
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.		
<b>g</b> Grassroots nontaxable amount (enter 25% of line 1f) .....			
<b>h</b> Subtract line 1g from line 1a. If zero or less, enter -0- .....			
<b>i</b> Subtract line 1f from line 1c. If zero or less, enter -0- .....			
<b>j</b> If there is an amount other than zero on either line 1h or line 1i, did the organization file Form 4720 reporting section 4911 tax for this year? .....		<input type="checkbox"/> Yes	<input type="checkbox"/> No

**4-Year Averaging Period Under section 501(h)**

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

**Lobbying Expenditures During 4-Year Averaging Period**

Calendar year (or fiscal year beginning in)	(a) 2014	(b) 2015	(c) 2016	(d) 2017	(e) Total
<b>2a</b> Lobbying nontaxable amount					
<b>b</b> Lobbying ceiling amount (150% of line 2a, column(e))					
<b>c</b> Total lobbying expenditures					
<b>d</b> Grassroots nontaxable amount					
<b>e</b> Grassroots ceiling amount (150% of line 2d, column (e))					
<b>f</b> Grassroots lobbying expenditures					

Schedule C (Form 990 or 990-EZ) 2017

**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
<b>1</b> 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:			
<b>a</b> Volunteers?	X		
<b>b</b> Paid staff or management (include compensation in expenses reported on lines 1c through 1i)?	X		
<b>c</b> Media advertisements?		X	
<b>d</b> Mailings to members, legislators, or the public?		X	
<b>e</b> Publications, or published or broadcast statements?		X	
<b>f</b> Grants to other organizations for lobbying purposes?		X	
<b>g</b> Direct contact with legislators, their staffs, government officials, or a legislative body?	X		21,857.
<b>h</b> Rallies, demonstrations, seminars, conventions, speeches, lectures, or any similar means?	X		2,000.
<b>i</b> Other activities?	X		13,813.
<b>j</b> Total. Add lines 1c through 1i			37,670.
<b>2a</b> Did the activities in line 1 cause the organization to be not described in section 501(c)(3)?		X	
<b>b</b> If "Yes," enter the amount of any tax incurred under section 4912			
<b>c</b> If "Yes," enter the amount of any tax incurred by organization managers under section 4912			
<b>d</b> 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
<b>1</b> Were substantially all (90% or more) dues received nondeductible by members?	1	
<b>2</b> Did the organization make only in-house lobbying expenditures of \$2,000 or less?	2	
<b>3</b> Did the organization agree to carry over lobbying and political campaign activity expenditures from the prior year?	3	

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

<b>1</b> Dues, assessments and similar amounts from members	1	
<b>2</b> Section 162(e) nondeductible lobbying and political expenditures (do not include amounts of political expenses for which the section 527(f) tax was paid).		
<b>a</b> Current year	2a	
<b>b</b> Carryover from last year	2b	
<b>c</b> Total	2c	
<b>3</b> Aggregate amount reported in section 6033(e)(1)(A) notices of nondeductible section 162(e) dues	3	
<b>4</b> 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	
<b>5</b> 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 - \$13,213

NONPARTISAN PROTESTS - \$600

**SCHEDULE D**  
(Form 990)

Department of the Treasury  
Internal Revenue Service

**Supplemental Financial Statements**

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

▶ **Go to [www.irs.gov/Form990](http://www.irs.gov/Form990) for instructions and the latest information.**

OMB No. 1545-0047

**2017**  
**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).

<input type="checkbox"/> Preservation of land for public use (e.g., recreation or education)	<input type="checkbox"/> Preservation of a historically important land area
<input type="checkbox"/> Protection of natural habitat	<input type="checkbox"/> Preservation of a certified historic structure
<input type="checkbox"/> Preservation of open space	

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

	Held at the End of the Tax Year
a Total number of conservation easements .....	2a
b Total acreage restricted by conservation easements .....	2b
c Number of conservation easements on a certified historic structure included in (a) .....	2c
d Number of conservation easements included in (c) acquired after 7/25/06, and not on a historic structure listed in the National Register .....	2d

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

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

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

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

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

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

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

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

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

1a If the organization elected, as permitted under SFAS 116 (ASC 958), not to report in its revenue statement and balance sheet works of art, historical treasures, or other similar assets held for public exhibition, education, or research in furtherance of public service, provide, in Part XIII, the text of the footnote to its financial statements that describes these items.

b If the organization elected, as permitted under SFAS 116 (ASC 958), to report in its revenue statement and balance sheet works of art, historical treasures, or other similar assets held for public exhibition, education, or research in furtherance of public service, provide the following amounts relating to these items:

(i) Revenue included on Form 990, Part VIII, line 1 .....	▶ \$ .....
(ii) Assets included in Form 990, Part X .....	▶ \$ .....

2 If the organization received or held works of art, historical treasures, or other similar assets for financial gain, provide the following amounts required to be reported under SFAS 116 (ASC 958) relating to these items:

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

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

Schedule D (Form 990) 2017

**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	
1d Additions during the year	
1e Distributions during the year	
1f Ending balance	

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		1,652,209.		1,652,209.
b Buildings		14,850,530.	10,207,135.	4,643,395.
c Leasehold improvements		17,589,552.	13,953,339.	3,636,213.
d Equipment		8,202,302.	5,444,442.	2,757,860.
e Other		11,135,741.	8,836,901.	2,298,840.
<b>Total.</b> Add lines 1a through 1e. (Column (d) must equal Form 990, Part X, column (B), line 10c.)				14,988,517.

Schedule D (Form 990) 2017



**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) .....		
<b>Total.</b> (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) .....		
<b>Total.</b> (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) .....	
<b>Total.</b> (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	3,720,015.	
(3) DEFERRED RENT OBLIGATION	331,657.	
(4) RETIREMENT LIABILITIES	475,606.	
(5) .....		
(6) .....		
(7) .....		
(8) .....		
(9) .....		
<b>Total.</b> (Column (b) must equal Form 990, Part X, col. (B) line 25.) ▶		4,527,278.

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	259,116,010.
2	Amounts included on line 1 but not on Form 990, Part VIII, line 12:		
a	Net unrealized gains (losses) on investments	2a	314,385.
b	Donated services and use of facilities	2b	891,981.
c	Recoveries of prior year grants	2c	
d	Other (Describe in Part XIII.)	2d	3,135,146.
e	Add lines 2a through 2d	2e	4,341,512.
3	Subtract line 2e from line 1	3	254,774,498.
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	254,774,498.

**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	257,816,079.
2	Amounts included on line 1 but not on Form 990, Part IX, line 25:		
a	Donated services and use of facilities	2a	891,981.
b	Prior year adjustments	2b	
c	Other losses	2c	
d	Other (Describe in Part XIII.)	2d	2,320,704.
e	Add lines 2a through 2d	2e	3,212,685.
3	Subtract line 2e from line 1	3	254,603,394.
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	254,603,394.

**Part XIII Supplemental Information.**

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

**PART IV, LINE 2B:**

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. THE ORGANIZATION IS THE REPRESENTATIVE PAYEE FOR THE CUSTODIAL CLIENTS.

**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

**Part XIII** Supplemental Information *(continued)*

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	2,863,107.
FUNDRAISING EVENT COSTS	150,266.
RENTAL EXPENSES	92,581.
EQUITY IN NET LOSS OF INVESTMENTS	29,192.
TOTAL TO SCHEDULE D, PART XI, LINE 2D	3,135,146.

## PART XII, LINE 2D - OTHER ADJUSTMENTS:

EXPENSES OF CONSOLIDATED SUBSIDIARY	2,077,857.
FUNDRAISING EVENT COSTS	150,266.
RENTAL EXPENSES	92,581.
TOTAL TO SCHEDULE D, PART XII, LINE 2D	2,320,704.

Department of the Treasury  
Internal Revenue Service

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

▶ Go to [www.irs.gov/Form990](http://www.irs.gov/Form990) for the latest instructions.

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**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.

- 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

☐ **No**[illegible]

**Total** .....

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

**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 WINE GALA (event type)	(b) Event #2 BOWLATHON - BOWLING EVEN (event type)	(c) Other events 5 (total number)	(d) Total events (add col. (a) through col. (c))
Revenue	1 Gross receipts .....	136,274.	79,367.	283,228.	498,869.
	2 Less: Contributions .....	106,034.	79,367.	231,982.	417,383.
	3 Gross income (line 1 minus line 2) .....	30,240.		51,246.	81,486.
Direct Expenses	4 Cash prizes .....				
	5 Noncash prizes .....				
	6 Rent/facility costs .....	21,409.	3,140.	10,206.	34,755.
	7 Food and beverages .....	20,168.		46,547.	66,715.
	8 Entertainment .....			2,890.	2,890.
	9 Other direct expenses .....	21,327.	225.	24,354.	45,906.
	10 Direct expense summary. Add lines 4 through 9 in column (d) .....				150,266.
	11 Net income summary. Subtract line 10 from line 3, column (d) .....				-68,780.

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

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

9 Enter the state(s) in which the organization conducts gaming activities: \_\_\_\_\_

a Is the organization licensed to conduct gaming activities in each of these states? \_\_\_\_\_ ☐ Yes ☐ No

b If "No," explain: \_\_\_\_\_

10a Were any of the organization's gaming licenses revoked, suspended, or terminated during the tax year? \_\_\_\_\_ ☐ Yes ☐ No

b If "Yes," explain: \_\_\_\_\_

- |    |  |                              |                             |
|----|--|------------------------------|-----------------------------|
| 11 | Does the organization conduct gaming activities with nonmembers? .....   | <input type="checkbox"/> Yes | <input type="checkbox"/> 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? ..... | <input type="checkbox"/> Yes | <input type="checkbox"/> No |
| 13 | Indicate the percentage of gaming activity conducted in:   |                              |                             |
| a  | The organization's facility .....  | 13a                          | %                           |
| b  | An outside facility .....  | 13b                          | %                           |
| 14 | Enter the name and address of the person who prepares the organization's gaming/special events books and records:  |                              |                             |

Name 

Address 

- 15a** Does the organization have a contract with a third party from whom the organization receives gaming revenue? ..... ☐ Yes ☐ No
- b** If "Yes," enter the amount of gaming revenue received by the organization ► \$ \_\_\_\_\_ and the amount of gaming revenue retained by the third party ► \$ \_\_\_\_\_
- c** If "Yes," enter name and address of the third party:

Name 

Address 

- 16** Gaming manager information:

Name 

Gaming manager compensation ▶ \$

Description of services provided ▶

☐ Director/officer☐ Employee☐ Independent contractor

- 17** Mandatory distributions:
- a** Is the organization required under state law to make charitable distributions from the gaming proceeds to retain the state gaming license? ..... ☐ Yes ☐ No
- b** Enter the amount of distributions required under state law to be distributed to other exempt organizations or spent in the organization's own exempt activities during the tax year ► \$

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

Schedule G (Form 990 of 990-EZ)		RECORDED	
<b>Part IV</b>	<b>Supplemental Information</b> (continued)		

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.

SCHEDULE I  
(Form 990)

Department of the Treasury  
Internal Revenue Service

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

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

▶ Attach to Form 990.

▶ Go to [www.irs.gov/Form990](http://www.irs.gov/Form990) for the latest information.

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2017

Open to Public  
Inspection

Name of the organization

RESOURCES FOR HUMAN DEVELOPMENT, INC.

Employer identification number  
23-1727133

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.

☒ Yes ☐ No

Part II

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

1 (a) Name and address of organization or government	(b) EIN	(c) IRC section (if applicable)	(d) Amount of cash grant	(e) Amount of non-cash assistance	(f) Method of valuation (book, FMV, appraisal, other)	(g) Description of non-cash assistance	(h) Purpose of grant or assistance
PARTNERS CREATING COMMUNITY INC. 127 KRAUSER ROAD DOWNTOWN, PA 19335	81-1874043	501 (C)(3)	75,000.	0.			RHD SUPPORTS PARTNERS CREATING COMMUNITY'S EFFORTS TO IMPROVE THE LIVES OF RHD PROGRAM

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

1.

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

SEE PART IV FOR COLUMN (H) DESCRIPTIONS

Schedule I (Form 990) (2017)



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 SUPPORTS PARTNERS CREATING  
COMMUNITY'S EFFORTS TO IMPROVE THE LIVES OF RHD PROGRAM PARTICIPANTS, BY  
PARTICIPATING IN THE GREEN LION BREADS PRODUCTION BAKERY AND HEAL AND  
HARVEST CAFE, WHICH ARE OWNED AND OPERATED BY PCC, 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.**

▶ **Go to [www.irs.gov/Form990](http://www.irs.gov/Form990) for instructions and the latest information.**

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**2017**

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Inspection**

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**RESOURCES FOR HUMAN DEVELOPMENT, INC.**

Employer identification number

**23-1727133**

**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
1a		
1b		
2		
3		
4a	X	
4b	X	
4c		X
5a		X
5b		X
6a		X
6b		X
7		X
8		X
9		

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

Schedule J (Form 990) 2017



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) DURING

FY16-17:

DALE ANDERSON - \$43,369

THE FOLLOWING INDIVIDUALS RECEIVED PAYMENTS FROM A SUPPLEMENTAL

NONQUALIFIED RETIREMENT PLAN (RETIREMENT ADVANTAGE PLAN) DURING

FY17-18:

DALE ANDERSON \$27,105

(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.**

▶ Go to [www.irs.gov/Form990](http://www.irs.gov/Form990) for instructions and the latest information.

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<b>Part I</b>	<b>Excess Benefit Transactions</b> (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

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

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]

**Total** ..... ▶ \$

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

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

[illegible]

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

Schedule L (Form 990 or 990-EZ) 2017

**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
KENNETH KAUFFMAN	SPOUSE OF SHARON KA	7,816.	INDEPENDENT		X
LEE GRACE GUNTER	CHILD OF RACHELLE G	14,366.	INDEPENDENT		X
MARGARET S. GLAVIN	SPOUSE OF BERNARD G	70,586.	EMPLOYMENT		X
BENJAMIN L. PALMER	CHILD OF DONNA TORR	23,191.	EMPLOYMENT		X
MARCO K. MAGDAMO	SPOUSE OF LINDA DON	79,044.	EMPLOYMENT		X
RACHEL D. KAUFFMAN	CHILD OF SHARON KAU	62,466.	EMPLOYMENT		X
GREGORY K. MARTIN	SPOUSE OF BARONESS	93,365.	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: KENNETH 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: GREGORY K. MARTIN

(B) RELATIONSHIP BETWEEN INTERESTED PERSON AND ORGANIZATION:

SPOUSE OF BARONESS MARTIN (VP OF DIVERSITY/CULTURE)

**SCHEDULE O**  
**(Form 990 or 990-EZ)**

Department of the Treasury  
Internal Revenue Service

**Supplemental Information to Form 990 or 990-EZ**

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

▶ Attach to Form 990 or 990-EZ.

▶ Go to [www.irs.gov/Form990](http://www.irs.gov/Form990) for the latest information.

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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 160 PROGRAMS IN 14 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'S LOWER MERION COUNSELING & MOBILE SERVICES EXPANDED SERVICES TO  
OPEN A NEW CHILD & FAMILY CENTER, SERVING CHILDREN, ADOLESCENTS, AND  
FAMILIES WITH BEHAVIORAL HEALTH TREATMENT IN A HOLISTIC AND  
COMPANSSIONATE MANNER IN A SAFE AND ENGAGING ENVIRONMENT.

RHD HAS TRANSFORMED SERVICES IN NEBRASKA, ADOPTING A NEW RESIDENTIAL  
MODEL THAT PLACES A PREMIUM ON DIGNITY, RESPECT AND INDEPENDENCE WITH  
THE EXTENDED FAMILY HOME (EFH) MODEL OF SERVICE.

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

Name of the organization

RESOURCES FOR HUMAN DEVELOPMENT, INC.

Employer identification number  
23-1727133

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

## PROGRAM SERVICE ACCOMPLISHMENTS INCLUDE:

- JOHNNY B., AN ARTIST FROM RHD'S IMAGINE THAT! ART PROGRAM FOR PEOPLE WITH INTELLECTUAL DISABILITIES, WAS HONORED WITH THE PERSONAL SUCCESS OF THE YEAR AWARD FROM EITAS DEVELOPMENTAL DISABILITY SERVICES OF JACKSON COUNTY. THIS SUMMER JOHNNY PRESENTED A SOLO EXHIBITION, BEEN SELECTED TO DISPLAY HIS ARTWORK ON BILLBOARDS OVER DOWNTOWN KANSAS CITY, AND HAD A NUMBER OF OTHER SUCCESSES. AT IMAGINE THAT!, AND ALL RHD CREATIVE ARTS PROGRAMS ACROSS THE COUNTRY, STAFF WORKS HARD TO ENSURE THEIR ARTISTS HAVE AN EQUAL PLACE IN THE ART COMMUNITY, AND SUPPORT THEM AS THEY WORK HARD TO PROVE THEMSELVES CREATIVELY.

- ARTISTS FROM RHD'S CENTER FOR CREATIVE WORKS (CCW) WERE ACCEPTED TO THE OUTSIDER ART FAIR IN NEW YORK. IT'S THE NATION'S BIGGEST SHOWCASE FOR OUTSIDER ARTISTS, AND AMONG THE MANY PEOPLE WHO FLOCKED TO SEE THE WORK OF ARTISTS FROM CCW WAS ACTOR HUGH DANCY, VISITED WITH THE ARTISTS, POSED FOR PICTURES AND PURCHASED THREE PAINTINGS.

- RHD'S DEFUNIAK SPRINGS CELEBRATED 20 YEARS OF SERVICES FOR PEOPLE WITH INTELLECTUAL DISABILITIES. "IT IS AMAZING THAT OUR CLIENTS HAVE COME SO FAR," RHD'S DEFUNIAK SPRINGS CO-DIRECTOR SANDRA SPANN SAID.

"THEY HAVE EXCEEDED ALL OF OUR EXPECTATIONS ...OUR STAFF ARE SO

Name of the organization

RESOURCES FOR HUMAN DEVELOPMENT, INC.

Employer identification number

23-1727133

DEDICATED AND THE COMMUNITY HAS EMBRACED US OVER THE PAST 20 YEARS. WE ARE VERY THANKFUL." RHD'S DEFUNIAK SPRINGS IS A COMMUNITY-BASED DAY PROGRAM SERVING ADULTS WITH DEVELOPMENTAL DISABILITIES. SERVICES INCLUDE TRAINING IN ACTIVITIES OF DAILY LIVING, PRE-VOCATIONAL SKILLS, JOB EXPLORATION, VOLUNTEER SERVICES, WORK ENCLAVES, COMMUNITY RESOURCE UTILIZATION, COMMUNITY ORGANIZATION PARTICIPATION, RECREATION SKILLS, RESIDENTIAL REHABILITATION, RESPITE CARE, PERSONAL CARE SERVICES AND SUPPORTED LIVING SERVICES.

- AT RHD'S VALIANT STUDIOS IN NEBRASKA, STAFF HELPED TIM HAVE A ONCE-IN-A-LIFETIME EXPERIENCE BY SUPPORTING HIS DREAM TO TRY OUT FOR AMERICAN IDOL. VALIANT STUDIOS IS AN ARTS AND MUSIC BASED PROGRAM FEATURING ARTISTS WHO EXPERIENCE DEVELOPMENTAL DISABILITIES, FOSTERING GROWTH IN EVERY ARTIST'S PASSION, CREATIVITY, AND INDIVIDUALITY.

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:

Name of the organization

RESOURCES FOR HUMAN DEVELOPMENT, INC.

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- RHD PRESENTED AT THE HOUSING FIRST PARTNERS CONFERENCE IN DENVER ON THE SUCCESS THAT RHD'S CAMDEN SUPPORTIVE HOUSING PROGRAM HAS HAD IN PROVIDING COMPREHENSIVE, RECOVERY-ORIENTED CASE MANAGEMENT SERVICES TO INDIVIDUALS WHO ARE HOMELESS OR AT RISK OF HOMELESSNESS. THE PROGRAM STRIVES TO EMBODY THE VALUES OF RHD WHILE EMBRACING THE TENETS OF HARM REDUCTION AND HOUSING FIRST.

- RHD'S MORRIS HOME CELEBRATED FIVE YEARS AS THE FIRST RESIDENTIAL RECOVERY PROGRAM IN THE COUNTRY TO OFFER COMPREHENSIVE SERVICES SPECIFICALLY FOR TRANS- AND GENDER-VARIANT INDIVIDUALS. TODAY THE PIONEERING FACILITY CONTINUES TO NAVIGATE NEW TERRITORY IN TRANS-AFFIRMING CARE.

- RHD'S WOMANSPACE ARDMORE ESTABLISHED DRUMMING THERAPY TO SUPPORT THE WOMEN IN THE PROGRAM -- WITH EXTRAORDINARY RESULTS. RHD'S WOMANSPACE ARDMORE IS A RESIDENTIAL TREATMENT PROGRAM FOR CHEMICALLY DEPENDENT WOMEN. RECOVERY AND THERAPY IN A HOME-BASED ATMOSPHERE ARE AIMED AT REHABILITATION AND A RETURN TO THE COMMUNITY.

- RHD HOSTED THE MAYOR'S TASK FORCE TO COMBAT THE OPIOID EPIDEMIC FOR A COMMUNITY FORUM TO HELP THE PUBLIC LEARN ABOUT THE TASK FORCE'S WORK AND HOW THE CITY WILL INCREASE HARM REDUCTION EFFORTS THROUGH THE DEVELOPMENT OF COMPREHENSIVE USER ENGAGEMENT SITES (CUES). COMMISSIONER OF THE DEPARTMENT OF PUBLIC HEALTH DR. THOMAS FARLEY, THE COMMISSION CO-CHAIR, APPEARED WITH ROLAND LAMB, DBHIDS DEPUTY COMMISSIONER, STRATEGIC PLANNING AND INNOVATION DIVISION, AND SHARON KOPYC, PROGRAM DIRECTOR OF RHD'S WOMANSPACE. RHD HAS BEEN A LEADER IN FIGHTING OPIOID ADDICTION, AND SPECIALIZES IN CREATING AND PROVIDING TRAUMA-INFORMED,

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PERSON-CENTERED SERVICES THAT WORK IN ANY COMMUNITY SETTING.

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:

- RHD'S LOWER MERION COUNSELING AND MOBILE SERVICES (LMCMS) WELCOMED DEPARTMENT OF HUMAN SERVICES (DHS) SECRETARY TERESA MILLER FOR A VISIT AND A CHANCE TO SEE FIRSTHAND HOW LMCMS HAS EXPANDED SERVICES AS ONE OF SEVEN CERTIFIED COMMUNITY BEHAVIORAL HEALTH CLINICS (CCBHC) IN THE COMMONWEALTH THAT ARE JOINTLY LICENSED BY DHS AND THE DEPARTMENT OF DRUG AND ALCOHOL PROGRAMS. MILLER WAS JOINED BY LYNN KOVICH, OMHSAS DEPUTY SECRETARY. THE VISIT INCLUDED A TOUR OF THE FACILITY AND A MEETING STAFF AND CLIENTS TO DISCUSS THE SUCCESSES LMCMS HAS EXPERIENCED IN THE CCBHC IMPLEMENTATION. LMCMS HAS EXPANDED AND IMPROVED BEHAVIORAL HEALTH SERVICES THROUGH THE CCBHC DEMONSTRATION

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GRANT, GIVEN TO ONLY EIGHT STATES BY THE U.S DEPARTMENT OF HEALTH AND HUMAN SERVICES.

- CONGRESSMAN DWIGHT EVANS (PA-02) HIGHLIGHTED A ROUNDTABLE SYMPOSIUM ON HEALTH CARE AND COMMUNITY HEALTH CENTERS AT RHD'S FAMILY PRACTICE & COUNSELING NETWORK (FPCN). CONGRESSMAN EVANS, A STEADFAST SUPPORTER OF COMMUNITY HEALTH CENTERS, JOINED FPCN DIRECTOR DONNA TORRISI, HEALTH CENTER EXECUTIVE STAFF, NURSE PRACTITIONERS, AND FPCN PATIENTS.

- TWO MEMBERS OF RHD'S FAMILY PRACTICE & COUNSELING NETWORK, THE LARGEST NURSE-MANAGED HEALTH CARE NETWORK IN THE COUNTRY, HAVE BEEN HONORED FOR THEIR WORK IN PROVIDING HEALTH CARE TO VULNERABLE POPULATIONS WITH THE APEX AWARDS (AWARDS FOR PRIMARY CARE EXCELLENCE) FROM THE PENNSYLVANIA ASSOCIATION OF COMMUNITY HEALTH CENTERS. DR. CAROLYN TRUESDALE WAS PRESENTED THE OUTSTANDING PRIMARY CARE CLINICIAN AWARD IN RECOGNITION OF HER SIGNIFICANT CONTRIBUTIONS IN THE DELIVERY OF PRIMARY CARE TO VULNERABLE POPULATIONS, IMPROVING QUALITY, ACCESSIBILITY AND OUTCOMES OF CARE. MELISSA MORTON WAS PRESENTED THE CUSTOMER SERVICE EXCELLENCE AWARD IN RECOGNITION OF HER SIGNIFICANT CONTRIBUTIONS PROVIDING EXEMPLARY CUSTOMER SERVICE TO HEALTH CENTER PATIENTS AND COLLEAGUES. MORTON ALSO RECEIVED THE PATIENT CHOICE AWARD - THE ONLY AWARD GIVEN BASED SOLELY ON NOMINATIONS FROM PATIENTS.

- THE AMERICAN PSYCHIATRIC ASSOCIATION JOURNAL FEATURED RHD DELAWARE'S ASSERTIVE COMMUNITY TREATMENT (ACT) TEAMS IN AN ARTICLE THAT LOOKED AT HOW RHD DELAWARE ADDRESSED A SHORTAGE OF AVAILABLE PSYCHIATRISTS BY DEVELOPING A TELEPSYCHIATRY PROGRAM THAT IS THE FIRST PROGRAM OF ITS KIND IN THE NATION.



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

OTHER PROGRAM SERVICES

RESOURCES FOR HUMAN DEVELOPMENT'S COMPREHENSIVE SOCIAL SERVICES 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 IDEATE WAS AT PHILADELPHIA TECH WEEK 2018 TO PRESENT A SESSION ON "THE BIGGEST OBSTACLE TO USING TECHNOLOGY TO ACHIEVING HUMAN SERVICE OUTCOMES." THE EVENT INCLUDED CONVERSATION AMONG PROVIDERS AND GIZMO DEMONSTRATION INCLUDING MICRO-CONTROLLERS, JOB ACCOMMODATIONS, OFF-THE-SHELF SOLUTIONS, CLOUD POLING AND ONE ROBOTIC ASSISTANT. NOW IN ITS EIGHTH YEAR, PHILLY TECH WEEK IS A WEEK-LONG CELEBRATION OF TECHNOLOGY AND INNOVATION HAPPENING THROUGHOUT THE GREATER PHILADELPHIA REGION.

- LAUREN SPELMAN, RESOURCE COORDINATOR AT RHD'S CORE, HAS BEEN HONORED WITH AN XCEL AWARD FOR CASE MANAGEMENT AND SERVICE COORDINATION FROM THE NATIONAL ASSOCIATION OF CASE MANAGEMENT. THE NATIONAL ASSOCIATION OF CASE MANAGEMENT (NACM) SPONSORS THE XCEL AWARDS IN CASE MANAGEMENT HIGHLIGHTING THE ACCOMPLISHMENTS OF INDIVIDUAL CASE MANAGERS, PEERS, SUPERVISORS, AND PROGRAMS.

- TYESHIA WILLIAMS, THERAPEUTIC RESIDENTIAL SPECIALIST FOR RHD'S MAINSTAY PHILADELPHIA, HAS BEEN HONORED AS THE 2017 "WE ARE WORTH IT" PENNSYLVANIA ADVOCACY AND RESOURCES FOR AUTISM AND INTELLECTUAL

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DISABILITY SOUTHEAST REGION DIRECT SUPPORT PROFESSIONAL OF THE YEAR.  
THE "WE ARE WORTH IT" DIRECT SUPPORT PROFESSIONAL OF THE YEAR AWARD  
HONORS A DIRECT SUPPORT PROFESSIONAL FROM EACH REGION OF PENNSYLVANIA.

- RHD HOSTED ITS FIRST TRAUMA-INFORMED CARE CONFERENCE, "PUTTING  
PHILOSOPHY INTO PRACTICE: TRAUMA-INFORMED CARE IN COMMUNITY SETTINGS"  
AT RHD'S CORPORATE HEADQUARTERS, ATTENDED BY COMMUNITY PROVIDERS,  
GOVERNMENT/COUNTY PARTNERS AND RHD STAFF. THE KICKOFF FOR THE DAY WAS  
AN INSPIRING KEYNOTE ADDRESS FROM DR. ROY WADE, A PHYSICIAN AND  
NATIONAL EXPERT IN TRAUMA.  
EXPENSES \$ 12,667,989. INCL GRANTS OF \$ 75,000. REVENUE \$ 14,813,876.

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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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 I, LINE 11, OTHER REVENUE:

PRIOR YEAR:

NET LOSS FROM FUNDRAISING EVENTS 6,197

NET RENTAL LOSS 72,824

TOTAL LOSS TO FORM 990, PART I, LINE 11: 79,021

CURRENT YEAR:

NET LOSS FROM FUNDRAISING EVENTS 68,780

NET RENTAL LOSS 33,331

TOTAL LOSS TO FORM 990, PART I, LINE 11: 102,111



**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	30,359.	1,036.		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	-9,020.	3,795,855.		X	N/A	X	100%
SQA PHARMACY LLC - 20-5162981											
4700 WISSAHICKON AVE, STE 126 PHILADELPHIA, PA 19144	CLOSED PHARMACY - SOLD 03/17	PA		RELATED	539,365.	0.		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									
4700 WISSAHICKON AVENUE, SUITE 126 PHILADELPHIA, PA 19144-4248	RENTAL REAL ESTATE	PA	RHD	C CORP	-58,767.	829,853.	100%	X	
MUREX INVESTMENTS, INC. - 23-2988874	INVESTMENTS AND LOANS								
4700 WISSAHICKON AVENUE, SUITE 126	TO BUSINESSES WITH								
PHILADELPHIA, PA 19144-4248	ECONOMICAL CHALLENGES	PA	RHD	C CORP	1,037,673.	45,308.	93.00%	X	
MUREX HIGH STREET, INC. - 23-2813936	GENERAL PARTNER IN								
4700 WISSAHICKON AVENUE, SUITE 126	RENTAL REAL ESTATE		MUREX CORPORATION	C CORP	93,394.	69,134.	100%	X	
PHILADELPHIA, PA 19144-4248	PARTNERSHIP	PA							
MUREX TRS, INC. - 22-3518534	GENERAL PARTNER IN								
4700 WISSAHICKON AVENUE, SUITE 126	RENTAL REAL ESTATE		MUREX CORPORATION	C CORP	-1,250.	165,238.	100%	X	
PHILADELPHIA, PA 19144-4248	PARTNERSHIP	PA							
RHD INC. SPECIAL NEEDS POOLED TRUST - 32-6101037, 4700 WISSAHICKON AVENUE, SUITE 126, PHILADELPHIA, PA 19144-4248	TRUST	PA	N/A	TRUST					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
<b>a</b> Receipt of (i) interest, (ii) annuities, (iii) royalties, or (iv) rent from a controlled entity		X
<b>b</b> Gift, grant, or capital contribution to related organization(s)		X
<b>c</b> Gift, grant, or capital contribution from related organization(s)		X
<b>d</b> Loans or loan guarantees to or for related organization(s)	X	
<b>e</b> Loans or loan guarantees by related organization(s)		X
<b>f</b> Dividends from related organization(s)		X
<b>g</b> Sale of assets to related organization(s)		X
<b>h</b> Purchase of assets from related organization(s)		X
<b>i</b> Exchange of assets with related organization(s)		X
<b>j</b> Lease of facilities, equipment, or other assets to related organization(s)		X
<b>k</b> Lease of facilities, equipment, or other assets from related organization(s)	X	
<b>l</b> Performance of services or membership or fundraising solicitations for related organization(s)		X
<b>m</b> Performance of services or membership or fundraising solicitations by related organization(s)		X
<b>n</b> Sharing of facilities, equipment, mailing lists, or other assets with related organization(s)		X
<b>o</b> Sharing of paid employees with related organization(s)		X
<b>p</b> Reimbursement paid to related organization(s) for expenses		X
<b>q</b> Reimbursement paid by related organization(s) for expenses	X	
<b>r</b> Other transfer of cash or property to related organization(s)		
<b>s</b> Other transfer of cash or property from related organization(s)		

**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) HIGH STREET MANOR ASSOCIATES	D	358,201	ACCOUNTING RECORDS
(2)			
(3)			
(4)			
(5)			
(6)			





**Part VII** Supplemental Information.

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

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

NAME OF RELATED ORGANIZATION: MUREX CORPORATION

PRIMARY ACTIVITY: INVESTMENT IN MINORITY OWNED BUSINESSES AND LOW  
INCOME HOUSING



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

OMB No. 1545-1709

Department of the Treasury  
Internal Revenue Service

► **File a separate application for each return.**

► **Information about Form 8868 and its instructions is at** [www.irs.gov/form8868](http://www.irs.gov/form8868).

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

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

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

		Enter filer's identifying number
<b>Type or print</b>	Name of exempt organization or other filer, see instructions.	Employer identification number (EIN) or
	<b>RESOURCES FOR HUMAN DEVELOPMENT, INC.</b>	<b>23-1727133</b>
File by the due date for filing your return. See instructions.	Number, street, and room or suite no. If a P.O. box, see instructions.	Social security number (SSN)
	<b>4700 WISSAHICKON AVENUE, NO. 126</b>	
	City, town or post office, state, and ZIP code. For a foreign address, see instructions.	
	<b>PHILADELPHIA, PA 19144-4248</b>	

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

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

**MARCO GIORDANO - 4700 WISSAHICKON AVENUE, SUITE 126 -**

• The books are in the care of ► **PHILADELPHIA, PA 19144-4248**  
Telephone No. ► **(215) 951-0300** Fax No. ►

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

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

► ☐ calendar year \_\_\_\_\_ or  
► ☒ tax year beginning **JUL 1, 2017**, and ending **JUN 30, 2018**.

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

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

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

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

Form **8868** (Rev. 1-2017)

**MAIL TO: DEPARTMENT OF THE TREASURY  
INTERNAL REVENUE SERVICE CENTER  
OGDEN, UT 84201-0045**