PUBLIC DISCLOSURE COPY

** PUBLIC DISCLOSURE COPY ** Return of Organization Exempt From Income Tax

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 for instructions and the latest information.

ΑI	For the	2022 calendar year, or tax year beginning and endi	ing		
	Check if applicable	C Name of organization		D Employer identif	ication number
	Addres				
	Name change	Denre Institute for Esith and	l Wo	46-10311	.75
	Initial return		m/suite	E Telephone number	
	Final	8100 E. Arapahoe Rd.		720-227-	
	return/ termin- ated	City or town, state or province, country, and ZIP or foreign postal code		G Gross receipts \$	1,101,587.
	Amend			H(a) Is this a group	
	return Applica			for subordinate	
	tion pendin	same as C above		H(b) Are all subordinates	
T -	Tax-exe	empt status: X 501(c)(3) 501(c) () (insert no.) 4947(a)(1) or	527	1 ' '	a list. See instructions
	Websit		OLI	H(c) Group exemption	
			I Vear		M State of legal domicile: CO
		Summary	L Toar (or formation. 2022	IVI State of legal dofficite,
		Briefly describe the organization's mission or most significant activities: To form	n me	n and women	to serve
9	1 ' (God, neighbor, and society through their da			
an	2	Check this box if the organization discontinued its operations or disposed of			esats
Veri	3	Number of voting members of the governing body (Part VI, line 1a)		_	1
Ĝ	4	Number of independent voting members of the governing body (Part VI, line 1b)			
∞ ∞	5	Total number of individuals employed in calendar year 2022 (Part V, line 2a)			· ·
Activities & Governance	6	Total number of volunteers (estimate if necessary)			
:≅	72	Total unrelated business revenue from Part VIII, column (C), line 12			
¥	l "h	Net unrelated business taxable income from Form 990-T, Part I, line 11			
		The difference business taxable meetine from one 1,1 art 1, line 11		Prior Year	Current Year
	8	Contributions and grants (Part VIII, line 1h)	861,553.		
Revenue	9	Program service revenue (Part VIII, line 2g)	138,642.		
Š	10	Investment income (Part VIII, column (A), lines 3, 4, and 7d)		5,244.	
æ	11	Other revenue (Part VIII, column (A), lines 5, 6d, 8c, 9c, 10c, and 11e)		205.	
	1	Total revenue - add lines 8 through 11 (must equal Part VIII, column (A), line 12)		1,005,644.	1
		Grants and similar amounts paid (Part IX, column (A), lines 1-3)		0.	<u> </u>
		Benefits paid to or for members (Part IX, column (A), line 4)		0.	
"	45	Salaries, other compensation, employee benefits (Part IX, column (A), lines 5-10)		586,524.	742,720.
Expenses	16a	Professional fundraising fees (Part IX, column (A), line 11e)		0.	
ē	. b	Total fundraising expenses (Part IX, column (D), line 25) 241,962.			
й	17	Other expenses (Part IX, column (A), lines 11a-11d, 11f-24e)		516,919.	486,686.
		Total expenses. Add lines 13-17 (must equal Part IX, column (A), line 25)		1,103,443.	
	19	Revenue less expenses. Subtract line 18 from line 12		-97,799.	-353,361.
or or	G	·	Beg	ginning of Current Year	End of Year
sets	20	Total assets (Part X, line 16)		559,194.	217,610.
ASS	21	Total liabilities (Part X, line 26)		10,355.	22,132.
Net Assets or	22	Net assets or fund balances. Subtract line 21 from line 20		548,839.	195,478.
Pi	art II	Signature Block			
Und	ler pena	ties of perjury, I declare that I have examined this return, including accompanying schedules and	stateme	nts, and to the best of m	y knowledge and belief, it is
true	, correc	t, and complete. Declaration of preparer (other than officer) is based on all information of which p	reparer	has any knowledge.	
Sig		Signature of officer		Date	
Hei	re	Robert Larkin, Board Chair			
		Type or print name and title			
		Print/Type preparer's name Preparer's signature		Oate Check	PTIN
Paid	d	Bret Wichert	ruf	self-emplo	
Pre	parer	Firm's name BiggsKofford, P.C.		Firm's EIN 8	34-0884124
Use	Only	Firm's address 630 Southpointe Court, Suite 200			
		Colorado Springs, CO 80906		Phone no. 71	L9.579.9090
Ma	v the IF	S discuss this return with the preparer shown above? See instructions			X Yes No

Form	1990 (2022) The Denver Institute	46-1031175 Page 2
	rt III Statement of Program Service Accomplishments	
	Check if Schedule O contains a response or note to any line in this Part III	X
1	Briefly describe the organization's mission:	
	To form men and women to serve God, neighbor, and socie	ty through
	their daily work.	<u> </u>
2	Did the organization undertake any significant program services during the year which were not listed on the	
	prior Form 990 or 990-EZ?	Yes X No
	If "Yes," describe these new services on Schedule O.	
3	Did the organization cease conducting, or make significant changes in how it conducts, any program services	? Yes X No
3	If "Yes," describe these changes on Schedule O.	: Tes [21] NO
4	Describe the organization's program service accomplishments for each of its three largest program services, a	as massured by expanses
7	Section 501(c)(3) and 501(c)(4) organizations are required to report the amount of grants and allocations to other	
		iers, trie total experises, and
4-	revenue, if any, for each program service reported. (Code:) (Expenses \$ 782, 268 • including grants of \$) (Rev	venue \$ 52,465.)
4a	(Code:) (Expenses \$	
	with local churches on topics related to theology, work	
		, calling,
	culture, and a wide array of professional industries.	
	0.016	00.015
4b	(Code:) (Expenses \$ including grants of \$ 2 , 816 .) (Rev	
	5280 Fellowship - This is a rigorous and selective nine	
	leadership program for emerging leaders in Denver, Colo	rado. The
	program consists of theological study, spiritual format	
	professional development, and learning from senior lead	ers in the city.
		15 050
4c	(Code:) (Expenses \$ including grants of \$) (Rev CityGate - This initiative connects leaders and organiz	venue \$ 15,252.
	across the country who are committed to changing their	
	hosts annual gatherings, regular training webinars, and	
	development of vocational discipleship programs like th	e 5280
	Fellowship in other cities.	
4d	Other program services (Describe on Schedule O.)	7 020
	(Expenses \$ including grants of \$) (Revenue \$	7,838.)
<u>4e</u>	Total program service expenses 782,268.	
		Form 990 (2022)

Form 990 (2022) The Denver Institute 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)?			
	If "Yes," complete Schedule A	1	Х	
2	Is the organization required to complete Schedule B, Schedule of Contributors? See instructions	2	Х	
3	Did the organization engage in direct or indirect political campaign activities on behalf of or in opposition to candidates for			
	public office? If "Yes," complete Schedule C, Part I	3		X
4	Section 501(c)(3) organizations. Did the organization engage in lobbying activities, or have a section 501(h) election in effect			
	during the tax year? If "Yes," complete Schedule C, Part II	4_		X
5	Is the organization a section 501(c)(4), 501(c)(5), or 501(c)(6) organization that receives membership dues, assessments, or			
	similar amounts as defined in Rev. Proc. 98-19? If "Yes," complete Schedule C, Part III	5		X
6	Did the organization maintain any donor advised funds or any similar funds or accounts for which donors have the right to			
	provide advice on the distribution or investment of amounts in such funds or accounts? If "Yes," complete Schedule D, Part I	6		X
7	Did the organization receive or hold a conservation easement, including easements to preserve open space,			
	the environment, historic land areas, or historic structures? If "Yes," complete Schedule D, Part II	7		X
8	Did the organization maintain collections of works of art, historical treasures, or other similar assets? If "Yes," complete			
	Schedule D, Part III	8		X
9	Did the organization report an amount in Part X, line 21, for escrow or custodial account liability, serve as a custodian for			
	amounts not listed in Part X; or provide credit counseling, debt management, credit repair, or debt negotiation services?			
	If "Yes," complete Schedule D, Part IV	9		X
10	Did the organization, directly or through a related organization, hold assets in donor-restricted endowments			
	or in quasi endowments? If "Yes," complete Schedule D, Part V	10		X
11	If the organization's answer to any of the following questions is "Yes," then complete Schedule D, Parts VI, VII, VIII, IX, or X,			
	as applicable.			
а	Did the organization report an amount for land, buildings, and equipment in Part X, line 10? If "Yes," complete Schedule D,			
	Part VI	11a	X	
b	Did the organization report an amount for investments - other securities in Part X, line 12, that is 5% or more of its total			l
	assets reported in Part X, line 16? If "Yes," complete Schedule D, Part VII	11b		X
С	Did the organization report an amount for investments - program related in Part X, line 13, that is 5% or more of its total			l
	assets reported in Part X, line 16? If "Yes," complete Schedule D, Part VIII	11c		X
d	Did the organization report an amount for other assets in Part X, line 15, that is 5% or more of its total assets reported in			
	Part X, line 16? If "Yes," complete Schedule D, Part IX	11d		X
е	Did the organization report an amount for other liabilities in Part X, line 25? If "Yes," complete Schedule D, Part X	11e		X
f	Did the organization's separate or consolidated financial statements for the tax year include a footnote that addresses			,,
	the organization's liability for uncertain tax positions under FIN 48 (ASC 740)? If "Yes," complete Schedule D, Part X	11f		X
12a	Did the organization obtain separate, independent audited financial statements for the tax year? If "Yes," complete			37
_	Schedule D, Parts XI and XII	12a		X
b	Was the organization included in consolidated, independent audited financial statements for the tax year?			1 37
	If "Yes," and if the organization answered "No" to line 12a, then completing Schedule D, Parts XI and XII is optional	12b		X
13	Is the organization a school described in section 170(b)(1)(A)(ii)? If "Yes," complete Schedule E	13		X
14a	Did the organization maintain an office, employees, or agents outside of the United States?	14a		X
b	Did the organization have aggregate revenues or expenses of more than \$10,000 from grantmaking, fundraising, business,			
	investment, and program service activities outside the United States, or aggregate foreign investments valued at \$100,000			_v
45	or more? If "Yes," complete Schedule F, Parts I and IV	14b		X
15	Did the organization report on Part IX, column (A), line 3, more than \$5,000 of grants or other assistance to or for any	4-		x
40	foreign organization? If "Yes," complete Schedule F, Parts II and IV	15		
16	Did the organization report on Part IX, column (A), line 3, more than \$5,000 of aggregate grants or other assistance to	4.		v
17	or for foreign individuals? If "Yes," complete Schedule F, Parts III and IV	16		X
17	Did the organization report a total of more than \$15,000 of expenses for professional fundraising services on Part IX,	47		x
10	column (A), lines 6 and 11e? If "Yes," complete Schedule G, Part I. See instructions	17		├^
18	Did the organization report more than \$15,000 total of fundraising event gross income and contributions on Part VIII, lines	40		v
40	1c and 8a? If "Yes," complete Schedule G, Part II	18		X
19	Did the organization report more than \$15,000 of gross income from gaming activities on Part VIII, line 9a? If "Yes,"	4.		v
00-	complete Schedule G, Part III	19		X
20a	Did the organization operate one or more hospital facilities? If "Yes," complete Schedule H	20a		<u> </u>
	If "Yes" to line 20a, did the organization attach a copy of its audited financial statements to this return?	20b		
21	Did the organization report more than \$5,000 of grants or other assistance to any domestic organization or	0.4		x
	domestic government on Part IX, column (A), line 1? If "Yes." complete Schedule I, Parts I and II	21	L	lacksquare

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	· (contained)		Yes	No
22	Did the organization report more than \$5,000 of grants or other assistance to or for domestic individuals on			
	Part IX, column (A), line 2? If "Yes," complete Schedule I, Parts I and III	22		Х
23	Did the organization answer "Yes" to Part VII, Section A, line 3, 4, or 5, about compensation of the organization's current			
	and former officers, directors, trustees, key employees, and highest compensated employees? If "Yes." complete			
	Schedule J	23		Х
24a	Did the organization have a tax-exempt bond issue with an outstanding principal amount of more than \$100,000 as of the			
	last day of the year, that was issued after December 31, 2002? If "Yes," answer lines 24b through 24d and complete			
	Schedule K. If "No," go to line 25a	24a		Х
h	Did the organization invest any proceeds of tax-exempt bonds beyond a temporary period exception?	24b		
	Did the organization maintain an escrow account other than a refunding escrow at any time during the year to defease			
·	any tax-exempt bonds?	24c		
Ч	Did the organization act as an "on behalf of" issuer for bonds outstanding at any time during the year?	24d		
	Section 501(c)(3), 501(c)(4), and 501(c)(29) organizations. Did the organization engage in an excess benefit	270		
2 5a	transaction with a disqualified person during the year? If "Yes," complete Schedule L, Part I	25a		Х
h	Is the organization aware that it engaged in an excess benefit transaction with a disqualified person in a prior year, and	254		
b	that the transaction has not been reported on any of the organization's prior Forms 990 or 990-EZ? If "Yes," complete			
		25b		Х
26	Schedule L, Part I Did the organization report any amount on Part X, line 5 or 22, for receivables from or payables to any current	230		- 21
20	or former officer, director, trustee, key employee, creator or founder, substantial contributor, or 35%			
	controlled entity or family member of any of these persons? If "Yes," complete Schedule L, Part II	26		Х
27	Did the organization provide a grant or other assistance to any current or former officer, director, trustee, key employee,	20		- 21
21	creator or founder, substantial contributor or employee thereof, a grant selection committee member, or to a 35% controlled			
	entity (including an employee thereof) or family member of any of these persons? If "Yes," complete Schedule L, Part III	27		Х
28	Was the organization a party to a business transaction with one of the following parties (see the Schedule L, Part IV,	21		
20	instructions for applicable filing thresholds, conditions, and exceptions):			
_	A current or former officer, director, trustee, key employee, creator or founder, or substantial contributor? <i>If</i>			
а		28a		Х
h	"Yes," complete Schedule L, Part IV	28b		X
	A family member of any individual described in line 28a? If "Yes," complete Schedule L, Part IV	200		- 21
C	· · · · · · · · · · · · · · · · · · ·	28c		Х
20	"Yes," complete Schedule L, Part IV Did the organization receive more than \$25,000 in non-cash contributions? If "Yes," complete Schedule M	29		X
29 30	Did the organization receive more than \$25,000 in non-cash contributions? If "Yes," complete Schedule M	29		- 21
30		30		Х
31	contributions? If "Yes," complete Schedule M Did the organization liquidate, terminate, or dissolve and cease operations? If "Yes," complete Schedule N, Part I	31		X
32	Did the organization required by complete schedule N, Part I	31		- 21
32		32		Х
22	Schedule N, Part II Did the organization own 100% of an entity disregarded as separate from the organization under Regulations	32		- 21
33	, , , , , , , , , , , , , , , , , , , ,	22		Х
24	sections 301.7701-2 and 301.7701-3? If "Yes," complete Schedule R, Part I	33		
34	Was the organization related to any tax-exempt or taxable entity? If "Yes," complete Schedule R, Part II, III, or IV, and	1 04		Х
25.0	Part V, line 1	34		X
	Did the organization have a controlled entity within the meaning of section 512(b)(13)?	35a		
a	If "Yes" to line 35a, did the organization receive any payment from or engage in any transaction with a controlled entity	254		
20	within the meaning of section 512(b)(13)? If "Yes," complete Schedule R, Part V, line 2	35b		
36	Section 501(c)(3) organizations. Did the organization make any transfers to an exempt non-charitable related organization?			y
27	If "Yes," complete Schedule R, Part V, line 2	36		X
<i>ن</i>	Did the ordanization conduct more than 5% of its activities through an entity that is not a related ordanization	1		

	Note:	All Form 990 filers are required to complete Schedule O	38	Α .				
Par	Part V Statements Regarding Other IRS Filings and Tax Compliance							
		Check if Schedule O contains a response or note to any line in this Part V						
				Yes	No			
1a	Enter	the number reported in box 3 of Form 1096. Enter -0- if not applicable						
b	Enter	the number of Forms W-2G included on line 1a. Enter -0- if not applicable						
С	c Did the organization comply with backup withholding rules for reportable payments to vendors and reportable gaming							
	(gamb	pling) winnings to prize winners?	1c	Х				

and that is treated as a partnership for federal income tax purposes? If "Yes," complete Schedule R, Part VI

Did the organization complete Schedule O and provide explanations on Schedule O for Part VI, lines 11b and 19?

Form 990 (2022) The Denver Institute

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

			Yes	No				
2 a	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	_	37					
	If at least one is reported on line 2a, did the organization file all required federal employment tax returns?	2b 3a	X	Х				
	0 ,							
	If "Yes," has it filed a Form 990-T for this year? If "No" to line 3b, provide an explanation on Schedule O	3b						
4a	At any time during the calendar year, did the organization have an interest in, or a signature or other authority over, a	1		X				
h	financial account in a foreign country (such as a bank account, securities account, or other financial account)?	4a						
ь	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).							
52		5a		х				
	Was the organization a party to a prohibited tax shelter transaction at any time during the tax year? Did any taxable party notify the organization that it was or is a party to a prohibited tax shelter transaction?	5b		X				
	If "Yes" to line 5a or 5b, did the organization file Form 8886-T?	5c						
	Does the organization have annual gross receipts that are normally greater than \$100,000, and did the organization solicit	"						
	any contributions that were not tax deductible as charitable contributions?	6a		Х				
b	If "Yes," did the organization include with every solicitation an express statement that such contributions or gifts							
	were not tax deductible?	6b						
7	Organizations that may receive deductible contributions under section 170(c).							
а	Did the organization receive a payment in excess of \$75 made partly as a contribution and partly for goods and services provided to the payor?	7a		X				
b	If "Yes," did the organization notify the donor of the value of the goods or services provided?	7b						
С	Did the organization sell, exchange, or otherwise dispose of tangible personal property for which it was required							
	to file Form 8282?	7c		X				
d	If "Yes," indicate the number of Forms 8282 filed during the year							
е	Did the organization receive any funds, directly or indirectly, to pay premiums on a personal benefit contract?	7e 7f		X				
f	3 , 3 , , , , , , , , , , , , , , , , ,							
-	g If the organization received a contribution of qualified intellectual property, did the organization file Form 8899 as required?							
_								
8	Sponsoring organizations maintaining donor advised funds. Did a donor advised fund maintained by the sponsoring organization have excess business holdings at any time during the year?	8						
9	Sponsoring organizations maintaining donor advised funds.							
а	Did the sponsoring organization make any taxable distributions under section 4966?	9a						
b	Did the sponsoring organization make a distribution to a donor, donor advisor, or related person?	9b						
10	Section 501(c)(7) organizations. Enter:							
а	Initiation fees and capital contributions included on Part VIII, line 12							
b	Gross receipts, included on Form 990, Part VIII, line 12, for public use of club facilities							
11	Section 501(c)(12) organizations. Enter:							
а	Gross income from members or shareholders							
b	Gross income from other sources. (Do not net amounts due or paid to other sources against							
	amounts due or received from them.)							
	Section 4947(a)(1) non-exempt charitable trusts. Is the organization filing Form 990 in lieu of Form 1041?	12a						
	If "Yes," enter the amount of tax-exempt interest received or accrued during the year	-						
13	Section 501(c)(29) qualified nonprofit health insurance issuers.	40						
а	Is the organization licensed to issue qualified health plans in more than one state?	13a						
h	Note: See the instructions for additional information the organization must report on Schedule O. Enter the amount of reserves the organization is required to maintain by the states in which the							
b	organization is licensed to issue qualified health plans							
c	Enter the amount of reserves on hand 13c	1						
14a	Did the organization receive any payments for indoor tanning services during the tax year?	14a		Х				
	If "Yes," has it filed a Form 720 to report these payments? If "No," provide an explanation on Schedule O	14b						
15	Is the organization subject to the section 4960 tax on payment(s) of more than \$1,000,000 in remuneration or							
	excess parachute payment(s) during the year?	15		х				
	If "Yes," see the instructions and file Form 4720, Schedule N.							
16	Is the organization an educational institution subject to the section 4968 excise tax on net investment income?	16		Х				
	If "Yes," complete Form 4720, Schedule O.							
17	Section 501(c)(21) organizations. Did the trust, or any disqualified or other person engage in any activities							
	that would result in the imposition of an excise tax under section 4951, 4952 or 4953?	17						
	If "Yes," complete Form 6069.							

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

	Check if Schedule O contains a response or note to any line in this Part VI			X					
Sec	tion A. Governing Body and Management		•						
			Yes	No					
1a	Enter the number of voting members of the governing body at the end of the tax year 1a								
	If there are material differences in voting rights among members of the governing body, or if the governing								
	body delegated broad authority to an executive committee or similar committee, explain on Schedule O.								
b	b Enter the number of voting members included on line 1a, above, who are independent 1b 7								
2									
	officer, director, trustee, or key employee?								
3	Did the organization delegate control over management duties customarily performed by or under the direct supervision								
	of officers, directors, trustees, or key employees to a management company or other person?								
4	Did the organization make any significant changes to its governing documents since the prior Form 990 was filed?	4		Х					
5	Did the organization become aware during the year of a significant diversion of the organization's assets?	5		Х					
6	Did the organization have members or stockholders?	6		Х					
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		Х					
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		Х					
8	Did the organization contemporaneously document the meetings held or written actions undertaken during the year by the following:								
а	The governing body?	8a	X						
b	Each committee with authority to act on behalf of the governing body?	8b		Х					
9	Is there any officer, director, trustee, or key employee listed in Part VII, Section A, who cannot be reached at the								
	organization's mailing address? If "Yes," provide the names and addresses on Schedule O	9		Х					
Sec	tion B. Policies (This Section B requests information about policies not required by the Internal Revenue Code.)								
			Yes	No					
10a	Did the organization have local chapters, branches, or affiliates?	10a		Х					
b	If "Yes," did the organization have written policies and procedures governing the activities of such chapters, affiliates,								
	and branches to ensure their operations are consistent with the organization's exempt purposes?	10b							
11a	Has the organization provided a complete copy of this Form 990 to all members of its governing body before filing the form?	11a	Х						
b	Describe on Schedule O the process, if any, used by the organization to review this Form 990.								
12a	Did the organization have a written conflict of interest policy? If "No," go to line 13	12a	Х						
b	Were officers, directors, or trustees, and key employees required to disclose annually interests that could give rise to conflicts?	12b	X						
С	Did the organization regularly and consistently monitor and enforce compliance with the policy? If "Yes," describe								
	on Schedule O how this was done	12c	X						
13	Did the organization have a written whistleblower policy?	13	X						
14	Did the organization have a written document retention and destruction policy?	14		Х					
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?								
а	The organization's CEO, Executive Director, or top management official	15a	X						
b	Other officers or key employees of the organization	15b	Х						
	If "Yes" to line 15a or 15b, describe the process on Schedule O. See instructions.								
16a	Did the organization invest in, contribute assets to, or participate in a joint venture or similar arrangement with a								
	taxable entity during the year?	16a		Х					
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							
Sec	tion C. Disclosure								
17	List the states with which a copy of this Form 990 is required to be filed None								
18	Section 6104 requires an organization to make its Forms 1023 (1024 or 1024-A, if applicable), 990, and 990-T (section 501(c)(3)	s only)	availal	ole					
	for public inspection. Indicate how you made these available. Check all that apply.								
	X Own website Another's website X Upon request Other (explain on Schedule O)								
19	Describe on Schedule O whether (and if so, how) the organization made its governing documents, conflict of interest policy, an	d finan	cial						
	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								
	Confluence Family Office - 303-800-6305								
	191 University Boulevard Denver CO 80206								

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

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

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

- 1a Complete this table for all persons required to be listed. Report compensation for the calendar year ending with or within the organization's tax year.
- List all of the organization's **current** officers, directors, trustees (whether individuals or organizations), regardless of amount of compensation. Enter -0- in columns (D), (E), and (F) if no compensation was paid.
 - List all of the organization's current key employees, if any. See the instructions for definition of "key employee."
- List the organization's five **current** highest compensated employees (other than an officer, director, trustee, or key employee) who received reportable compensation (box 5 of Form W-2, box 6 of Form 1099-MISC, and/or box 1 of Form 1099-NEC) of more than \$100,000 from the organization and any related organizations.

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

- List all of the organization's **former** officers, key employees, and highest compensated employees who received more than \$100,000 of reportable compensation from the organization and any related organizations.
- List all of the organization's **former directors or trustees** that received, in the capacity as a former director or trustee of the organization, more than \$10,000 of reportable compensation from the organization and any related organizations. See the instructions for the order in which to list the persons above.

(B) Average hours per week	box	(C) Position (do not check more than one box, unless person is both an officer and a director/trustee)		(D) Reportable compensation from	(E) Reportable compensation from related	(F) Estimated amount of other			
(list any hours for related organizations below line)	Individual trustee or director	Institutional trustee	Officer	Key employee	Highest compensated employee	Former	the organization (W-2/1099-MISC/ 1099-NEC)	organizations (W-2/1099-MISC/ 1099-NEC)	compensation from the organization and related organizations
40.00			~				97 000	0	8,660.
40 00			^				31,000.	0.	0,000.
			х				35,475.	0.	1,725.
2.00									
	Х		Х				0.	0.	0.
2.00									
	Х		Х				0.	0.	0.
2.00									
	Х		Х				0.	0.	0.
2.00									
	Х						0.	0.	0.
2.00									
	Х						0.	0.	0.
2.00									
	Х						0.	0.	0.
2.00									
	Х						0.	0.	0.
	Average hours per week (list any hours for related organizations below line) 40.00	Average hours per week (list any hours for related organizations below line) 40.00 2.00 X X X X X X X X X X X X	Average hours per week (list any hours for related organizations below line) 40.00 2.00 X 2.00	Average hours per week (list any hours for related organizations below line) 40.00 2.00 X 2.00	Average hours per week (list any hours for related organizations below line) 40.00 40.00 X 2.00 X 2.00	Average hours per week (list any hours for related organizations below line) 40.00 X	Average hours per week (list any hours for related organizations below line) 40.00 X	Average hours per week (list any hours for related organizations below line) 40.00 X X D D D D D D D D D D D D D D D D D	Average hours per week (list any hours for related organizations below line) A 0 . 0 0 A 0 . 0 0 .

232007 12-13-22 Form **990** (2022)

(A) Name and title	(B) Average	(do		Posi) than c	one	(D) Reportable	(E) Reportable		(F) Estimat	ed
	hours per week (list any	box, offic	unles	ss per	son i	s both or/trust	an	compensation compensation from from related the organization			amount other compensa	
	hours for related organizations below	Individual trustee or director	Institutional trustee		ployee	Highest compensated employee		organization (W-2/1099-MISC/ 1099-NEC)	organizations (W-2/1099-MISC 1099-NEC)	:/	from th organiza and rela	ne tion ted
	line)	Individu	Instituti	Officer	Key employee	Highest employ	Former				organizat	ions ——
1b Subtotal								132,475.		2.	10,3	
c Total from continuation sheets to Part VI d Total (add lines 1b and 1c)								132,475.).).	10,3	0. 85.
2 Total number of individuals (including but n compensation from the organization	ot limited to th	ose	liste	d ab	ove) wh	o re	eceived more than \$100,	000 of reportable			0
	director twict	aa l		mnl	01/0		bi a	heat compensated amp	loves on		Yes	No
3 Did the organization list any former officer, line 1a? If "Yes," complete Schedule J for s	uch individual									[3	X
4 For any individual listed on line 1a, is the su and related organizations greater than \$150	-								-	[4	X
5 Did any person listed on line 1a receive or a rendered to the organization? If "Yes," com	ccrue compen	satio	on fr	om	any	unre	elate	ed organization or individ	dual for services		5	X
Section B. Independent Contractors	•										•	
Complete this table for your five highest countered the organization. Report compensation for the organization.										nsati	on from	
(A) Name and business	address	NC	NE	2				(B) Description of s	ervices	Co	(C) ompensatio	n
2 Total number of independent contractors (in \$100,000 of compensation from the organization)	•	ot lin	nited	l to 1	thos (ted	above) who received mo	ore than			
											orm 990	(2022)

Form 990 (2022) The Denver Institute
Part VIII Statement of Revenue

		Check if Schedule O contains a response	or note to any lin	e in this Part VIII			
				(A)	(B)	(C)	(D)
				Total revenue	Related or exempt function revenue	Unrelated business revenue	Revenue excluded from tax under
					Tariotion revenue	Business revenue	sections 512 - 514
ts ts	1 a	Federated campaigns 1a					
Contributions, Gifts, Grants and Other Similar Amounts	b	Membership dues					
Ame G	С	Fundraising events 1c					
a ji	d	Related organizations 1d					
s, (imil	е	Government grants (contributions) 1e					
ri S	f	All other contributions, gifts, grants, and					
ibul		similar amounts not included above 1f	781,702.				
d d	g	Noncash contributions included in lines 1a-1f 1g \$					
<u>ပို မ</u>	h	Total. Add lines 1a-1f		781,702.			
			Business Code				
9	2 a	Public events	611430	52,465.	52,465.		
ē Š	b		611430	28,917.	28,917.		
Score	С	CityGate Partners	611430	15,252.	15,252.		
ran Sev	d	Educational resources	611430	7,838.	7,838.		
Program Service Revenue	е						
Δ.	f	All other program service revenue		104 450			
	g	Total. Add lines 2a-2f		104,472.			
	3	Investment income (including dividends, inter		0 404	2 404		
	_	other similar amounts)		2,484.	2,484.		
	4	Income from investment of tax-exempt bond	proceeds				
	5	Royalties(i) Real	(ii) Personal				
	•	0	(II) Personal				
	6 a	Gross rents 6a					
	D	Less: rental expenses 6b					
	C	Rental income or (loss) 6c					
		Net rental income or (loss)	(ii) Other				
	<i>i</i> a	assets other than inventory 7a 212, 929					
	h	Less: cost or other basis	•				
ø	b	and sales expenses					
nue	c	Gain or (loss) 7c -9,797					
ther Revenue		Net gain or (loss)	<u> </u>	-9,797.	-9,797.		
P.		Gross income from fundraising events (not		,,,,,,,			
₽	-	including \$ of					
		contributions reported on line 1c). See					
		Part IV, line 18	a				
	b	Less: direct expenses 8	b				
		Net income or (loss) from fundraising events					
		Gross income from gaming activities. See					
		Part IV, line 19	а				
	b	Less: direct expenses 9	b				
	С	Net income or (loss) from gaming activities_					
	10 a	Gross sales of inventory, less returns					
		and allowances10)a				
	b	Less: cost of goods sold10	b				
	С	Net income or (loss) from sales of inventory					
S			Business Code				
eon e	11 a						
Miscellaneous Revenue	b						
Zev Zev	С						
Μ Bis		All other revenue					
		Total. Add lines 11a-11d		070 061	07 150	_	0
	12	Total revenue. See instructions		878,861.	97,159.	0.	0.

Form 990 (2022) The Denver Institute 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).
--	---

Secti	on 501(c)(3) and 501(c)(4) organizations must comp Check if Schedule O contains a respons			рієсе соішпіп (A).	
	· 1	(A)	(B)	(C)	(D)
	not include amounts reported on lines 6b, 8b, 9b, and 10b of Part VIII.	Total expenses	Program service expenses	Management and general expenses	Fundraising expenses
1	Grants and other assistance to domestic organizations				
	and domestic governments. See Part IV, line 21				
2	Grants and other assistance to domestic				
	individuals. See Part IV, line 22	2,816.	2,816.		
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,				
3	trustees, and key employees	142,860.	59,004.	30,432.	53,424.
6	Compensation not included above to disqualified	142,000.	33,004.	30,432.	33,424.
0	·				
	persons (as defined under section 4958(f)(1)) and				
_	persons described in section 4958(c)(3)(B)	E 6 1 E E 7	272 022	74 612	116 001
7	Other salaries and wages	564,557.	373,023.	74,613.	116,921.
8	Pension plan accruals and contributions (include	F 60F	2 452	0.4.4	1 260
	section 401(k) and 403(b) employer contributions)	5,685. 2,700.	3,472. 1,649.	844.	1,369. 650. 6,482.
9	Other employee benefits	2,700.	1,649.	401.	650.
10	Payroll taxes	26,918.	16,439.	3,997.	6,482.
11	Fees for services (nonemployees):				
а	Management				
b	Legal				
С	Accounting	18,734.		18,734.	
d	Lobbying				
е					
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.)	79,749.	72,686.	7,063.	
12	Advertising and promotion	26,229.		26,229.	
13	Office expenses	29,885.	16,969.	6,548.	6,368.
14	Information technology	8,166.	8,166.	,	•
15	Royalties	.,	.,		
16	Occupancy	97,523.	32,898.	32,795.	31,830.
17	Travel	10,223.	3,891.	4,883.	1,449.
	Payments of travel or entertainment expenses	10/2231	3,0321	1,000	
18	for any federal, state, or local public officials				
40	·	157,101.	157,101.		
19	Conferences, conventions, and meetings	±31,±0±•	131,1010		
20	Interest				
21	Payments to affiliates	3,946.	2,410.	586.	950.
22	Depreciation, depletion, and amortization	2,552.	843.	867.	842.
23	Insurance	4,334.	043.	00/•	042.
24	Other expenses. Itemize expenses not covered above. (List miscellaneous expenses on line 24e. If				
	line 24e amount exceeds 10% of line 25, column (A),				
	amount, list line 24e expenses on Schedule 0.)	05 050	05 050		
а	Publishing	25,873.	25,873.	0.	0.
b	Donor recognition	25,533.	3,856.		21,677.
С	Miscellaneous	1,172.	1,172.	0.	0.
d					
е	All other expenses				
25	Total functional expenses. Add lines 1 through 24e	1,232,222.	782,268.	207,992.	241,962.
26	Joint costs. Complete this line only if the organization				· · · · · · · · · · · · · · · · · · ·
	reported in column (B) joint costs from a combined				
	educational campaign and fundraising solicitation.				
	Check here if following SOP 98-2 (ASC 958-720)				
-					Earm 990 (2022)

Form 990 (2022) Part X Balance Sheet

Ра	IL A	Charles Cabadala Carataina a managana ang		, line in this Deat V			
		Check if Schedule O contains a response or no	ie to any	/ line in this Part X	(A) Beginning of year		(B) End of year
	1	Cash - non-interest-bearing			165,993.	1	213,527.
	2	Savings and temporary cash investments			196,636.	2	1,909.
	3	Pledges and grants receivable, net			•	3	•
	4	Accounts receivable, net		4			
	5	Loans and other receivables from any current of		-			
		trustee, key employee, creator or founder, subs		, ,			
		controlled entity or family member of any of the		· ·		5	
	6	Loans and other receivables from other disqual	•				
		under section 4958(f)(1)), and persons describe	•	,		6	
"	7	Notes and loans receivable, net				7	
Assets	8	Inventories for sale or use		ı		8	
Ass	9	Prepaid expenses and deferred charges				9	
		Land, buildings, and equipment: cost or other	I I				
	104	basis. Complete Part VI of Schedule D	102	14,864.			
	h	Less: accumulated depreciation		14,864.	3,947.	10c	0.
	11	Investments - publicly traded securities			190,444.	11	•
	12	Investments - other securities. See Part IV, line			100,444.	12	
	13	Investments - program-related. See Part IV, line				13	
	14					14	
	15	Intangible assets Other assets See Best IV line 11		2,174.	15	2,174.	
	16	Other assets. See Part IV, line 11		ı	559,194.	16	217,610.
	17	Total assets. Add lines 1 through 15 (must equ			10,355.	17	22,132.
	18	Accounts payable and accrued expenses		ı	10,333.	18	22,132.
	19	Grants payable		ı		19	
	20	Deferred revenue		ı		20	
	21	Tax-exempt bond liabilities				21	
	22					21	
Liabilities	22	Loans and other payables to any current or form					
ij		trustee, key employee, creator or founder, subs				00	
<u>=</u>		controlled entity or family member of any of the				22	
_	23	Secured mortgages and notes payable to unrel				23	
	24	Unsecured notes and loans payable to unrelate				24	
	25	Other liabilities (including federal income tax, pa					
		parties, and other liabilities not included on line	s 17-24)	Complete Part X		_	
	00	of Schedule D			10,355.	25	22,132.
	26	Total liabilities. Add lines 17 through 25			10,333.	26	22,132.
ý		Organizations that follow FASB ASC 958, ch	eck nere	· X			
၁င		and complete lines 27, 28, 32, and 33.			448,839.		154,859.
<u>a</u>	27	Net assets without donor restrictions			100,000.	27	40,619.
Ö	28	Net assets with donor restrictions			100,000.	28	40,019.
Ĕ		Organizations that do not follow FASB ASC 9	958, che	ck here			
卢		and complete lines 29 through 33.					
Net Assets or Fund Balances	29	Capital stock or trust principal, or current funds				29	
sse	30	Paid-in or capital surplus, or land, building, or e				30	
Ę	31	Retained earnings, endowment, accumulated in			E40 020	31	105 470
Š	32	Total net assets or fund balances			548,839.	32	195,478.
	33	Total liabilities and net assets/fund balances			559,194.	33	217,610.

Form **990** (2022)

Pai	rt 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	8	78	, 86	51.
2	Total expenses (must equal Part IX, column (A), line 25)	2	1,2	32	, 22	22.
3	Revenue less expenses. Subtract line 2 from line 1	3	-3	53	, 36	51.
4	Net assets or fund balances at beginning of year (must equal Part X, line 32, column (A))	4	5	48	, 83	39.
5	Net unrealized gains (losses) on investments	5				
6	Donated services and use of facilities	6				
7	Investment expenses	7				
8	Prior period adjustments	8				
9	Other changes in net assets or fund balances (explain on Schedule O)	9				0.
10	Net assets or fund balances at end of year. Combine lines 3 through 9 (must equal Part X, line 32,					
	column (B))	10	1	95	, 47	78.
Pa	rt XII Financial Statements and Reporting					
	Check if Schedule O contains a response or note to any line in this Part XII					X
	•			Y	'es	No
1	Accounting method used to prepare the Form 990: Cash Accrual X Other See Sch	0				
	If the organization changed its method of accounting from a prior year or checked "Other," explain on Schedule	O.				
2a	Were the organization's financial statements compiled or reviewed by an independent accountant?		2	a :	x	
	If "Yes," check a box below to indicate whether the financial statements for the year were compiled or reviewed					
	separate basis, consolidated basis, or both:					
	X Separate basis Consolidated basis Both consolidated and separate basis					
b	Were the organization's financial statements audited by an independent accountant?		2	b		Х
	If "Yes," check a box below to indicate whether the financial statements for the year were audited on a separate					
	consolidated basis, or both:	,				
	Separate basis Consolidated basis Both consolidated and separate basis					
С	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?		2	c :	x	
	If the organization changed either its oversight process or selection process during the tax year, explain on Sche					
За	As a result of a federal award, was the organization required to undergo an audit or audits as set forth in the					
Ju	Uniform Guidance, 2 C.F.R. Part 200, Subpart F?		ء	а		х
h	If "Yes," did the organization undergo the required audit or audits? If the organization did not undergo the required		I		\neg	
-	or audits, explain why on Schedule O and describe any steps taken to undergo such audits	444	1	h		

SCHEDULE A

(Form 990)

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.

Attach to Form 990 or Form 990-EZ.

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

OMB No. 1545-0047

2022 Open to Public

Inspection

Name of the organization

The Denver Institute

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

Г	11 L I	neason for Public (Charity Status.	(All organizations must c	complete tr	iis part.) S	ee instructions.		
The	organ	nization is not a private found	lation because it is: (For lines 1 through 12, c	heck only	one box.)			
1		A church, convention of ch	urches, or association	on of churches described	l in sectio	n 170(b)(1	I)(A)(i).		
2		A school described in section 170(b)(1)(A)(ii). (Attach Schedule E (Form 990).)							
3		A hospital or a cooperative	hospital service orga	anization described in se	ection 170	(b)(1)(A)(ii	ii).		
4		A medical research organiz	ation operated in co	njunction with a hospital	described	in sectio	n 170(b)(1)(A)(iii). Enter	the hospital's name,	
		city, and state:							
5		An organization operated for	or the benefit of a co	llege or university owned	or operat	ed by a go	vernmental unit describe	ed in	
		section 170(b)(1)(A)(iv). (0	Complete Part II.)						
6		A federal, state, or local go		nental unit described in	section 17	70(b)(1)(A)	(v).		
7	一	An organization that norma	-					oublic described in	
		section 170(b)(1)(A)(vi). (C	•	1			3		
8		A community trust describe		(1)(A)(vi). (Complete Par	t II.)				
9	一	An agricultural research org				ed in coniu	inction with a land-grant	college	
_		or university or a non-land-				-	-	-	
		university:	gram comogo or agino				, and state of the semega		
10	X	An organization that norma	ally receives (1) more	than 33 1/3% of its supp	ort from c	ontribution	ns, membership fees, and	d gross receipts from	
		activities related to its exen							
		income and unrelated busin							
		See section 509(a)(2). (Co		(loop good on a really in a		ooo aoqa.	. oa zy me organizanom c		
11		An organization organized		ively to test for public sa	fety See	section 50	09(a)(4).		
12	Ħ	An organization organized	·	•	•			purposes of one or	
		more publicly supported or	•		•		•		
		lines 12a through 12d that							
а		Type I. A supporting orga	* *			-		aivina	
		the supported organization	· · · · · · · · · · · · · · · · · · ·	·	•	-			
		organization. You must o							
b		Type II. A supporting org			tion with its	s supporte	ed organization(s) by hav	vina	
~	· L	control or management of	•					-	
		organization(s). You mus			атто регоо	110 11101 00	ntion of manage the supp	Sortou	
c		☐ Type III functionally inte	-		in connect	tion with a	and functionally integrate	ed with	
Ī		its supported organizatio					• •	, a willing	
d		☐ Type III non-functionally		•				zation(s)	
Ĭ		that is not functionally int					• • • • •		
		requirement (see instruct	-		•			7011000	
е		Check this box if the orga	·	-					
Ī		functionally integrated, or					1, 1, 1, 1, 1, 1, 1, 1, 1, 1, 1, 1, 1, 1		
f	Ente	er the number of supported of	• •	nany integrated capperti	ng organiz	ation.			
		vide the following information	•	ed organization(s).					
		(i) Name of supported	(ii) EIN	(iii) Type of organization	(iv) Is the orga	anization listed ing document?	(v) Amount of monetary	(vi) Amount of other	
		organization		(described on lines 1-10 above (see instructions))	Yes	No	support (see instructions)	support (see instructions)	
				above (see instructions)					
_									
Tota									

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

(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.)

Sec	tion A. Public Support						
Cale	ndar year (or fiscal year beginning in)	(a) 2018	(b) 2019	(c) 2020	(d) 2021	(e) 2022	(f) Total
1	Gifts, grants, contributions, and						
	membership fees received. (Do not						
	include any "unusual grants.")						
2	Tax revenues levied for the organ-						
	ization's benefit and either paid to						
	or expended on its behalf						
3	The value of services or facilities						
	furnished by a governmental unit to						
	the organization without charge						
4	Total. Add lines 1 through 3						
5	The portion of total contributions						
	by each person (other than a						
	governmental unit or publicly						
	supported organization) included						
	on line 1 that exceeds 2% of the						
	amount shown on line 11,						
	column (f)						
6	Public support. Subtract line 5 from line 4.						
Sec	tion B. Total Support						
Cale	ndar year (or fiscal year beginning in)	(a) 2018	(b) 2019	(c) 2020	(d) 2021	(e) 2022	(f) Total
7	Amounts from line 4						
8	Gross income from interest,						
	dividends, payments received on						
	securities loans, rents, royalties,						
	and income from similar sources						
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.)						
	Total support. Add lines 7 through 10						
	Gross receipts from related activities,	· · · · · · · · · · · · · · · · · · ·				12	
13	First 5 years. If the Form 990 is for the	•		•	•		
800	organization, check this box and stor						
	etion C. Computation of Publi			(6)			
	Public support percentage for 2022 (I					14	<u>%</u>
	Public support percentage from 2021 33 1/3% support test - 2022. If the o					15	<u>%</u>
Ioa							
h	stop here. The organization qualifies as a publicly supported organization b 33 1/3% support test - 2021. 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						
b	and stop here. The organization qual						
172	10% -facts-and-circumstances test	· · · · · · · · · · · · · · · · · · ·				and line 14 is 10% (
114	and if the organization meets the fact						
	meets the facts-and-circumstances te			=	· ·	VI HOW THE OIGHILL	
h	10% -facts-and-circumstances test	-	-	*		 17a_and line 15 is :	10% or
J	more, and if the organization meets the	-				•	1070 01
	organization meets the facts-and-circu				-		
18	Private foundation. If the organization		-				
		ala not oncon a	~ C. C. C. III IO 10, 10	a, . o.o., . r a, o. 171	-, -, -, -, -, -, -, -, -, -, -, -, -, -	00000.0000010	

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.)

Sec	ction A. Public Support	elow, please comp	lete Part II.)				_
	ndar year (or fiscal year beginning in)	(a) 2018	(b) 2019	(c) 2020	(d) 2021	(e) 2022	(f) Total
	Gifts, grants, contributions, and membership fees received. (Do not include any "unusual grants.")	566,984.	604,703.		861,553.	• •	3706726.
2	Gross receipts from admissions, merchandise sold or services performed, or facilities furnished in any activity that is related to the organization's tax-exempt purpose	81,456.	96,961.	91,276.		104,472.	
3	Gross receipts from activities that are not an unrelated trade or business under section 513						
4	Tax revenues levied for the organ- ization's benefit and either paid to or expended on its behalf						
5	The value of services or facilities furnished by a governmental unit to the organization without charge						
6	Total. Add lines 1 through 5	648,440.	701,664.	983,060.	1000195.	886,174.	4219533.
	Amounts included on lines 1, 2, and 3 received from disqualified persons	261,050.	371,735.	491,515.	311,420.	221,983.	1657703.
t	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						0.
c	Add lines 7a and 7b	261,050.	371,735.	491,515.	311,420.	221,983.	1657703.
8	Public support. (Subtract line 7c from line 6.)						2561830.
	ction B. Total Support	г					
	ndar year (or fiscal year beginning in)	(a) 2018	(b) 2019	(c) 2020	(d) 2021	(e) 2022	(f) Total 4219533.
	Amounts from line 6 Gross income from interest, dividends, payments received on securities loans, rents, royalties, and income from similar sources	5,994.	701,664. 5,460.	983,060. 1,741.	1000195. 5,244.	886,174. -7,313.	
t	Unrelated business taxable income (less section 511 taxes) from businesses acquired after June 30, 1975						
	Net income from unrelated business activities not included on line 10b, whether or not the business is regularly carried on	5,994.	5,460.	1,741.	5,244.	-7,313.	11,126.
12	Other income. Do not include gain or loss from the sale of capital assets (Explain in Part VI.)				205.		205.
13	Total support. (Add lines 9, 10c, 11, and 12.)	654,434.	707,124.	984,801.	1005644.	878,861.	4230864.
14	First 5 years. If the Form 990 is for the	e organization's fir	st, second, third, f	ourth, or fifth tax y	ear as a section 50	01(c)(3) organizatio	on,
80	check this box and stop here	a Support Dar					
	ction C. Computation of Public			l (£\)		45	60.55 %
	Public support percentage for 2022 (li		•	.,,		16	55.35 %
	Public support percentage from 2021 ction D. Computation of Inves					10	33.33 %
	Investment income percentage for 20			ne 13. column (f))		17	.26 %
	Investment income percentage from 2					18	.61 %
	a 33 1/3% support tests - 2022. If the					3 1/3%, and line 17	
	more than 33 1/3%, check this box ar 33 1/3% support tests - 2021. If the	nd stop here. The	organization qualif	ies as a publicly s	upported organizat	tion	X
_	line 18 is not more than 33 1/3%, che						
20	Private foundation. If the organization did not check a box on line 14, 19a, or 19b, check this box and see instructions						

Part IV | Supporting Organizations

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

Section A. All Supporting Organizations

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

	Yes	No
	163	NO
4		
1		
_		
2		
3a		
3b		
3с		
4a		
4b		
4-		
4c		
5a		
5b		
5c		
6		
7		
8		
9a		
Ja		
٥h		
9b		
0		
9с		
10a		
10b		

Par	t IV	Supporting Organizations (continued)			
				Yes	No
11	Has th	ne organization accepted a gift or contribution from any of the following persons?			
а		son who directly or indirectly controls, either alone or together with persons described on lines 11b and			
	-	elow, the governing body of a supported organization?	11a		
b		ily member of a person described on line 11a above?	11b		
		6 controlled entity of a person described on line 11a or 11b above? If "Yes" to line 11a, 11b, or 11c, provide			
		in Part VI.	11c		
Sec	tion E	3. Type I Supporting Organizations			
				Yes	No
1	Did th	e governing body, members of the governing body, officers acting in their official capacity, or membership of one or			
-		supported organizations have the power to regularly appoint or elect at least a majority of the organization's officers,			
		ors, or trustees at all times during the tax year? If "No," describe in Part VI how the supported organization(s)			
		ively operated, supervised, or controlled the organization's activities. If the organization had more than one supported			
		ization, describe how the powers to appoint and/or remove officers, directors, or trustees were allocated among the orted organizations and what conditions or restrictions, if any, applied to such powers during the tax year.	1		
2		le organization operate for the benefit of any supported organization other than the supported			
		ization(s) that operated, supervised, or controlled the supporting organization? If "Yes," explain in			
		how providing such benefit carried out the purposes of the supported organization(s) that operated,			
		vised, or controlled the supporting organization.	2		
Sec	tion C	C. Type II Supporting Organizations			
				Yes	No
1	Were	a majority of the organization's directors or trustees during the tax year also a majority of the directors			
		stees of each of the organization's supported organization(s)? If "No," describe in Part VI how control			
		nagement of the supporting organization was vested in the same persons that controlled or managed			
		apported organization(s).	1		
Sec	tion C	D. All Type III Supporting Organizations			
				Yes	No
1	Did th	e organization provide to each of its supported organizations, by the last day of the fifth month of the			
		ization's tax year, (i) a written notice describing the type and amount of support provided during the prior tax			
	-	(ii) a copy of the Form 990 that was most recently filed as of the date of notification, and (iii) copies of the			
	•	ization's governing documents in effect on the date of notification, to the extent not previously provided?	1		
2	-	any of the organization's officers, directors, or trustees either (i) appointed or elected by the supported			
	organ	ization(s) or (ii) serving on the governing body of a supported organization? If "No," explain in Part VI how			
		ganization maintained a close and continuous working relationship with the supported organization(s).	2		
3	By rea	ason of the relationship described on line 2, above, did the organization's supported organizations have a			
	signifi	cant voice in the organization's investment policies and in directing the use of the organization's			
	incom	ne or assets at all times during the tax year? If "Yes," describe in Part VI the role the organization's			
	sagus	orted organizations played in this regard.	3		
Sec	tion E	E. Type III Functionally Integrated Supporting Organizations			
1	Check	k the box next to the method that the organization used to satisfy the Integral Part Test during the year (see instructions).			
а		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.			
С		The organization supported a governmental entity. Describe in Part VI how you supported a governmental entity (see ins	truction	<u>s).</u>	
2	Activit	ties Test. Answer lines 2a and 2b below.		Yes	No
а	Did su	ubstantially all of the organization's activities during the tax year directly further the exempt purposes of			
	the su	upported 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 ti	he organization was responsive to those supported organizations, and how the organization determined			
	that th	nese activities constituted substantially all of its activities.	2a		
b	Did th	e activities described on line 2a, above, constitute activities that, but for the organization's involvement,			
	one o	r more of the organization's supported organization(s) would have been engaged in? If "Yes," explain in			
	Part \	11 the reasons for the organization's position that its supported organization(s) would have engaged in			
	these	activities but for the organization's involvement.	2b		
3	Paren	t of Supported Organizations. Answer lines 3a and 3b below.			
а	Did th	e organization have the power to regularly appoint or elect a majority of the officers, directors, or			
	truste	es of each of the supported organizations? If "Yes" or "No" provide details in Part VI.	За		
b	Did th	e 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.	3b		

Pa	rt V Type III Non-Functionally Integrated 509(a)(3) Support	ing Organi	zations	
1	Check here if the organization satisfied the Integral Part Test as a qualif	ying trust on N	ov. 20, 1970 (explain in	Part VI). See instructions.
	All other Type III non-functionally integrated supporting organizations m		·	
Sect	ion A - Adjusted Net Income		(A) Prior Year	(B) Current Year (optional)
1	Net short-term capital gain	1		
2	Recoveries of prior-year distributions	2		
3	Other gross income (see instructions)	3		
4	Add lines 1 through 3.	4		
5	Depreciation and depletion	5		
6	Portion of operating expenses paid or incurred for production or			
	collection of gross income or for management, conservation, or			
	maintenance of property held for production of income (see instructions)	6		
7	Other expenses (see instructions)	7		
8	Adjusted Net Income (subtract lines 5, 6, and 7 from line 4)	8		
Sect	ion 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):			
а	Average monthly value of securities	1a		
b	Average monthly cash balances	1b		
с	Fair market value of other non-exempt-use assets	1c		
d	Total (add lines 1a, 1b, and 1c)	1d		
е	Discount claimed for blockage or other factors			
	(explain in detail in Part VI):			
2	Acquisition indebtedness applicable to non-exempt-use assets	2		
3	Subtract line 2 from line 1d.	3		
4	Cash deemed held for exempt use. Enter 0.015 of line 3 (for greater amount,			
	see instructions).	4		
5	Net value of non-exempt-use assets (subtract line 4 from line 3)	5		
6	Multiply line 5 by 0.035.	6		
7	Recoveries of prior-year distributions	7		
8	Minimum Asset Amount (add line 7 to line 6)	8		
Sect	ion C - Distributable Amount			Current Year
1	Adjusted net income for prior year (from Section A, line 8, column A)	1		
2	Enter 0.85 of line 1.	2		
3	Minimum asset amount for prior year (from Section B, line 8, column A)	3		
4	Enter greater of line 2 or line 3.	4		
5	Income tax imposed in prior year	5		
6	Distributable Amount. Subtract line 5 from line 4, unless subject to			
	emergency temporary reduction (see instructions).	6		
7	Check here if the current year is the organization's first as a non-function	nally integrated	d Type III supporting orga	ınization (see

Schedule A (Form 990) 2022

instructions).

Par	t V Type III Non-Functionally Integrated 509	(a)(3) Supporting Orga	nizations _{(continu}	ıed)	
Secti	on D - Distributions				Current Year
1_	Amounts paid to supported organizations to accomplish exe	mpt purposes		1	
2	Amounts paid to perform activity that directly furthers exemp	ot purposes of supported			
	organizations, in excess of income from activity			2	
3	Administrative expenses paid to accomplish exempt purpose	es of supported organizations	3	3	
4	Amounts paid to acquire exempt-use assets			4	
5	Qualified set-aside amounts (prior IRS approval required - pro	ovide details in Part VI)		5	
6	Other distributions (describe in Part VI). See instructions.			6	
7	Total annual distributions. Add lines 1 through 6.			7	
8	Distributions to attentive supported organizations to which the	ne organization is responsive			
	(provide details in Part VI). See instructions.			8	
9	Distributable amount for 2022 from Section C, line 6			9	
10	Line 8 amount divided by line 9 amount	T	Г	10	
Secti	on E - Distribution Allocations (see instructions)	(i) Excess Distributions	(ii) Underdistributior Pre-2022	าร	(iii) Distributable Amount for 2022
1	Distributable amount for 2022 from Section C, line 6				
2	Underdistributions, if any, for years prior to 2022 (reason-				
	able cause required - explain in Part VI). See instructions.				
3	Excess distributions carryover, if any, to 2022				
а	From 2017				
b	From 2018				
С	From 2019				
d	From 2020				
е	From 2021				
f	Total of lines 3a through 3e				
g	Applied to underdistributions of prior years				
h	Applied to 2022 distributable amount				
i	Carryover from 2017 not applied (see instructions)				
j	Remainder. Subtract lines 3g, 3h, and 3i from line 3f.				
4	Distributions for 2022 from Section D,				
	line 7: \$				
а	Applied to underdistributions of prior years				
b	Applied to 2022 distributable amount				
С	Remainder. Subtract lines 4a and 4b from line 4.				
5	Remaining underdistributions for years prior to 2022, if				
	any. Subtract lines 3g and 4a from line 2. For result greater				
	than zero, explain in Part VI. See instructions.				
6	Remaining underdistributions for 2022. Subtract lines 3h				
	and 4b from line 1. For result greater than zero, explain in				
	Part VI. See instructions.				
7	Excess distributions carryover to 2023. Add lines 3j				
	and 4c.				
8	Breakdown of line 7:				
а	Excess from 2018				
b	Excess from 2019				
С	Excess from 2020				

Schedule A (Form 990) 2022

d Excess from 2021e Excess from 2022

Schedule B

(Form 990)

Department of the Treasury Internal Revenue Service

Schedule of Contributors

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

OMB No. 1545-0047

2022

Name of the organization **Employer identification number** The Denver Institute 46-1031175 Organization type (check one): Filers of: Section: X 501(c)(3) (enter number) organization Form 990 or 990-EZ 4947(a)(1) nonexempt charitable trust not treated as a private foundation 527 political organization Form 990-PF 501(c)(3) exempt private foundation 4947(a)(1) nonexempt charitable trust treated as a private foundation 501(c)(3) taxable private foundation Check if your organization is covered by the General Rule or a Special Rule. Note: Only a section 501(c)(7), (8), or (10) organization can check boxes for both the General Rule and a Special Rule. See instructions. General Rule X 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), Part II, line 13, 16a, or 16b, and that received from any one contributor, during the year, total contributions of the greater of (1) \$5,000; or (2) 2% of the amount on (i) Form 990, Part VIII, line 1h; or (ii) Form 990-EZ, line 1. Complete Parts I and II. For an organization described in section 501(c)(7), (8), or (10) filing Form 990 or 990-EZ that received from any one contributor, during the year, total contributions of more than \$1,000 exclusively for religious, charitable, scientific, literary, or educational purposes, or for the prevention of cruelty to children or animals. Complete Parts I (entering "N/A" in column (b) instead of the contributor name and address), II, and III. For an organization described in section 501(c)(7), (8), or (10) filing Form 990 or 990-EZ that received from any one contributor, during the year, contributions exclusively for religious, charitable, etc., purposes, but no such contributions totaled more than \$1,000. If this box is checked, enter here the total contributions that were received during the year for an exclusively religious, charitable, etc., purpose. Don't complete any of the parts unless the General Rule applies to this organization because it received nonexclusively religious, charitable, etc., contributions totaling \$5,000 or more during the year \$ Caution: An organization that isn't covered by the General Rule and/or the Special Rules doesn't file Schedule B (Form 990), but it must answer "No" on Part IV, line 2, of its Form 990; or check the box on line H of its Form 990-EZ or on its Form 990-PF, Part I, line 2, to certify

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

that it doesn't meet the filing requirements of Schedule B (Form 990).

Schedule B (Form 990) (2022)

The Denver Institute

Part I	Contributors (see instructions). Use duplicate copies of Part I if addition	al space is needed.	
(a) No.	(b) Name, address, and ZIP + 4	(c) Total contributions	(d) Type of contribution
1		\$	Person X Payroll Noncash (Complete Part II for noncash contributions.)
(a) No.	(b) Name, address, and ZIP + 4	(c) Total contributions	(d) Type of contribution
2		\$5,000.	Person X Payroll Noncash (Complete Part II for noncash contributions.)
(a) No.	(b) Name, address, and ZIP + 4	(c) Total contributions	(d) Type of contribution
3		\$5,460.	Person X Payroll
(a)	(b)	(c)	(d)
No. 4	Name, address, and ZIP + 4	\$ 10,000.	Person X Payroll Noncash (Complete Part II for noncash contributions.)
(a) No.	(b) Name, address, and ZIP + 4	(c) Total contributions	(d) Type of contribution
5		\$5,000.	Person X Payroll Noncash (Complete Part II for noncash contributions.)
(a) No.	(b) Name, address, and ZIP + 4	(c) Total contributions	(d) Type of contribution
6		\$\$	Person X Payroll

The Denver Institute

Part I	Contributors (see instructions). Use duplicate copies of Part I if additional	al space is needed.	
(a) No.	(b) Name, address, and ZIP + 4	(c) Total contributions	(d) Type of contribution
7		\$	Person X Payroll Noncash (Complete Part II for noncash contributions.)
(a) No.	(b) Name, address, and ZIP + 4	(c) Total contributions	(d) Type of contribution
8		\$10,000 .	Person X Payroll Noncash (Complete Part II for noncash contributions.)
(a) No.	(b) Name, address, and ZIP + 4	(c) Total contributions	(d) Type of contribution
9		\$5,000.	Person X Payroll
(a)	(b)	(c)	(d)
No10	Name, address, and ZIP + 4	\$ 15,000.	Person X Payroll Noncash (Complete Part II for noncash contributions.)
(a) No.	(b) Name, address, and ZIP + 4	(c) Total contributions	(d) Type of contribution
11_		\$\$	Person X Payroll Noncash (Complete Part II for noncash contributions.)
(a) No.	(b) Name, address, and ZIP + 4	(c) Total contributions	(d) Type of contribution
12		\$5,400.	Person X Payroll Noncash (Complete Part II for noncash contributions.)

The Denver Institute

Part I	Contributors (see instructions). Use duplicate copies of Part I if additional	Il space is needed.	
(a)	(b)	(c)	(d)
No.	Name, address, and ZIP + 4	Total contributions	Type of contribution
13		\$5,175.	Person X Payroll Noncash (Complete Part II for noncash contributions.)
(a) No.	(b) Name, address, and ZIP + 4	(c) Total contributions	(d) Type of contribution
14_		\$84,356.	Person X Payroll
(a)	(b)	(c) Total contributions	(d) Type of contribution
No. 15	Name, address, and ZIP + 4	\$ 7,500.	Person X Payroll Noncash (Complete Part II for noncash contributions.)
(a)	(b)	(c)	(d)
No. 16	Name, address, and ZIP + 4	\$ 13,000.	Person X Payroll Noncash (Complete Part II for noncash contributions.)
(a) No.	(b) Name, address, and ZIP + 4	(c) Total contributions	(d) Type of contribution
17	Nume, audi ess, and Eli ^e T T	\$ 20,000.	Person X Payroll Noncash (Complete Part II for noncash contributions.)
(a) No.	(b) Name, address, and ZIP + 4	(c) Total contributions	(d) Type of contribution
18	Name, duuress, and ZIF + 4	\$ 11,025.	Person X Payroll Noncash (Complete Part II for noncash contributions.)

The Denver Institute

Part I	Contributors (see instructions). Use duplicate copies of Part I if additional	al space is needed.	
(a) No.	(b) Name, address, and ZIP + 4	(c) Total contributions	(d) Type of contribution
19		\$8,500.	Person X Payroll Noncash (Complete Part II for noncash contributions.)
(a) No.	(b) Name, address, and ZIP + 4	(c) Total contributions	(d) Type of contribution
20		\$ 20,000.	Person X Payroll Noncash (Complete Part II for noncash contributions.)
(a) No.	(b) Name, address, and ZIP + 4	(c) Total contributions	(d) Type of contribution
21		\$5,000.	Person X Payroll
(a)	(b)	(c)	(d)
No. 22	Name, address, and ZIP + 4	\$ 20,720.	Person X Payroll
(a) No.	(b) Name, address, and ZIP + 4	(c) Total contributions	(d) Type of contribution
23		\$ <u>19,563.</u>	Person X Payroll Noncash (Complete Part II for noncash contributions.)
(a) No.	(b) Name, address, and ZIP + 4	(c) Total contributions	(d) Type of contribution
24		\$10,000.	Person X Payroll Noncash (Complete Part II for noncash contributions.)

The Denver Institute

Part I	Contributors (see instructions). Use duplicate copies of Part I if addition	al space is needed.	
(a) No.	(b) Name, address, and ZIP + 4	(c) Total contributions	(d) Type of contribution
25		\$5,000.	Person X Payroll Noncash (Complete Part II for noncash contributions.)
(a) No.	(b) Name, address, and ZIP + 4	(c) Total contributions	(d) Type of contribution
26		\$5,000.	Person X Payroll Noncash (Complete Part II for noncash contributions.)
(a) No.	(b) Name, address, and ZIP + 4	(c) Total contributions	(d) Type of contribution
27		\$	Person X Payroll Noncash (Complete Part II for noncash contributions.)
(a)	(b)	(c)	(d)
No. 28	Name, address, and ZIP + 4	\$ 14,200.	Person X Payroll
(a) No.	(b) Name, address, and ZIP + 4	(c) Total contributions	(d) Type of contribution
29		\$15,000.	Person X Payroll Noncash (Complete Part II for noncash contributions.)
(a) No.	(b) Name, address, and ZIP + 4	(c) Total contributions	(d) Type of contribution
30		\$\$	Person X Payroll Noncash (Complete Part II for noncash contributions.)

The Denver Institute

Part I	Contributors (see instructions). Use duplicate copies of Part I if additional	al space is needed.	
(a) No.	(b) Name, address, and ZIP + 4	(c) Total contributions	(d) Type of contribution
31		\$5,000.	Person X Payroll Noncash (Complete Part II for noncash contributions.)
(a) No.	(b) Name, address, and ZIP + 4	(c) Total contributions	(d) Type of contribution
32		\$\$	Person X Payroll Noncash (Complete Part II for noncash contributions.)
(a) No.	(b) Name, address, and ZIP + 4	(c) Total contributions	(d) Type of contribution
33		\$8,500.	Person X Payroll
(a)	(b)	(c)	(d)
No. 34	Name, address, and ZIP + 4	\$ 7,000.	Person X Payroll
(a) No.	(b) Name, address, and ZIP + 4	(c) Total contributions	(d) Type of contribution
35		\$\$0,000.	Person X Payroll Noncash (Complete Part II for noncash contributions.)
(a) No.	(b) Name, address, and ZIP + 4	(c) Total contributions	(d) Type of contribution
36		\$5,000.	Person X Payroll Noncash (Complete Part II for noncash contributions.)

The Denver Institute

Part I	Contributors (see instructions). Use duplicate copies of Part I if add	itional space is needed.	
(a) No.	(b) Name, address, and ZIP + 4	(c) Total contributions	(d) Type of contribution
37		\$\$	Person X Payroll Noncash (Complete Part II for noncash contributions.)
(a) No.	(b) Name, address, and ZIP + 4	(c) Total contributions	(d) Type of contribution
38		\$10,100.	Person X Payroll Noncash (Complete Part II for noncash contributions.)
(a) No.	(b) Name, address, and ZIP + 4	(c) Total contributions	(d) Type of contribution
		\$	Person Payroll Noncash (Complete Part II for noncash contributions.)
(a) No.	(b) Name, address, and ZIP + 4	(c) Total contributions	(d) Type of contribution
NO.	Name, audress, and ZiP + 4	\$	Person Payroll Noncash Complete Part II for noncash contributions.)
(a) No.	(b) Name, address, and ZIP + 4	(c) Total contributions	(d) Type of contribution
		\$	Person Payroll Noncash (Complete Part II for noncash contributions.)
(a) No.	(b) Name, address, and ZIP + 4	(c) Total contributions	(d) Type of contribution
		\$	Person Payroll Noncash (Complete Part II for noncash contributions.)

The Denver Institute

Part II	Noncash Property (see instructions). Use duplicate copies of Part II if a	additional space is needed.	
(a) No. from Part I	(b) Description of noncash property given	(c) FMV (or estimate) (See instructions.)	(d) Date received
		\$	
(a) No. from Part I	(b) Description of noncash property given	(c) FMV (or estimate) (See instructions.)	(d) Date received
		\$	
(a) No. from Part I	(b) Description of noncash property given	(c) FMV (or estimate) (See instructions.)	(d) Date received
		\$	
(a) No. from Part I	(b) Description of noncash property given	(c) FMV (or estimate) (See instructions.)	(d) Date received
		\$	
(a) No. from Part I	(b) Description of noncash property given	(c) FMV (or estimate) (See instructions.)	(d) Date received
		\$	
(a) No. from Part I	(b) Description of noncash property given	(c) FMV (or estimate) (See instructions.)	(d) Date received
		\$	

			501(c)(7), (8), or (10) that total more than \$1,000 for the
	from any one contributor. Complete columns (a)	through (e) and the following line entry. For charitable, etc., contributions of \$1,000 or less for	organizations r the year. (Enter this info. once.)
	Use duplicate copies of Part III if additional	space is needed.	
No.	4.5		
m rt I	(b) Purpose of gift	(c) Use of gift	(d) Description of how gift is held
'			
_ '			
		(e) Transfer of gift	
	Transferee's name, address, a	nd ZIP + 4	Relationship of transferor to transferee
-			
No.			
om art I	(b) Purpose of gift	(c) Use of gift	(d) Description of how gift is held
]			
L			
		(e) Transfer of gift	
		1710 4	5
-	Transferee's name, address, a	nd ZIP + 4	Relationship of transferor to transferee
NI.a	(la) Down and of wift		(1) 5
NO.			
mo. rt l	(b) Purpose of gift	(c) Use of gift	(d) Description of how gift is held
om art I	(b) Purpose of gift	(c) Use of gift	(a) Description of how gift is held
om art I	(b) Purpose of gift	(c) Use of gift	(d) Description of how gift is held
om ort I	(b) Purpose of gift	(c) Use of gift	(d) Description of how gift is held
no. om art I	(b) Purpose of gift		(d) Description of how gift is held
No. om art I	(b) Purpose of gift	(c) Use of gift (e) Transfer of gift	(d) Description of how gift is held
om art I		(e) Transfer of gift	
om irt I	Transferee's name, address, a	(e) Transfer of gift	(d) Description of how gift is held Relationship of transferor to transferee
om urt I		(e) Transfer of gift	
om art I		(e) Transfer of gift	
		(e) Transfer of gift	
	Transferee's name, address, a	(e) Transfer of gift	Relationship of transferor to transferee
		(e) Transfer of gift	
No.	Transferee's name, address, a	(e) Transfer of gift	Relationship of transferor to transferee
	Transferee's name, address, a	(e) Transfer of gift	Relationship of transferor to transferee

Transferee's name, address, and ZIP + 4 Relationship of transferor to transferee

SCHEDULE D (Form 990)

Department of the Treasury Internal Revenue Service

Supplemental Financial Statements

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

Attach to Form 990.

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

OMB No. 1545-0047 Inspection

Name of the organization

The Denver Institute

Employer identification number 46-1031175

Pai	t I Organizations Maintaining Donor Advised organization answered "Yes" on Form 990, Part IV, lin.		imilar Funds o	or Accoun	ts. Complete if the
	organization answered Tee Sitt offit 600, Fart IV, IIII	(a) Donor advise	d funds	(b) Fun	ds 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 v		ld in donor advise	d funds	
	are the organization's property, subject to the organization's	exclusive legal control?			Yes No
6	Did the organization inform all grantees, donors, and donor a				
	for charitable purposes and not for the benefit of the donor of	r donor advisor, or for an	y other purpose c	onferring	
	impermissible private benefit?				
Par	t II Conservation Easements. Complete if the org	ganization answered "Yes	s" on Form 990, P	art IV, line 7.	
1	Purpose(s) of conservation easements held by the organization	on (check all that apply).	_		
	Preservation of land for public use (for example, recreated	tion or education)	Preservation of	a historically	important land area
	Protection of natural habitat		Preservation of	a certified his	storic structure
	Preservation of open space				
2	Complete lines 2a through 2d if the organization held a qualif	ied conservation contribu	ition in the form o	f a conserva	
	day of the tax year.				Held at the End of the Tax Year
а	Total number of conservation easements			2a	
b					
С	Number of conservation easements on a certified historic stru	ucture included in (a)		2c	
d	Number of conservation easements included in (c) acquired a				
	historic structure listed in the National Register			2d	
3	Number of conservation easements modified, transferred, rele	eased, extinguished, or to	erminated by the o	organization	during the tax
	year				
4	Number of states where property subject to conservation eas				
5	Does the organization have a written policy regarding the per		ion, handling of		
	violations, and enforcement of the conservation easements it				Yes No
6	Staff and volunteer hours devoted to monitoring, inspecting,	handling of violations, an	d enforcing conse	ervation ease	ments during the year
_					
7	Amount of expenses incurred in monitoring, inspecting, hand	lling of violations, and en	orcing conservati	on easement	is during the year
•	Door and a construction assessment was acted as line (C/d) above		fti 170/b	\/4\/D\/;\	
8	Does each conservation easement reported on line 2(d) above				□ vaa □ Na
•	and section 170(h)(4)(B)(ii)?				Yes No
9	In Part XIII, describe how the organization reports conservation				
	balance sheet, and include, if applicable, the text of the footn	iote to the organization's	imanciai statemer	nts that desc	ribes trie
Par	organization's accounting for conservation easements. † III Organizations Maintaining Collections of	Art. Historical Trea	sures, or Oth	ner Simila	r Assets.
	Complete if the organization answered "Yes" on Form	•	,		
1a	If the organization elected, as permitted under FASB ASC 95		nue statement an	d balance sh	neet works
	of art, historical treasures, or other similar assets held for pub	•			
	service, provide in Part XIII the text of the footnote to its finan			-	
b	If the organization elected, as permitted under FASB ASC 95				works of
	art, historical treasures, or other similar assets held for public				
	provide the following amounts relating to these items:	,			,
	(i) Revenue included on Form 990, Part VIII, line 1				\$
					\$
2	If the organization received or held works of art, historical trea			gain, provide	
	the following amounts required to be reported under FASB A				
а	Revenue included on Form 990, Part VIII, line 1				\$
b	Assets included in Form 990, Part X				\$

		ver Institu		aal Tua		\4b a = C			31175		ige 2
	t III Organizations Maintaining C								(continu	ıed)	
3	Using the organization's acquisition, accessi	on, and other record	s, check ar	ny of the f	following that ma	ake sign	ificant ι	se of its			
	collection items (check all that apply):										
а	Public exhibition	d	╵╠╬	an or exc	hange program						
b	Scholarly research	е	Ot	her							
С	Preservation for future generations										
4	Provide a description of the organization's co	ollections and explair	n how they	further th	ne organization's	exemp	t purpos	se in Part	XIII.		
5	During the year, did the organization solicit of	r receive donations of	of art, histo	rical treas	sures, or other s	imilar as	sets		_		_
	to be sold to raise funds rather than to be ma								Yes		No
Par	t IV Escrow and Custodial Arrange reported an amount on Form 990, Pa		ete if the o	rganizatio	n answered "Ye	s" on Fo	orm 990	, Part IV, I	ine 9, or		
1a	Is the organization an agent, trustee, custodi	ian or other intermed	iarv for cor	ntributions	s or other assets	s not inc	luded				
	on Form 990, Part X?		•						Yes		No
b	If "Yes," explain the arrangement in Part XIII								_		
	, ,	•	Ü						Amount		
С	Beginning balance						1c				
	Additions during the year						1d				
е	Distributions during the year						1e				
f	Ending balance						1f				
2a	Did the organization include an amount on F						<u> </u>		Yes		No
	If "Yes," explain the arrangement in Part XIII.					•			_		
Par											
	· ·	(a) Current year	(b) Pric		(c) Two years b			ears back	(e) Four	ears l	back
1a	Beginning of year balance			-							
b	Contributions										
	Net investment earnings, gains, and losses										
d	Grants or scholarships										
	Other expenditures for facilities										
ŭ	and programs										
	Administrative expenses										
g	•	•	lino 1a c	oluma (a)	// hold oo:	ı					
2	Provide the estimated percentage of the curr	•	, , ,	olullili (a)	I) Held as.						
a	Board designated or quasi-endowment Permanent endowment		_%								
b		%									
С		<u>%</u>									
0-	The percentages on lines 2a, 2b, and 2c sho	•			and an about the back according	6 M					
Зa	Are there endowment funds not in the posse	ession of the organiza	ition that a	re neid ar	na aaministerea	for the			Г	Yes	No
	organization by:									165	NO
	(i) Unrelated organizations								3a(i)	-	—
	(ii) Related organizations								3a(ii)		
	If "Yes" on line 3a(ii), are the related organiza								3b		
Dar	Describe in Part XIII the intended uses of the t VI Land, Buildings, and Equipm		wment fun	ds.							
Fai	Complete if the organization answere		Dort IV li	no 11a S	oo Form 000 P	art V lin	o 10				
	· · · · · · · · · · · · · · · · · · ·		<u> </u>			-		.1	(-I) D I-		
	Description of property	(a) Cost or o basis (investr			or other (other)	` '	umulate eciation	a	(d) Book	value	,
1a	Land										
	Buildings										
	Leasehold improvements										
	Equipment		864.			1	L 4 ,86	54.			0.
	Other										
	. Add lines 1a through 1e. (Column (d) must e		X, column	(B), line 1	0c.)						0.

Schedule D (Form 990) 2022

Schedule D (Form 990) 2022 The Denver	Institute	46	5-1031175 Page
Part VII Investments - Other Securities.	Law Farm 000 Dark IV Base	44b Occ Form 000 Book V Page 40	
Complete if the organization answered "Yes"			-1 - 6
(a) Description of security or category (including name of security)	(b) Book value	(c) Method of valuation: Cost or en	d-of-year market value
(1) Financial derivatives			
(2) Closely held equity interests			
(3) Other			
(A)			
(B)			
(C)			
(D)			
(E)			
(F)			
(G)			
(H)			
Total. (Col. (b) must equal Form 990, Part X, col. (B) line 12.)			
Part VIII Investments - Program Related.			
Complete if the organization answered "Yes'	on Form 990, Part IV, line	11c. See Form 990, Part X, line 13.	
(a) Description of investment	(b) Book value	(c) Method of valuation: Cost or en	d-of-year market value
(1)			
(2)			
(3)			
(4)			
(5)			
(6)			
(7)			
(8)			
(9)			
Total. (Col. (b) must equal Form 990, Part X, col. (B) line 13.) Part IX Other Assets.			
Complete if the organization answered "Yes"	on Form 990 Part IV line	11d See Form 990 Part X line 15	
	Description	Tru. See Form 990, Fart X, line 13.	(b) Book value
	Description		(b) Book value
<u>(1)</u>			
(2)			
(3)			
(4)			
(5)			
(6)			
(7)			
(8)			
(9)			
Total. (Column (b) must equal Form 990, Part X, col. (B) lin	ne 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	i.
1. (a) Description of liability			(b) Book value
(1) Federal income taxes			
(2)			1
(3)			
(4)			<u> </u>
(5)			+
			+
<u>(6)</u>			-
(7)			+

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

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

(9)

Pai	rt XI Reconciliation of Revenue per Audited Financial S	Statements With Revenue	per Return.	g-
	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	
2	Amounts included on line 1 but not on Form 990, Part VIII, line 12:			
а	Net unrealized gains (losses) on investments	2a		
b				
С				
d	- · · · · · · · · · · · · · · · · · · ·	ایما		
е	Add lines 2a through 2d		2e	
3	Subtract line 2e from line 1		3	
4	Amounts included on Form 990, Part VIII, line 12, but not on line 1:			
а	Investment expenses not included on Form 990, Part VIII, line 7b	4a		
b	Other (Describe in Part XIII.)	4b		
С	Add lines 4a and 4b		4c	
5	Total revenue. Add lines 3 and 4c. (This must equal Form 990, Part I, line	12.)	5	
Pa	rt XII Reconciliation of Expenses per Audited Financial	Statements With Expense	s 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	
2	Amounts included on line 1 but not on Form 990, Part IX, line 25:			
а	Donated services and use of facilities	2a		
b	Prior year adjustments	2b		
С	0.1.			
d	- · · · · · · · · · · · · · · · · · · ·			
е	Add lines 2a through 2d		2e	
3	Subtract line 2e from line 1			
4	Amounts included on Form 990, Part IX, line 25, but not on line 1:			
а	Investment expenses not included on Form 990, Part VIII, line 7b	4a		
b	Other (Describe in Part XIII.)			
	Other (Describe in Part XIII.) Add lines 4a and 4b	4b	4c	
c 5	Add lines 4a and 4b Total expenses. Add lines 3 and 4c . (This must equal Form 990. Part I. lin	4b		
5 Pa	Add lines 4a and 4b Total expenses. Add lines 3 and 4c . (This must equal Form 990, Part I, liner IIII Supplemental Information.	4b e 18.)	5	
5 Pa i	Add lines 4a and 4b Total expenses. Add lines 3 and 4c. (This must equal Form 990. Part I, line rt XIII Supplemental Information. ide the descriptions required for Part II, lines 3, 5, and 9; Part III, lines 1a a	4b	5	XI,
5 Pa i	Add lines 4a and 4b Total expenses. Add lines 3 and 4c . (This must equal Form 990, Part I, liner IIII Supplemental Information.	4b	5	XI,
5 Pa i	Add lines 4a and 4b Total expenses. Add lines 3 and 4c. (This must equal Form 990. Part I, line rt XIII Supplemental Information. ide the descriptions required for Part II, lines 3, 5, and 9; Part III, lines 1a a	4b	5	XI,
5 Pa i	Add lines 4a and 4b Total expenses. Add lines 3 and 4c. (This must equal Form 990. Part I, line rt XIII Supplemental Information. ide the descriptions required for Part II, lines 3, 5, and 9; Part III, lines 1a a	4b	5	XI,
5 Pa i	Add lines 4a and 4b Total expenses. Add lines 3 and 4c. (This must equal Form 990. Part I, line rt XIII Supplemental Information. ide the descriptions required for Part II, lines 3, 5, and 9; Part III, lines 1a a	4b	5	XI,
5 Pa i	Add lines 4a and 4b Total expenses. Add lines 3 and 4c. (This must equal Form 990. Part I, line rt XIII Supplemental Information. ide the descriptions required for Part II, lines 3, 5, and 9; Part III, lines 1a a	4b	5	XI,
5 Pa i	Add lines 4a and 4b Total expenses. Add lines 3 and 4c. (This must equal Form 990. Part I, line rt XIII Supplemental Information. ide the descriptions required for Part II, lines 3, 5, and 9; Part III, lines 1a a	4b	5	XI,
5 Pa i	Add lines 4a and 4b Total expenses. Add lines 3 and 4c. (This must equal Form 990. Part I, line rt XIII Supplemental Information. ide the descriptions required for Part II, lines 3, 5, and 9; Part III, lines 1a a	4b	5	XI,
5 Pa i	Add lines 4a and 4b Total expenses. Add lines 3 and 4c. (This must equal Form 990. Part I, line rt XIII Supplemental Information. ide the descriptions required for Part II, lines 3, 5, and 9; Part III, lines 1a a	4b	5	XI,
5 Pa i	Add lines 4a and 4b Total expenses. Add lines 3 and 4c. (This must equal Form 990. Part I, line rt XIII Supplemental Information. ide the descriptions required for Part II, lines 3, 5, and 9; Part III, lines 1a a	4b	5	XI,
5 Pa i	Add lines 4a and 4b Total expenses. Add lines 3 and 4c. (This must equal Form 990. Part I, line rt XIII Supplemental Information. ide the descriptions required for Part II, lines 3, 5, and 9; Part III, lines 1a a	4b	5	XI,
5 Pa i	Add lines 4a and 4b Total expenses. Add lines 3 and 4c. (This must equal Form 990. Part I, line rt XIII Supplemental Information. ide the descriptions required for Part II, lines 3, 5, and 9; Part III, lines 1a a	4b	5	XI,
5 Pa i	Add lines 4a and 4b Total expenses. Add lines 3 and 4c. (This must equal Form 990. Part I, line rt XIII Supplemental Information. ide the descriptions required for Part II, lines 3, 5, and 9; Part III, lines 1a a	4b	5	XI,
5 Pa i	Add lines 4a and 4b Total expenses. Add lines 3 and 4c. (This must equal Form 990. Part I, line rt XIII Supplemental Information. ide the descriptions required for Part II, lines 3, 5, and 9; Part III, lines 1a a	4b	5	XI,
5 Pa i	Add lines 4a and 4b Total expenses. Add lines 3 and 4c. (This must equal Form 990. Part I, line rt XIII Supplemental Information. ide the descriptions required for Part II, lines 3, 5, and 9; Part III, lines 1a a	4b	5	XI,
5 Pa i	Add lines 4a and 4b Total expenses. Add lines 3 and 4c. (This must equal Form 990. Part I, line rt XIII Supplemental Information. ide the descriptions required for Part II, lines 3, 5, and 9; Part III, lines 1a a	4b	5	XI,
5 Pa i	Add lines 4a and 4b Total expenses. Add lines 3 and 4c. (This must equal Form 990. Part I, line rt XIII Supplemental Information. ide the descriptions required for Part II, lines 3, 5, and 9; Part III, lines 1a a	4b	5	XI,
5 Pa i	Add lines 4a and 4b Total expenses. Add lines 3 and 4c. (This must equal Form 990. Part I, line rt XIII Supplemental Information. ide the descriptions required for Part II, lines 3, 5, and 9; Part III, lines 1a a	4b	5	XI,
5 Pa i	Add lines 4a and 4b Total expenses. Add lines 3 and 4c. (This must equal Form 990. Part I, line rt XIII Supplemental Information. ide the descriptions required for Part II, lines 3, 5, and 9; Part III, lines 1a a	4b	5	XI,
5 Pa i	Add lines 4a and 4b Total expenses. Add lines 3 and 4c. (This must equal Form 990. Part I, line rt XIII Supplemental Information. ide the descriptions required for Part II, lines 3, 5, and 9; Part III, lines 1a a	4b	5	XI,
5 Pa i	Add lines 4a and 4b Total expenses. Add lines 3 and 4c. (This must equal Form 990. Part I, line rt XIII Supplemental Information. ide the descriptions required for Part II, lines 3, 5, and 9; Part III, lines 1a a	4b	5	XI,
5 Pa i	Add lines 4a and 4b Total expenses. Add lines 3 and 4c. (This must equal Form 990. Part I, line rt XIII Supplemental Information. ide the descriptions required for Part II, lines 3, 5, and 9; Part III, lines 1a a	4b	5	XI,
5 Pa i	Add lines 4a and 4b Total expenses. Add lines 3 and 4c. (This must equal Form 990. Part I, line rt XIII Supplemental Information. ide the descriptions required for Part II, lines 3, 5, and 9; Part III, lines 1a a	4b	5	XI,
5 Pa i	Add lines 4a and 4b Total expenses. Add lines 3 and 4c. (This must equal Form 990. Part I, line rt XIII Supplemental Information. ide the descriptions required for Part II, lines 3, 5, and 9; Part III, lines 1a a	4b	5	XI,

SCHEDULE O (Form 990)

Department of the Treasury

Supplemental Information to Form 990 or 990-EZ

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

Attach to Form 990 or Form 990-EZ.

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

2022 Open to Public Inspection

OMB No. 1545-0047

Internal Revenue Service

Name of the organization

The Denver Institute

Employer identification number 46-1031175

Form 990, Item C, Doing Business As: Denver Institue for Faith and Work Form 990, Part III, Line 4d, Other Program Services: Educational resources - This program includes over 27 courses on the Denver Institute's Scatter platform and provides faith and work podcasts. The program also includes church partnership network and vocational groups. Throughout these avenues, the Denver Institute equips their followers with resources to explore and further their self-development and connections among peers and colleagues. Expenses \$ 0. including grants of \$ 0. Revenue \$ 7,838. Form 990, Part VI, Section A, line 8b: Meetings by individual committees were not documented or recorded. Form 990, Part VI, Section B, line 11b: The Organization has provided a complete copy of this Form 990 to all members of its governing body before filing the form. Form 990, Part VI, Section B, Line 12c: The conflict of interest policy is reviewed periodically. Officers and directors of the board are required to disclose any interests that could give rise to conflicts. Any potential conflicts of interest are discussed and resolved by the board of directors.

Form 990, Part VI, Section B, Line 15:

Schedule O (Form 990) 2022 Page 2

Name of the organization **Employer identification number** The Denver Institute 46-1031175 The board chair formally evaluates the CEO annually, based on achievement of organizational goals and any other specific goals that the board and the CEO have agreed upon in advance, as well as the CEO's own written self-evaluation, and invites comments from all board members after they have seen the self-evaluation. After meeting with the CEO, the board chair reviews the evaluation with the board, including recommendations on the CEO's compensation, which the board then acts upon. The CEO also presents data from the Colorado nonprofit association biennial salary and benefits survey to the board for review and consideration. Approved compensation amendments take effect upon the start of the new budget cycle. The CEO performs an annual evaluation of all VPs in the organization and determines the annual salary based upon the evaluation and comparison to the biennial Colorado nonprofit association salary and benefits survey. Ultimately, the board approves the annual budget, which includes those salaries. Form 990, Part VI, Section C, Line 19: The organization's governing documents, conflict of interest policy, and financial statements are made availiable to the public upon request. Form 990, Part XII, line 1, Other Accounting Method: Modified Cash Basis