

Form 8879-TE

IRS E-file Signature Authorization
for a Tax Exempt Entity

OMB No. 1545-0047

Department of the Treasury
Internal Revenue Service

For calendar year 2023, or fiscal year beginning _____, 2023, and ending _____, 20____

Do not send to the IRS. Keep for your records.

Go to www.irs.gov/Form8879TE for the latest information.

2023

Name of filer

MANUFACTURING WORKS

EIN or SSN

34-1596116

Name and title of officer or person subject to tax

ADAM ARTMAN
EXECUTIVE DIRECTOR**Part I** Type of Return and Return Information

Check the box for the return for which you are using this Form 8879-TE and enter the applicable amount, if any, from the return. Form 8038-CP and Form 5330 filers may enter dollars and cents. For all other forms, enter whole dollars only. If you check the box on line 1a, 2a, 3a, 4a, 5a, 6a, 7a, 8a, 9a, or 10a below, and the amount on that line for the return being filed with this form was blank, then leave line 1b, 2b, 3b, 4b, 5b, 6b, 7b, 8b, 9b, or 10b, whichever is applicable, blank (do not enter -0-). But, if you entered -0- on the return, then enter -0- on the applicable line below. Do not complete more than one line in Part I.

1aForm 990 check here~~~ X

bTotal revenue, if any (Form 990, Part VIII, column (A), line 12)~~~~~1b2,717,001.

2aForm 990-EZ check here~ bTotal revenue, if any (Form 990-EZ, line 9)~~~~~2b

3aForm 1120-POL check here bTotal tax (Form 1120-POL, line 22)~~~~~3b

4aForm 990-PF check here~ bTax based on investment income (Form 990-PF, Part V, line 5)~~~~4b

5aForm 8868 check here~~ bBalance due (Form 8868, line 3c)~~~~~5b

6aForm 990-T check here~~ bTotal tax (Form 990-T, Part III, line 4)~~~~~6b

7aForm 4720 check here~~ bTotal tax (Form 4720, Part III, line 1) 7b

8aForm 5227 check here~~ bFMV of assets at end of tax year (Form 5227, Item D)~~~~~8b

9aForm 5330 check here~~ bTax due (Form 5330, Part II, line 19)~~~~~9b

10aForm 8038-CP check here bAmount of credit payment requested (Form 8038-CP, Part III, line 22)

10b

Part II Declaration and Signature Authorization of Officer or Person Subject to Tax

Under penalties of perjury, I declare that I am an officer of the above entity or I am a person subject to tax with respect to (name

of entity) _____, (EIN) _____ and that I have examined a copy of the

2023 electronic return and accompanying schedules and statements, and, to the best of my knowledge and belief, they are true, correct, and complete. I further declare that the amount in Part I above is the amount shown on the copy of the electronic return. I consent to allow my intermediate service provider, transmitter, or electronic return originator (ERO) to send the return to the IRS and to receive from the IRS (a) an acknowledgement of receipt or reason for rejection of the transmission, (b) the reason for any delay in processing the return or refund, and (c) the date of any refund. If applicable, I authorize the U.S. Treasury and its designated Financial Agent to initiate an electronic funds withdrawal (direct debit) entry to the financial institution account indicated in the tax preparation software for payment of the federal taxes owed on this return, and the financial institution to debit the entry to this account. To revoke a payment, I must contact the U.S. Treasury Financial Agent at 1-888-353-4537 no later than 2 business days prior to the payment (settlement) date. I also authorize the financial institutions involved in the processing of the electronic payment of taxes to receive confidential information necessary to answer inquiries and resolve issues related to the payment. I have selected a personal identification number (PIN) as my signature for the electronic return and, if applicable, the consent to electronic funds withdrawal.

PIN: check one box only

X

I authorize PEASE BELL CPAS, LLC

to enter my PIN

61169

ERO firm name

Enter five numbers, but
do not enter all zeros

as my signature on the tax year 2023 electronically filed return. If I have indicated within this return that a copy of the return is being filed with a state agency(ies) regulating charities as part of the IRS Fed/State program, I also authorize the aforementioned ERO to enter my PIN on the return's disclosure consent screen.

As an officer or person subject to tax with respect to the entity, I will enter my PIN as my signature on the tax year 2023 electronically filed return. If I have indicated within this return that a copy of the return is being filed with a state agency(ies) regulating charities as part of the IRS Fed/State program, I will enter my PIN on the return's disclosure consent screen.

Signature of officer or person subject to tax

Date

Part III Certification and Authentication

ERO's EFIN/PIN. Enter your six-digit electronic filing identification number (EFIN) followed by your five-digit self-selected PIN.

34069740824

Do not enter all zeros

I certify that the above numeric entry is my PIN, which is my signature on the 2023 electronically filed return indicated above. I confirm that I am submitting this return in accordance with the requirements of Pub. 4163, Modernized e-File (MeF) Information for Authorized IRS e-file Providers for Business Returns.

ERO's signature

Date

ERO Must Retain This Form - See Instructions
Do Not Submit This Form to the IRS Unless Requested To Do So

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

Form 8879-TE (2023)

LHA 302521 01-05-24

09541106 132838 10072WR.0000

2023.05000 MANUFACTURING WORKS

10072WR1

EXTENDED TO NOVEMBER 15, 2024

Form 990

Return of Organization Exempt From Income Tax

OMB No. 1545-0047

2023

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.Open to Public
Inspection

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

B Check if applicable: Address change Name change Initial return Final return/terminated Amended return Application pending	C Name of organization MANUFACTURING WORKS		D Employer identification number 34-1596116	
	Doing business as			
	Number and street (or P.O. box if mail is not delivered to street address)	Room/suite	E Telephone number	
	3135 BERE A ROAD	1A	216-588-1440	
	City or town, state or province, country, and ZIP or foreign postal code CLEVELAND, OH 44111		G Gross receipts \$ 2,784,482.	
	F Name and address of principal officer: ADAM ARTMAN SAME AS C ABOVE		H(a) Is this a group return for subordinates? ~ Yes X No	
			H(b) Are all subordinates included? Yes No	
	I Tax-exempt status: X 501(c)(3) 501(c) () (insert no.) 4947(a)(1) or 527		If "No," attach a list. See instructions	
	J Website: WWW.MFGWORKSCLE.ORG		H(c) Group exemption number	
	K Form of organization: X Corporation Trust Association Other		L Year of formation: 1988 M State of legal domicile: OH	

Part I Summary	
Briefly describe the organization's mission or most significant activities: OUR MISSION IS TO EDUCATE AND CONNECT MANUFACTURING COMPANIES. WE ARE TRUSTED ADVISORS HELPING	
1 2 3 4 5 6 7 a b	Check this box if the organization discontinued its operations or disposed of more than 25% of its net assets.
	Number of voting members of the governing body (Part VI, line 1a) ~~~~~ 3 29
	Number of independent voting members of the governing body (Part VI, line 1b) ~~~~~ 4 29
	Total number of individuals employed in calendar year 2023 (Part V, line 2a) ~~~~~ 5 21
	Total number of volunteers (estimate if necessary) ~~~~~ 6 123
	7 a ~~~~~ 7a 0.
	b ~~~~~ 7b 0.
Revenue/Activities	Total unrelated business revenue from Part VIII, column (C), line 12
	Net unrelated business taxable income from Form 990-T, Part I, line 11
	8 Contributions and grants (Part VIII, line 1h) ~~~~~ 1,817,806. 2,385,757.
	9 Program service revenue (Part VIII, line 2g) ~~~~~ 501,499. 327,157.
	10 Investment income (Part VIII, column (A), lines 3, 4, and 7d) ~~~~~ 18,673. 1,450.
	11 Other revenue (Part VIII, column (A), lines 5, 6d, 8c, 9c, 10c, and 11e) ~~~~~ 4,702. 2,637.
	12 Total revenue - add lines 8 through 11 (must equal Part VIII, column (A), line 12) ~~~~~ 2,342,680. 2,717,001.
Expenses	13 Grants and similar amounts paid (Part IX, column (A), lines 1-3) ~~~~~ 0. 0.
	14 Benefits paid to or for members (Part IX, column (A), line 4) ~~~~~ 0. 0.
	15 Salaries, other compensation, employee benefits (Part IX, column (A), lines 5-10) ~~~~~ 0. 0.
	16a Professional fundraising fees (Part IX, column (A), line 11e) ~~~~~ 1,594,492. 1,632,810.
	b Total fundraising expenses (Part IX, column (D), line 25) 174,597. 0.
	17 Other expenses (Part IX, column (A), lines 11a-11d, 11f-24e) ~~~~~ 0. 0.
	7 Total expenses. Add lines 13-17 (must equal Part IX, column (A), line 25) ~~~~~ 1,503,792. 1,069,860.
	18 Revenue less expenses. Subtract line 18 from line 12 ~~~~~ 7,088,284. 2,147,141.
	19 Beginning of current year ~~~~~ 751,582. 860,123.
	20 End of current year ~~~~~ 751,582. 860,123.
Net Assets or Fund Balances	21 Total assets (Part X, line 16) ~~~~~ 751,582. 860,123.
	22 Total liabilities (Part X, line 26) ~~~~~ 468,612. 562,822.
	23 Net assets or fund balances. Subtract line 21 from line 20 282,970. 297,301.

Part II Signature Block

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

Sign Here	Signature of officer ADAM ARTMAN, EXECUTIVE DIRECTOR		Date	
	Type or print name and title			
Paid Preparer Use Only	Print/Type preparer's name MARK E. NOBLE	Preparer's signature	Date	Check PTIN if self-employed P00743214
	Firm's name PEASE BELL CPAS, LLC	Firm's EIN 36-4267431		
	Firm's address 1111 SUPERIOR AVE E. STE 2500 CLEVELAND, OH 44114		Phone no. 216-348-9600	

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

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

332001 12-21-23

Form 990 (2023)

SEE SCHEDULE O FOR ORGANIZATION MISSION STATEMENT CONTINUATION

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

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

OMB No. 1545-0047

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

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

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

Part I - Identification

Type or Print File by the due date for filing your return. See instructions.	Name of exempt organization, employer, or other filer, see instructions. MANUFACTURING WORKS	Taxpayer identification number (TIN) 34-1596116
	Number, street, and room or suite no. If a P.O. box, see instructions. 3135 BERE A ROAD, 1A	
	City, town or post office, state, and ZIP code. For a foreign address, see instructions.	

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

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

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

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

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

The books are in the care of ADAM ARTMAN

3135 BERE A ROAD STE. 1A - CLEVELAND, OH 44111

Telephone No. **216-650-2175** Fax No. _____

If the organization does not have an office or place of business in the United States, check this box ~~~~~

If this is for a Group Return, enter the organization's four-digit Group Exemption Number (GEN) _____. If this is for the whole group, check this box _____. If it is for part of the group, check this box _____ and attach a list with the names and TINs of all members the extension is for.

1 I request an automatic 6-month extension of time until **NOVEMBER 15**, 20 **24**, to file the exempt organization return for the organization named above. The extension is for the organization's return for:
Xcalendar year 2023 or
tax year beginning _____, 20 _____, and ending _____, 20 _____

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

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

Part III Statement of Program Service Accomplishments

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

X

- 1 Briefly describe the organization's mission:
OUR MISSION IS TO STRENGTHEN MANUFACTURING THROUGH CONNECTION,
EDUCATION, AND TRAINING.
- 2 Did the organization undertake any significant program services during the year which were not listed on the
prior Form 990 or 990-EZ? ~~~~~ Yes ☒ No ☐
If "Yes," describe these new services on Schedule O. Yes ☐ No ☒
- 3 Did the organization cease conducting, or make significant changes in how it conducts, any program services? ~~~~~ No ☒
If "Yes," describe these changes on Schedule O.
- 4 Describe the organization's program service accomplishments for each of its three largest program services, as measured by expenses.
Section 501(c)(3) and 501(c)(4) organizations are required to report the amount of grants and allocations to others, the total expenses, and
revenue, if any, for each program service reported.
- 4a (Code:) (Expenses \$ 796,851. including grants of \$) (Revenue \$ 190,575.)

THE WORKFORCE PROGRAM PROVIDES TARGETED EMPLOYEE RECRUITMENT,
SCREENING, PLACEMENT, AND RETENTION SERVICES FOR MANUFACTURING
COMPANIES THROUGHOUT NORTHEAST OHIO.

MANUFACTURING WORKS ALSO ENGAGES ITS MEMBERS IN PEER-TO-PEER LEARNING,
SUCH AS MANUFACTURING WORKS' HR ROUNDTABLE AND SUPERVISORY TRAINING, TO
ASSIST COMPANY LEADERS IN DEVELOPING AND IMPLEMENTING EFFECTIVE HR
MANAGEMENT PROGRAMS.

THE APPRENTICESHIP CONSORTIUM SUPPORTS CONSORTIUM MEMBERS IN DEVELOPING
21ST CENTURY APPRENTICESHIP PROGRAMS WITHIN THEIR COMPANIES, USING
COMPETENCY-BASED MODELS.

4b (Code:) (Expenses \$ 828,252. including grants of \$) (Revenue \$ 26,808.)

THE MANUFACTURING TECHNOLOGY AND SERVICES PROGRAMS ARE DESIGNED TO WORK
DIRECTLY WITH MANUFACTURING AND MANUFACTURING-RELATED BUSINESSES TO
HELP THEM INCREASE EMPLOYMENT, AUTOMATE, INNOVATE, REDUCE COSTS,
INCREASE THEIR EFFECTIVENESS, AND GROW THEIR BUSINESS.

INCLUDED IN THESE PROGRAMS AND SERVICES ARE PROGRAMS RELATED TO
INDUSTRY 4.0, DIGITAL TRANSFORMATION AND ADVANCING TECHNOLOGY
INITIATIVES OF MANUFACTURERS. WE ENGAGE PARTICIPANTS THROUGH A VARIETY
OF METHODS INCLUDING WEBINARS, USER GROUPS, A DIGITAL COMMUNICATIONS
COMMUNITY FORUM, COMMITTEES AND OTHER PEER GROUP LEARNING EVENTS WHICH
ALLOW SUBJECT MATTER EXPERTS AND MANUFACTURERS TO SHARE IDEAS AND
INSIGHTS WITH EACH OTHER. MANUFACTURING WORKS MANAGES THE CLEVELAND

4c (Code:) (Expenses \$ 36,304. including grants of \$) (Revenue \$ 17,200.)

THE GROWTH AND TRANSITION PROGRAM IS AN IMPARTIAL AND INDEPENDENT
PROGRAM DESIGNED TO PREPARE, INFORM, AND GUIDE BUSINESS OWNERS ON A
TRANSITION OUT OF THEIR BUSINESS IN A WAY THAT HELPS FULFILL THEIR
PERSONAL AND FINANCIAL GOALS. THE PROGRAM USES THE SCALABILITY AND
EFFICIENCY OF OWNER GROUP MEETINGS, COMBINED WITH LOCAL PROFESSIONAL
SUBJECT MATTER EXPERTS WHO ARE SUPPORTING MEMBERS OF THE ORGANIZATION.
THESE SUBJECT MATTER EXPERTS PROVIDE KNOWLEDGE AND INSIGHTS RELATED TO
BOTH PREPARING FOR A TRANSACTION AND VALUE ENHANCING OPERATING
STRATEGIES. THE PROGRAM WAS DESIGNED TO MEET THE NEEDS AND REQUIREMENTS
OF MIDDLE MARKET AND SMALL MANUFACTURERS BY PROVIDING A SAFE AND
AFFORDABLE ROADMAP TO TRANSITION FROM ONE OWNER TO THE NEXT. THE
PROGRAM SEEKS TO FIND BUYERS FROM WITHIN THE COMMUNITY, IN ORDER TO

4d Other program services (Describe on Schedule O.)
(Expenses \$ 439,441. including grants of \$) (Revenue \$ 92,574.)

4e Total program service expenses 2,100,848.

Form 990 (2023)

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)?	X	
2 If "Yes," complete Schedule A	X	
3 Is the organization required to complete Schedule B, Schedule of Contributors? See instructions		
4 Did the organization engage in direct or indirect political campaign activities on behalf of or in opposition to candidates for		
5 public office? If "Yes," complete Schedule C, Part I	X	
6		
7		
8 Section 501(c)(3) organizations. Did the organization engage in lobbying activities, or have a section 501(h) election in effect	X	
9 during the tax year? If "Yes," complete Schedule C, Part II	X	
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	X	
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	X	
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	X	
Did the organization maintain collections of works of art, historical treasures, or other similar assets? If "Yes," complete		
Schedule D, Part III		
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
1 Did the organization, directly or through a related organization, hold assets in donor-restricted endowments		
0 or in quasi-endowments? If "Yes," complete Schedule D, Part V	10	X
1 If the organization's answer to any of the following questions is "Yes," then complete Schedule D, Parts VI, VII, VIII, IX, or X,		
1 as applicable.		
a Did the organization report an amount for land, buildings, and equipment in Part X, line 10? If "Yes," complete Schedule D,		
b Part VI	11a	X
c Did the organization report an amount for investments - other securities in Part X, line 12, that is 5% or more of its total	11b	
d assets reported in Part X, line 16? If "Yes," complete Schedule D, Part VII	11c	X
e Did the organization report an amount for investments - program related in Part X, line 13, that is 5% or more of its total	11d	X
f assets reported in Part X, line 16? If "Yes," complete Schedule D, Part VIII	11e	X
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	11f	X
Part X, line 16? If "Yes," complete Schedule D, Part IX	12a	X
Did the organization report an amount for other liabilities in Part X, line 25? If "Yes," complete Schedule D, Part X	12b	
Did the organization's separate or consolidated financial statements for the tax year include a footnote that addresses	13	
the organization's liability for uncertain tax positions under FIN 48 (ASC 740)? If "Yes," complete Schedule D, Part X	14a	
Did the organization obtain separate, independent audited financial statements for the tax year? If "Yes," complete		
12a Schedule D, Parts XI and XII		
b Was the organization included in consolidated, independent audited financial statements for the tax year?	X	
If "Yes," and if the organization answered "No" to line 12a, then completing Schedule D, Parts XI and XII is optional		X
13 Is the organization a school described in section 170(b)(1)(A)(ii)? If "Yes," complete Schedule E		X
14a Did the organization maintain an office, employees, or agents outside of the United States?		X
b Did the organization have aggregate revenues or expenses of more than \$10,000 from grantmaking, fundraising, business,		
investment, and program service activities outside the United States, or aggregate foreign investments valued at \$100,000	14b	X
or more? If "Yes," complete Schedule F, Parts I and IV	15	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	16	X
16 foreign organization? If "Yes," complete Schedule F, Parts II and IV	17	X
17 Did the organization report on Part IX, column (A), line 3, more than \$5,000 of aggregate grants or other assistance to	18	
18 or for foreign individuals? If "Yes," complete Schedule F, Parts III and IV	19	
19 Did the organization report a total of more than \$15,000 of expenses for professional fundraising services on Part IX,	20a	
20a column (A), lines 6 and 11e? If "Yes," complete Schedule G, Part I. See instructions	20b	
b Did the organization report more than \$15,000 total of fundraising event gross income and contributions on Part VIII, lines	21	X
1c and 8a? If "Yes," complete Schedule G, Part II		
Did the organization report more than \$15,000 of gross income from gaming activities on Part VIII, line 9a? If "Yes,"		X
complete Schedule G, Part III		X
Did the organization operate one or more hospital facilities? If "Yes," complete Schedule H		
If "Yes" to line 20a, did the organization attach a copy of its audited financial statements to this return?		
21 Did the organization report more than \$5,000 of grants or other assistance to any domestic organization or		X
domestic government on Part IX, column (A), line 1? If "Yes," complete Schedule I, Parts I and II		

Part IV Checklist of Required Schedules (continued)

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

Part V Statements Regarding Other IRS Filings and Tax Compliance

3 Check if Schedule O contains a response or note to any line in this Part V			
8 Yes No			
1a Enter the number reported in box 3 of Form 1096. Enter -0- if not applicable~~~~~	1a	20	
b Enter the number of Forms W-2G included on line 1a. Enter -0- if not applicable~~~~~	1b	0	
c Did the organization comply with backup withholding rules for reportable payments to vendors and reportable gaming (gambling) winnings to prize winners?	1c	X	

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

		Yes	No
2a	Enter the number of employees reported on Form W-3, Transmittal of Wage and Tax Statements, filed for the calendar year ending with or within the year covered by this return~~~~~		
2a	21		
3a	If at least one is reported on line 2a, did the organization file all required federal employment tax returns?~~~~~	X	
3a	Did the organization have unrelated business gross income of \$1,000 or more during the year? ~~~~~		X
4a	If "Yes," has it filed a Form 990-T for this year? If "No" to line 3b, provide an explanation on Schedule O ~~~~~		
4a	At any time during the calendar year, did the organization have an interest in, or a signature or other authority over, a financial account in a foreign country (such as a bank account, securities account, or other financial account)?~~~~~		X
5a	If "Yes," enter the name of the foreign country _____		
5a	See instructions for filing requirements for FinCEN Form 114, Report of Foreign Bank and Financial Accounts (FBAR).		
6a	Was the organization a party to a prohibited tax shelter transaction at any time during the tax year? ~~~~~		X
6a	Did any taxable party notify the organization that it was or is a party to a prohibited tax shelter transaction?~~~~~		X
6a	If "Yes" to line 5a or 5b, did the organization file Form 8886-T?~~~~~		
6a	Does the organization have annual gross receipts that are normally greater than \$100,000, and did the organization solicit any contributions that were not tax deductible as charitable contributions? ~~~~~		X
6a	If "Yes," did the organization include with every solicitation an express statement that such contributions or gifts were not tax deductible?~~~~~		
7	Organizations that may receive deductible contributions under section 170(c).		
7a	Did the organization receive a payment in excess of \$75 made partly as a contribution and partly for goods and services provided to the payor?		X
7a	If "Yes," did the organization notify the donor of the value of the goods or services provided? ~~~~~		
7a	Did the organization sell, exchange, or otherwise dispose of tangible personal property for which it was required to file Form 8282?		X
7a	If "Yes," indicate the number of Forms 8282 filed during the year ~~~~~		X
7a	Did the organization receive any funds, directly or indirectly, to pay premiums on a personal benefit contract? ~~~~~		X
7a	Did the organization, during the year, pay premiums, directly or indirectly, on a personal benefit contract? ~~~~~		
7a	If the organization received a contribution of qualified intellectual property, did the organization file Form 8899 as required?~		
7a	If the organization received a contribution of cars, boats, airplanes, or other vehicles, did the organization file a Form 1098-C?		
8	Sponsoring organizations maintaining donor advised funds. Did a donor advised fund maintained by the		
9	sponsoring organization have excess business holdings at any time during the year? ~~~~~		
9	Sponsoring organizations maintaining donor advised funds. ~~~~~		
a	Did the sponsoring organization make any taxable distributions under section 4966? ~~~~~		
b	Did the sponsoring organization make a distribution to a donor, donor advisor, or related person?		
10a	Section 501(c)(7) organizations. Enter:		
b	Initiation fees and capital contributions included on Part VIII, line 12~~~~~	10a	
a	Gross receipts, included on Form 990, Part VIII, line 12, for public use of club facilities~~~~~	10	
11b	Section 501(c)(12) organizations. Enter:		
	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.)~~~~~	11a	
12a	Section 4947(a)(1) non-exempt charitable trusts. Is the organization filing Form 990 in lieu of Form 1041?	12a	
b	If "Yes," enter the amount of tax-exempt interest received or accrued during the year	12b	
13a	Section 501(c)(29) qualified nonprofit health insurance issuers.		
b	Is the organization licensed to issue qualified health plans in more than one state?~~~~~	13a	
c	Note: See the instructions for additional information the organization must report on Schedule O.		
14a	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~~~~~	13b	
	Enter the amount of reserves on hand~~~~~	13c	
	Did the organization receive any payments for indoor tanning services during the tax year? ~~~~~	14a	X
	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	
	If "Yes," see the instructions and file Form 4720, Schedule N.	16	X
16	Is the organization an educational institution subject to the section 4968 excise tax on net investment income? ~~~~~		X
	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.	Form 990 (2023)	

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

Section A. Governing Body and Management

	1a	1b	2	3	4	5	6	7a	7b	8a	8b	9	10
1a Enter the number of voting members of the governing body at the end of the tax year ~~~~~	29												
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 Enter the number of voting members included on line 1a, above, who are independent ~~~~~		29											
2 Did any officer, director, trustee, or key employee have a family relationship or a business relationship with any other officer, director, trustee, or key employee? ~~~~~													
3 Did the organization delegate control over management duties customarily performed by or under the direct supervision of officers, directors, trustees, or key employees to a management company or other person? ~~~~~													
4 Did the organization make any significant changes to its governing documents since the prior Form 990 was filed? ~~~~~													
5 Did the organization become aware during the year of a significant diversion of the organization's assets? ~~~~~													
6 Did the organization have members or stockholders? ~~~~~													
7a Did the organization have members or stockholders? ~~~~~													
b 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? ~~~~~													
Are any governance decisions of the organization reserved to (or subject to approval by) members, stockholders, or persons other than the governing body? ~~~~~													
8 Did the organization contemporaneously document the meetings held or written actions undertaken during the year by the following:													
a The governing body? ~~~~~													
b Each committee with authority to act on behalf of the governing body? ~~~~~													
9 Is there any officer, director, trustee, or key employee listed in Part VII, Section A, who cannot be reached at the organization's mailing address? If "Yes," provide the names and addresses on Schedule O													

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

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

Section C. Disclosure

1	List the states with which a copy of this Form 990 is required to be filed	OH
7	Section 6104 requires an organization to make its Forms 1023 (1024 or 1024-A, if applicable), 990, and 990-T (section 501(c)(3)s only) available for public inspection. Indicate how you made these available. Check all that apply.	
8	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, and financial statements available to the public during the tax year.	
20	State the name, address, and telephone number of the person who possesses the organization's books and records	
	ADAM ARTMAN - 216-650-2175	
	3135 BERE A ROAD STE. 1A, CLEVELAND, OH	44111

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

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

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

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

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

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

¥ List the organization's five current highest compensated employees (other than an officer, director, trustee, or key employee) who received reportable compensation (box 5 of Form W-2, box 6 of Form 1099-MISC, and/or box 1 of Form 1099-NEC) of more than \$100,000 from the organization and any related organizations.

¥ List all of the organization's former officers, key employees, and highest compensated employees who received more than \$100,000 of reportable compensation from the organization and any related organizations.

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

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

(A) Name and title	(B) Average hours per week (list any hours for related organizations below line)	(C) Position (do not check more than one box, unless person is both an officer and a director/trustee)						(D) Reportable compensation from the organization (W-2/1099-MISC/ 1099-NEC)	(E) Reportable compensation from related organizations (W-2/1099-MISC/ 1099-NEC)	(F) Estimated amount of other compensation from the organization and related organizations
		Individual trustee or director	Institutional trustee	Officer	Key employee	Highest compensated employee	Former			
(1) KEN PATSEY EXECUTIVE DIRECTOR	40.00 40.00			X				183,259.	0.	11,071.
(2) ADAM ARTMAN VICE PRESIDENT OF WORKFORCE	1.00 1.00			X				103,000.	0.	3,554.
(3) BRIDGETTE BERTHELOT DIRECTOR	1.00 1.00			X				0.	0.	0.
(4) DAN COLLINS DIRECTOR	1.00 1.00			X				0.	0.	0.
(5) MARK DAWSON CHAIR	1.00 1.00			X				0.	0.	0.
(6) JAMES DOMINGO PAST CHAIR	1.00 1.00			X	X			0.	0.	0.
(7) JASON DRAKE DIRECTOR	1.00 1.00			X	X			0.	0.	0.
(8) JESSICA HARTMAN DIRECTOR	1.00 1.00			X				0.	0.	0.
(9) GWEN BLAGG DIRECTOR	1.00 1.00			X				0.	0.	0.
(10) MARK KOVACH DIRECTOR				X				0.	0.	0.
(11) JAY O'NEIL DIRECTOR				X				0.	0.	0.
(12) JON SHOOP TREASURER								0.	0.	0.
(13) TIM ROSENGARTEN DIRECTOR					X			0.	0.	0.
(14) JACK SCHRON JR. DIRECTOR								0.	0.	0.
(15) THOMAS SCHUMANN DIRECTOR								0.	0.	0.
(16) LESLIE YERKES DIRECTOR								0.	0.	0.
(17) MARILYN KYSELA DIRECTOR								0.	0.	0.
932007-12-21-23								0.	0.	0.

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

(continued)

(A) Name and title	(B) Average hours per week (list any hours for related organizations below line)	(C) Position (do not check more than one box, unless person is both an officer and a director/trustee)						(D) Reportable compensation from the organization (W-2/1099-MISC/1099-NEC)	(E) Reportable compensation from related organizations (W-2/1099-MISC/1099-NEC)	(F) Estimated amount of other compensation from the organization and related organizations
		Individual trustee or director	Institutional trustee	Officer	Key employee	Highest compensated	Former			
(18) ROBERT SHENTON VICE CHAIR	1.00 1.00	X		X				0.	0.	0.
(19) EDWARD STEELE DIRECTOR	1.00 1.00	X						0.	0.	0.
(20) JASON TUMA DIRECTOR	1.00 1.00	X						0.	0.	0.
(21) LESLIE BUZALKA DIRECTOR	1.00 1.00	X						0.	0.	0.
(22) UNA LAURICIA DIRECTOR	1.00 1.00	X						0.	0.	0.
(23) AARON MORROW DIRECTOR	1.00 1.00	X						286,259.	0.	0.
(24) GOREN DILLARD DIRECTOR	1.00 1.00	X						286,259.	0.	0.
(25) JILL HENNESSEY DIRECTOR	1.00 1.00	X								0.
(26) MICK JENDRISAK DIRECTOR	1.00 1.00	X								0.
										0.
										14,625.
										0.
										14,625.

2

1b Subtotal ~~~~~

c Total from continuation sheets to Part VII, Section A ~~~~~

d Total (add lines 1b and 1c) ~

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

3 Did the organization list any former officer, director, trustee, key employee, or highest compensated employee on line 1a? If "Yes," complete Schedule J for such individual ~~~~~

4 For any individual listed on line 1a, is the sum of reportable compensation and other compensation from the organization

5 and related organizations greater than \$150,000? If "Yes," complete Schedule J for such individual ~~~~~

Did any person listed on line 1a receive or accrue compensation from any unrelated organization or individual for services rendered to the organization? If "Yes," complete Schedule J for such person

	Yes	No
3		X
4		
5	X	
		X

Section B. Independent Contractors

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

(A) Name and business address	(B) Description of services	(C) Compensation
HOWARD J. THOMPSON LLC 3210 CREEKSIDE DRIVE, WESTLAKE, OH 44145	CONSULTING	116,000.
2 Total number of independent contractors (including but not limited to those listed above) who received more than \$100,000 of compensation from the organization		1

SEE PART VII, SECTION A CONTINUATION SHEETS

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[illegible]

10072WR1

Part VIII Statement of Revenue

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

				(A) Total revenue	(B) Related or exempt function revenue	(C) Unrelated business revenue	(D) Revenue excluded from tax under sections 512 - 514
Contributions, Gifts, Grants and Other Similar Amounts	1 a	Federated campaigns ~~~~~	1a				
	b	Membership dues ~~~~~	1b	166,891.			
	c	Fundraising events ~~~~~	1c	114,422.			
	d	Related organizations ~~~~~	1d	789,935.			
	e	Government grants (contributions)	1e				
	f	All other contributions, gifts, grants, and similar amounts not included above~	1f	1,314,509.			
	g	Noncash contributions included in lines 1a-1f	1g	20,399.			
	h	Total. Add lines 1a-1f			2,385,757.		
Program Service Revenue and Other Similar Amounts	2 a	PROGRAM SERVICE REVENUE		Business Code	327,157.		
	b		813910		327,157.		
	c						
	d						
	e						
	f						
	g	All other program service revenue ~~~~~					
		Total. Add lines 2a-2f			327,157.		
Other Revenue	3	Investment income (including dividends, interest, and other similar amounts) ~~~~~			1,450.		1,450.
	4						
	5	Income from investment of tax-exempt bond proceeds					
	6 a	Royalties					
	b	(ii) Personal	(i) Real				
	c	Gross rents ~~~~~	6a				
	d	Less: rental expenses ~	6b				
	7 a	Rental income or (loss)	6c				
	b	Net rental income or (loss)					
	c	Gross amount from sales of assets other than inventory	(i) Securities	(ii) Other			
	d	Less: cost or other basis and sales expenses ~~~	7a				
	e	Gain or (loss) ~~~~~	7b				
	f		7c				
	8 a	Net gain or (loss)					
		Gross income from fundraising events (not including \$ 114,422. of contributions reported on line 1c). See Part IV, line 18 ~~~~~			8a 70,118.		
	b	Less: direct expenses ~~~~~	8b 67,481.				
	c	Net income or (loss) from fundraising events		2,637.		2,637.	
	9 a	Gross income from gaming activities. See Part IV, line 19 ~~~~~			9a		
b	Less: direct expenses ~~~~~	9b					
10 a	Net income or (loss) from gaming activities						
b	Gross sales of inventory, less returns and allowances ~~~~~			10a			
11 a	Less: cost of goods sold ~~~~~			10b			
b	Net income or (loss) from sales of inventory						
Miscellaneous Revenue		Business Code					
	c						
	d	All other revenue ~~~~~					
	e	Total. Add lines 11a-11d					
12	Total revenue. See instructions			2,717,001.	327,157.	0.	4,087.

Part IX Statement of Functional Expenses

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

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

X

Do not include amounts reported on lines 6b, 7b, 8b, 9b, and 10b of Part VIII.

	(A) Total expenses	(B) Program service expenses	(C) Management and general expenses	(D) Fundraising expenses
1 Grants and other assistance to domestic organizations and domestic governments. See Part IV, line 21 ~				
2 Grants and other assistance to domestic individuals. See Part IV, line 22 ~~~~~ Grants				
3 and other assistance to foreign organizations, foreign governments, and foreign individuals. See Part IV, lines 15 and 16 ~~~ Benefits paid to				
4 or for members ~~~~~ Compensation of				
5 current officers, directors, trustees, and key				
6 employees ~~~~~	300,884.	243,058.	42,704.	15,122.
Compensation not included above to disqualified persons (as defined under section 4958(f)(1)) and persons described in section 4959(c)(3)(B) ~~~				
7	1,035,840.	836,764.	147,014.	52,062.
8	19,963.	16,128.	2,833.	1,002.
9	167,576.	135,369.	23,784.	8,423.
10 Pension plan accruals and contributions (include section 401(k) and 403(b) employer contributions)	108,547.	87,685.	15,406.	5,456.
11 Other employee benefits ~~~~~ Payroll taxes ~~~~~ Fees for services (nonemployees):				
a Management	6,100.		6,100.	
b Legal	24,743.		24,743.	
c Accounting				
d Lobbying				
e				
f Professional fundraising services. See Part IV, line 17				
g Investment management fees ~~~~~				
Other. (If line 11g amount exceeds 10% of line 25 column (A), amount, list line 11g expenses on Sch O.)				
Advertising and promotion ~~~~~ Office	721,408.	665,398.	26,345.	29,665.
1 expenses ~~~~~ Information	31,857.	24,368.	7,489.	
2 technology ~~~~~ Royalties	56,222.	18,303.	37,919.	
3	40,082.	11,497.	28,585.	
4	33,721.	3,316.	30,405.	
5 Occupancy ~~~~~	25,371.	19,998.	5,373.	
6 Travel ~~~~~				
7 Payments of travel or entertainment expenses for any federal, state, or local public officials ~				
8 Conferences, conventions, and meetings ~				
9 Interest ~~~~~	82,177.	10,442.	8,868.	62,867.
10 Payments to affiliates ~~~~~	1,642.		1,642.	
11 Depreciation, depletion, and amortization ~				
12 Insurance ~~~~~				
13 Other expenses. Itemize expenses not covered above. (List miscellaneous expenses on line 24e. If line 24e amount exceeds 10% of line 25, column (A), amount, list line 24e expenses on Schedule O.)	4,508.		4,508.	
14 JOB TRAINING AND MANAGE				
15	42,029.	28,522.	13,507.	
16				
17				
18				
19				
20				
21				
22				
23				
24				
25 All other expenses				
26 Total functional expenses. Add lines 1 through 24e	2,702,670.	2,100,848.	427,225.	174,597.
27 Joint costs. Complete this line only if the organization reported in column (B) joint costs from a combined educational campaign and fundraising solicitation.				
28 Check here if following SOP 98-2 (ASC 958-720)				

Part X Balance Sheet

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

		(A) Beginning of year		(B) End of year	
Assets	1 Cash - non-interest-bearing~~~~~ Savings and	420,805.	1	269,274.	
	2 temporary cash investments~~~~~ Pledges and grants	13,527.	2	138,866.	
	3 receivable, net~~~~~ Accounts receivable,	266,155.	3	442,504.	
	4 net~~~~~ Loans and other receivables from any	28,491.	4	9,479.	
	5 current or former officer, director, trustee, key employee, creator or founder, substantial contributor, or 35% controlled entity or family member of any of these persons ~~~~~		5		
	6 Loans and other receivables from other disqualified persons (as defined under section 4958(f)(1)), and persons described in section 4958(c)(3)(B) ~~		6		
	7 Notes and loans receivable, net~~~~~		7		
	8 Inventories for sale or use~~~~~		8		
	9		9		
	10a Prepaid expenses and deferred charges ~~~~~	15,795.		0.	
	b Land, buildings, and equipment: cost or other basis. Complete Part VI of Schedule D ~~~	10a 13,000.			
	Less: accumulated depreciation ~~~~~	10 13,000.	10c	0.	
	1 Investments - publicly traded securities~~~~~ Investments -		11		
	1 other securities. See Part IV, line 11~~~~~		12		
	1 Investments - program-related. See Part IV, line 11 ~~~~~		13		
2 Intangible assets~~~~~		14			
1 Other assets. See Part IV, line 11~~~~~	6,809.	15	0.		
3 Total assets. Add lines 1 through 15 (must equal line 33)	751,582.	16	860,123.		
Liabilities	1 Accounts payable and accrued expenses~~~~~ Grants	172,012.	17	212,822.	
	4 payable~~~~~ Deferred	296,600.	18	350,000.	
	1 revenue~~~~~ Tax-exempt bond		19		
	5 liabilities~~~~~		20		
	1 Escrow or custodial account liability. Complete Part IV of Schedule D ~~~~		21		
	6 Loans and other payables to any current or former officer, director, trustee, key employee, creator or founder, substantial contributor, or 35% controlled entity or family member of any of these persons ~~~~~		2		
	8 Secured mortgages and other liabilities including federal income tax, payables to related third parties, and other liabilities not included on lines 17-24). Complete Part X		2		
	3		2		
	9		3		
	4		2		
	0 of Schedule D ~~~~~		4		
	26 Total liabilities. Add lines 17 through 25	468,612.	5	562,822.	
	Net Assets or Fund Balances	1 Organizations that follow FASB ASC 958, check here and complete lines 27, 28, 32, and 33. Net assets without donor restrictions~~~~~ Net		2	
		2 assets with donor restrictions~~~~~	271,320.	6	142,318.
		2	11,650.	7	154,983.
7			2		
2 Organizations that do not follow FASB ASC 958, check here and complete lines 29 through 33. Capital stock or trust principal, or current			8		
2 funds~~~~~ Paid-in or capital surplus, or land, building, or			2		
9 equipment fund~~~~~ Retained earnings, endowment, accumulated income, or other funds~~~~~ Total net assets or fund			9		
3 balances~~~~~ Total liabilities and net assets/fund		282,970.	0	297,301.	
0		751,582.	3	860,123.	
3					

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Part XI Reconciliation of Net Assets

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

1	Total revenue (must equal Part VIII, column (A), line 12)	1	2,717,001.
2	Total expenses (must equal Part IX, column (A), line 25)	2	2,702,670.
3	Revenue less expenses. Subtract line 2 from line 1	3	14,331.
4	Net assets or fund balances at beginning of year (must equal Part X, line 32, column (A))	4	282,970.
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	297,301.

Part XII Financial Statements and Reporting

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

1 Accounting method used to prepare the Form 990: Cash X Accrual Other

If the organization changed its method of accounting from a prior year or checked "Other," explain on Schedule O.

2a Were the organization's financial statements compiled or reviewed by an independent accountant?

If "Yes," check a box below to indicate whether the financial statements for the year were compiled or reviewed on a separate basis, consolidated basis, or both:

Separate basis Consolidated basis Both consolidated and separate basis

b Were the organization's financial statements audited by an independent accountant?

If "Yes," check a box below to indicate whether the financial statements for the year were audited on a separate basis, consolidated basis, or both:

X Separate basis Consolidated basis Both consolidated and separate basis

c If "Yes" to line 2a or 2b, does the organization have a committee that assumes responsibility for oversight of the audit, review, or compilation of its financial statements and selection of an independent accountant?

If the organization changed either its oversight process or selection process during the tax year, explain on Schedule O.

3a As a result of a federal award, was the organization required to undergo an audit or audits as set forth in the

b Uniform Guidance, 2 C.F.R. Part 200, Subpart F?

If "Yes," did the organization undergo the required audit or audits? If the organization did not undergo the required audit or audits, explain why on Schedule O and describe any steps taken to undergo such audits

		Yes	No
2a		X	
2b	X		
2c	X		
3a		X	
3b			

Form 990 (2023)

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

OMB No. 1545-0047

2023

Open to Public
Inspection

Name of the organization

MANUFACTURING WORKS

Employer identification number
34-1596116

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

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

- 1 A church, convention of churches, or association of churches described in section 170(b)(1)(A)(i).
- 2 A school described in section 170(b)(1)(A)(ii). (Attach Schedule E (Form 990).)
- 3 A hospital or a cooperative hospital service organization described in section 170(b)(1)(A)(iii).
- 4 A medical research organization operated in conjunction with a hospital described in section 170(b)(1)(A)(iii). Enter the hospital's name, city, and state: _____
- 5 An organization operated for the benefit of a college or university owned or operated by a governmental unit described in section 170(b)(1)(A)(iv). (Complete Part II.)
- 6 A federal, state, or local government or governmental unit described in section 170(b)(1)(A)(v).
- 7 X An organization that normally receives a substantial part of its support from a governmental unit or from the general public described in section 170(b)(1)(A)(vi). (Complete Part II.)
- 8 A community trust described in section 170(b)(1)(A)(vi). (Complete Part II.)
- 9 An agricultural research organization described in section 170(b)(1)(A)(ix) operated in conjunction with a land-grant college or university or a non-land-grant college of agriculture (see instructions). Enter the name, city, and state of the college or university: _____
- 10 An organization that normally receives (1) more than 33 1/3% of its support from contributions, membership fees, and gross receipts from activities related to its exempt functions, subject to certain exceptions; and (2) no more than 33 1/3% of its support from gross investment income and unrelated business taxable income (less section 511 tax) from businesses acquired by the organization after June 30, 1975. See section 509(a)(2). (Complete Part III.)

11 An organization organized and operated exclusively to test for public safety. See section 509(a)(4).

12 An organization organized and operated exclusively for the benefit of, to perform the functions of, or to carry out the purposes of one or more publicly supported organizations described in section 509(a)(1) or section 509(a)(2). See section 509(a)(3). Check the box on lines 12a through 12d that describes the type of supporting organization and complete lines 12e, 12f, and 12g.

- a Type I. A supporting organization operated, supervised, or controlled by its supported organization(s), typically by giving the supported organization(s) the power to regularly appoint or elect a majority of the directors or trustees of the supporting organization. You must complete Part IV, Sections A and B.
- b Type II. A supporting organization supervised or controlled in connection with its supported organization(s), by having control or management of the supporting organization vested in the same persons that control or manage the supported organization(s). You must complete Part IV, Sections A and C.
- c Type III functionally integrated. A supporting organization operated in connection with, and functionally integrated with, its supported organization(s) (see instructions). You must complete Part IV, Sections A, D, and E.
- d Type III non-functionally integrated. A supporting organization operated in connection with its supported organization(s) that is not functionally integrated. The organization generally must satisfy a distribution requirement and an attentiveness requirement (see instructions). You must complete Part IV, Sections A and D, and Part V.
- e Check this box if the organization received a written determination from the IRS that it is a Type I, Type II, Type III functionally integrated, or Type III non-functionally integrated supporting organization.

f Enter the number of supported organizations-----

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

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

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

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

Section A. Public Support

Calendar year (or fiscal year beginning in)	(a) 2019	(b) 2020	(c) 2021	(d) 2022	(e) 2023	(f) Total
1 Gifts, grants, contributions, and membership fees received. (Do not include any "unusual grants.")~~	1670319.14	82428.26	8399.18	17806.22	71335.99	30287.
2 Tax revenues levied for the organization's benefit and either paid to or expended on its behalf~~~~						
3 The value of services or facilities furnished by a governmental unit to the organization without charge~						
4 Total. Add lines 1 through 3~~~	1670319.14	82428.26	8399.18	17806.22	71335.99	30287.
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.						

Section B. Total Support

Calendar year (or fiscal year beginning in)						493,412.
7 Amounts from line 4~~~~~						9436875.
8 Gross income from interest, dividends, payments received on securities loans, rents, royalties, and income from similar sources~						
Net income from unrelated business activities, whether or not the business is regularly carried on						
9	132.	77.	15.	18,673.	1,450.	20,347.
10 Other income. Do not include gain or loss from the sale of capital assets (Explain in Part VI.)~~~~						
11 Total support. Add lines 7 through 10						9950634.
12 Gross receipts from related activities, etc. (see instructions) ~~~~~					12	
13 First 5 years. If the Form 990 is for the organization's first, second, third, fourth, or fifth tax year as a section 501(c)(3) organization, check this box and stop here						

Section C. Computation of Public Support Percentage

14 Public support percentage for 2023 (line 6, column (f), divided by line 11, column (f)) ~~~~~	1	94.84	%
2023 Public support percentage for 2022 Schedule A, Part II, line 14 ~~~~~	4	96.84	%

- If the organization did not check the box on line 13, and line 14 is 33 1/3% or more, check this box and stop here. The organization qualifies as a publicly supported organization ~~~~~ 5~~~~ X
- b33 1/3% support test - 2022. If the organization did not check a box on line 13 or 16a, and line 15 is 33 1/3% or more, check this box and stop here. The organization qualifies as a publicly supported organization ~~~~~
- 17a 10% -facts-and-circumstances test - 2023. If the organization did not check a box on line 13, 16a, or 16b, and line 14 is 10% or more, and if the organization meets the facts-and-circumstances test, check this box and stop here. Explain in Part VI how the organization meets the facts-and-circumstances test. The organization qualifies as a publicly supported organization ~~~~~
- b10% -facts-and-circumstances test - 2022. If the organization did not check a box on line 13, 16a, 16b, or 17a, and line 15 is 10% or more, and if the organization meets the facts-and-circumstances test, check this box and stop here. Explain in Part VI how the organization meets the facts-and-circumstances test. The organization qualifies as a publicly supported organization ~~~~~
- 18 **Private foundation.** If the organization did not check a box on line 13, 16a, 16b, 17a, or 17b, check this box and see instructions

Schedule A (Form 990) 2023

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

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

Section A. Public Support

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

Section B. Total Support

Calendar year (or fiscal year beginning in)

9

10a

	(a) 2019	(b) 2020	(c) 2021	(d) 2022	(e) 2023	(f) Total
Amounts from line 6~~~~~						
Gross income from interest, dividends, payments received on securities loans, rents, royalties, and income from similar sources~						
b Unrelated business taxable income (less section 511 taxes) from businesses acquired after June 30, 1975						
c Add lines 10a and 10b~~~~~						
11 Net income from unrelated business activities not included on line 10b, whether or not the business is regularly carried on ~~~~~						
12 Other income. Do not include gain or loss from the sale of capital assets (Explain in Part VI.)~~~~						
13 Total support. (Add lines 9, 10c, 11, and 12.)						
14 First 5 years. If the Form 990 is for the organization's first, second, third, fourth, or fifth tax year as a section 501(c)(3) organization, check this box and stop here						

Section C. Computation of Public Support Percentage

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

Section D. Computation of Investment Income Percentage

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

If the organization did not check the box on line 14, and line 15 is more than 33 1/3%, and line 17 is not

more than 33 1/3%, check this box and stop here. The organization qualifies as a publicly supported organization ~~~~~

b 33 1/3% support tests - 2022. If the organization did not check a box on line 14 or line 19a, and line 16 is more than 33 1/3%, and

line 18 is not more than 33 1/3%, check this box and stop here. The organization qualifies as a publicly supported organization ~~~~~

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

Part IV

Supporting Organizations

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

Section A. All Supporting Organizations

	Yes	No
1 Are all of the organization's supported organizations listed by name in the organization's governing documents? 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		
7 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.		
8 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).		
9a 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).		
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.)		

Part IV Supporting Organizations *(continued)*

- 11 Has the organization accepted a gift or contribution from any of the following persons?
- a A person who directly or indirectly controls, either alone or together with persons described on lines 11b and 11c below, the governing body of a supported organization?
- c A family member of a person described on line 11a above?
- A 35% controlled entity of a person described on line 11a or 11b above? *If "Yes" to line 11a, 11b, or 11c, provide detail in Part VI.*

	Yes	No
11a		
11		
b		
11c		

Section B. Type I Supporting Organizations

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

	Yes	No
1		
2		

Section C. Type II Supporting Organizations

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

	Yes	No
1		

Section D. All Type III Supporting Organizations

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

	Yes	No
1		
2		
3		

Section E. Type III Functionally Integrated Supporting Organizations

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

	Yes	No
2a		
2b		
3a		
3b		

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

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

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

Section B - Minimum Asset Amount		(A) Prior Year	(B) Current Year (optional)
1	Aggregate fair market value of all non-exempt-use assets (see instructions for short tax year or assets held for part of year):		
a	Average monthly value of securities	1a	
b	Average monthly cash balances	1b	
c	Fair market value of other non-exempt-use assets	1c	
d	Total (add lines 1a, 1b, and 1c)	1d	
e	Discount claimed for blockage or other factors (<i>explain in detail in</i> 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	

Section C - Distributable Amount		(A) Prior Year	(B) Current Year (optional)
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

6

Check here if the current year is the organization's first as a non-functionally integrated Type III supporting organization (see instructions).

Schedule A (Form 990) 2023

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

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

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

Schedule A (Form 990) 2023

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

2023

*** Not Open to Public Inspection ***

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

493,412.

Schedule B (Form 990) Department of the Treasury Internal Revenue Service	Schedule of Contributors	OMB No. 1545-0047
	Attach to Form 990, 990-EZ, or 990-PF. Go to www.irs.gov/Form990 for the latest information.	2023
Name of the organization		Employer identification number
MANUFACTURING WORKS		34-1596116

Organization type (check one):

Filers of: Section:
Form 990 or 990-EZ X 501(c)(3) (enter number) organization

4947(a)(1) nonexempt charitable trust not treated as a private foundation

527 political organization

501(c)(3) exempt private foundation

Form 990-PF

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

Special Rules

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.

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

Name of organization MANUFACTURING WORKS	Employer identification number 34-1596116
---	--

Part I Contributors (see instructions). Use duplicate copies of Part I if additional space is needed.

(a) No.	(b) Name, address, and ZIP + 4	(c) Total contributions	(d) Type of contribution
1	THE CLEVELAND FOUNDATION 1422 EUCLID AVENUE #1600 CLEVELAND, OH 44115	\$ 396,600.	Person X Payroll Noncash (Complete Part II for noncash contributions.)
2	CITY OF CLEVELAND 601 LAKESIDE AVENUE E CLEVELAND, OH 44114	\$ 500,000.	Person X Payroll Noncash (Complete Part II for noncash contributions.)
3	UNITED STATES DEPARTMENT OF LABOR 1001 LAKESIDE AVENUE E #350 CLEVELAND, OH 44114	\$ 223,618.	Person X Payroll Noncash (Complete Part II for noncash contributions.)
4	CLEVELAND METROPOLITAN SCHOOL DISTRICT 1111 SUPERIOR AVENUE E CLEVELAND, OH 44114	\$ 64,000.	Person X Payroll Noncash (Complete Part II for noncash contributions.)
5	THE GUND FOUNDATION 45 WEST PROSPECT AVENUE CLEVELAND, OH 44115	\$ 200,000.	Person X Payroll Noncash (Complete Part II for noncash contributions.)
6	OHIO AEROSPACE INSTITUTE 22800 CEDAR POINT ROAD CLEVELAND, OH 44142	\$ 152,005.	Person X Payroll Noncash (Complete Part II for noncash contributions.)

Name of organization MANUFACTURING WORKS	Employer identification number 34-1596116
---	--

Part I Contributors (see instructions). Use duplicate copies of Part I if additional space is needed.

(a) No.	(b) Name, address, and ZIP + 4	(c) Total contributions	(d) Type of contribution
7	OHIO MANUFACTURERS ASSOCIATION 33 N HIGH STREET #600 COLUMBUS, OH 43215	\$ 317,765.	Person X Payroll Noncash (Complete Part II for noncash contributions.)
8	TRUIST FINANCIAL CORPORATION 214 NORTH TRYON STREET CHARLOTTE, NC 28202	\$ 50,000.	Person X Payroll Noncash (Complete Part II for noncash contributions.)
			Person Payroll Noncash (Complete Part II for noncash contributions.)
			Person Payroll Noncash (Complete Part II for noncash contributions.)
			Person Payroll Noncash (Complete Part II for noncash contributions.)
			Person Payroll Noncash (Complete Part II for noncash contributions.)
			Person Payroll Noncash (Complete Part II for noncash contributions.)

Employer identification number

34-1596116

Part II

[illegible]

Name of organization MANUFACTURING WORKS	Employer identification number 34-1596116
---	--

Part III

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

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

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

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.

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

Table with 3 columns: Line number, Description, and Answer. Includes questions about donor advised funds and grant funds.

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

Form section for Conservation Easements. Includes questions about the purpose of easements, total number of easements, and monitoring expenses.

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

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

Form section for Organizations Maintaining Collections of Art, Historical Treasures, or Other Similar Assets. Includes questions about reporting requirements and revenue/assets.

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

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

a Public exhibition

d Loan or exchange program

b Scholarly research

e Other _____

c Preservation for future generations

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

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

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

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

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

c Beginning balance ~~~~~

d Additions during the year ~~~~~

e Distributions during the year ~~~~~

f Ending balance ~~~~~

	Amount
1c	
1d	
1e	
1f	

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

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

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

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

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

a Board designated or quasi-endowment _____ %

b Permanent endowment _____ %

c Term endowment _____ %

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

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

(i) Unrelated organizations? ~~~~~

(ii) Related organizations? ~~~~~

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

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

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

Part VI Land, Buildings, and Equipment

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

Description of property	(a) Cost or other basis (investment)	(b) Cost or other basis (other)	(c) Accumulated depreciation	(d) Book value
1a Land ~~~~~				
b Buildings ~~~~~		13,000.	13,000.	0.
c Leasehold improvements ~~~~~				
d Equipment ~~~~~				
e Other				
Total. Add lines 1a through 1e. (Column (d) must equal Form 990, Part X, line 10c, column (B))				0.

Part VII Investments - Other Securities

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

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

Part VIII	Investments - Program Related.
-----------	--------------------------------

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

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

Part IX	Other Assets
---------	--------------

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

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

(b) Other Liabilities

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

Total.

Part X

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

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

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

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

1	Total revenue, gains, and other support per audited financial statements ~~~~~	1	2,784,482.
2	Amounts included on line 1 but not on Form 990, Part VIII, line 12:		
	aNet unrealized gains (losses) on investments ~~~~~	2a	
	bDonated services and use of facilities ~~~~~	2b	
	cRecoveries of prior year grants ~~~~~	2c	
	dOther (Describe in Part XIII.) ~~~~~	2d	67,481.
	eAdd lines 2a through 2d ~~~~~	2e	67,481.
3	Subtract line 2e from line 1 ~~~~~	3	2,717,001.
4	Amounts included on Form 990, Part VIII, line 12, but not on line 1:		
	aInvestment expenses not included on Form 990, Part VIII, line 7b ~~~~~	4a	
	bOther (Describe in Part XIII.) ~~~~~	4b	
	cAdd lines 4a and 4b ~~~~~	4c	0.
5	Total revenue. Add lines 3 and 4c. (This must equal Form 990, Part I, line 12.)	5	2,717,001.

Part XII Reconciliation of Expenses per Audited Financial Statements With Expenses per Return

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

1	Total expenses and losses per audited financial statements ~~~~~	1	2,770,151.
2	Amounts included on line 1 but not on Form 990, Part IX, line 25:		
	aDonated services and use of facilities ~~~~~	2a	
	bPrior year adjustments ~~~~~	2b	
	cOther losses ~~~~~	2c	
	dOther (Describe in Part XIII.) ~~~~~	2d	67,481.
	eAdd lines 2a through 2d ~~~~~	2e	67,481.
3	Subtract line 2e from line 1 ~~~~~	3	2,702,670.
4	Amounts included on Form 990, Part IX, line 25, but not on line 1:		
	aInvestment expenses not included on Form 990, Part VIII, line 7b ~~~~~	4a	
	bOther (Describe in Part XIII.) ~~~~~	4b	
	cAdd lines 4a and 4b ~~~~~	4c	0.
5	Total expenses. Add lines 3 and 4c. (This must equal Form 990, Part I, line 18.)	5	2,702,670.

Part XIII Supplemental Information

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

PART XI, LINE 2D - OTHER ADJUSTMENTS:

DIRECT FUNDRAISING EXPENSES

PART XII, LINE 2D - OTHER ADJUSTMENTS:

67,481.

DIRECT FUNDRAISING EXPENSES

67,481.

Supplemental Information Regarding Fundraising or Gaming Activities

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

Attach to Form 990 or Form 990-EZ.

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

OMB No. 1545-0047

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--------------------------------	--

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

- | | | |
|---|---|---|
| 1 Indicate whether the organization raised funds through any of the following activities. Check all that apply. | | |
| a | Mail solicitations | e Solicitation of non-government grants |
| b | Internet and email solicitations | f Solicitation of government grants |
| c | Phone solicitations | g Special fundraising events |
| d | In-person solicitations | |
| 2a Did the organization have a written or oral agreement with any individual (including officers, directors, trustees, or | | |
| b | key employees listed in Form 990, Part VII) or entity in connection with professional fundraising services? | Yes No |
| If "Yes," list the 10 highest paid individuals or entities (fundraisers) pursuant to agreements under which the fundraiser is to be compensated at least \$5,000 by the organization. | | |

[illegible]

Total

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

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

		(a) Event #1 NUTS AND BOLTS BASH	(b) Event #2 TALENT AND TECHNOLOGY S	(c) Other events NONE (total number)	(d) Total events (add col. (a) through col. (c))
		(event type)	(event type)		
Revenue	1Gross receipts~~~~~ 2Less:	83,841.	52,685.		136,526.
	Contributions~~~~~ 3Gross income	46,341.	37,965.		84,306.
	(line 1 minus line 2) 4Cash	37,500.	14,720.		52,220.
Direct Expenses	prizes~~~~~ 5Noncash				
	prizes~~~~~ 6Rent/facility				
	costs~~~~~				
		2,250.	6,500.		8,750.
	7Food and beverages ~~~~~	16,351.	14,000.		30,351.
	8 Entertainment ~~~~~				
	9Other direct expenses~~~~~	4,253.	1,258.		5,511.
	10Direct expense summary. Add lines 4 through 9 in column (d) ~~~~~				44,612.
	11Net income summary. Subtract line 10 from line 3, column (d)				7,608.

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

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

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

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

SCHEDULE J
(Form 990)

Department of the Treasury
Internal Revenue Service

Compensation Information

For certain Officers, Directors, Trustees, Key Employees, and Highest
Compensated Employees
Complete if the organization answered "Yes" on Form 990, Part IV, line 23.
Attach to Form 990.
Go to www.irs.gov/Form990 for instructions and the latest information.

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Part I Questions Regarding Compensation

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

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

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

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

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

Compensation committee	XWritten employment contract
Independent compensation consultant	XCompensation survey or study
Form 990 of other organizations	XApproval by the board or compensation committee

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

- a Receive a severance payment or change-of-control payment? -----
- b Participate in or receive payment from a supplemental nonqualified retirement plan? -----
- c Participate in or receive payment from an equity-based compensation arrangement? -----

If "Yes" to any of lines 4a-c, list the persons and provide the applicable amounts for each item in Part III.

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

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

- a The organization?-----
- b Any related organization?-----

If "Yes" on line 5a or 5b, describe in Part III.

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

- a The organization?-----
- b Any related organization?-----

If "Yes" on line 6a or 6b, describe in Part III.

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

- 8 Were any amounts reported on Form 990, Part VII, paid or accrued pursuant to a contract that was subject to the

- 9 initial contract exception described in Regulations section 53.4958-4(a)(3)? If "Yes," describe in Part III -----
- If "Yes" on line 8, did the organization also follow the rebuttable presumption procedure described in Regulations section 53.4958-6(c)?

Yes No

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

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

Schedule J (Form 990) 2023

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

[illegible]

Part IIISupplemental Information

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

PART I, LINE 3: COMPENSATION FOR THE EXECUTIVE DIRECTOR IS DETERMINED BY AN ANNUAL
REVIEW OF WORK PERFORMANCE BY THE CURRENT VOLUNTEER BOARD CHAIRMAN IN
CONJUNCTION WITH THE PRIOR BOARD CHAIRMAN. PERIODICALLY, THE ORGANIZATION
UNDERTAKES A REVIEW OF COMPARABLE AND SIMILAR SIZE NON-PROFIT ORGANIZATIONS TO
ENSURE THE SALARY OF THE EXECUTIVE DIRECTOR IS IN AN APPROPRIATE RANGE.

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.

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

MANUFACTURERS PROSPER AND GROW TO BUILD AN EQUITABLE AND THRIVING
ECONOMY.

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

THE YOUTH TEAM PROVIDES SERVICES TO YOUTH IN JUNIOR HIGH THROUGH HIGH
SCHOOL. THE PROGRAM IS BASED AT CLEVELAND'S MAX S. HAYES VOCATIONAL HIGH
SCHOOL, A PART OF THE CLEVELAND METROPOLITAN SCHOOL DISTRICT, AND WORKS
WITH THE SCHOOL'S STAFF TO PROVIDE STUDENTS EMPLOYABILITY, LIFE SKILLS AND
WORK-BASED LEARNING WHICH LEAD TO CAREERS IN MANUFACTURING, BUILDING AND
CONSTRUCTION, TRANSPORTATION, AND INFORMATION TECHNOLOGY. MANUFACTURING
WORKS ALSO PROVIDES HIGH SCHOOL PRE-APPRENTICESHIP PROGRAMS AT MAX HAYES
AND WITH OTHER CAREER-TECH HIGH SCHOOLS THAT CAN SERVE AS A FEEDER INTO
ADULT APPRENTICESHIP OPPORTUNITIES.

AS PART OF THE ENCORE CLEVELAND INITIATIVE, A SIGNATURE PROGRAM OF THE
CLEVELAND FOUNDATION, THE TECHNICAL CORPS PROGRAM (TCP) IDENTIFIES
EXPERIENCED INDUSTRY TECHNICIANS TO SHARE THEIR SKILLS AND KNOWLEDGE
WITH MAX HAYES CAREER & TECHNICAL EDUCATION TEACHERS AS ADJUNCT
FACULTY, TEACHER ASSISTANTS, AND MANUFACTURING CAREER CHAMPIONS. WITH
THE SUPPORT OF THE TECHNICAL CORPS PROGRAM, STUDENTS ARE BETTER
PREPARED FOR SKILLS CERTIFICATIONS, COLLEGE, AND CAREERS. THE
COLLABORATION BETWEEN MANUFACTURING WORKS' TCP AND MAX HAYES IS
DESIGNED TO DEVELOP AND SECURE A CONTINUOUS GROUP OF QUALIFIED
TECHNICIANS IN A VARIETY OF SKILLS INCLUDING COMPUTER AIDED DRAFTING

Name of the organization

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AND DESIGN (CADD), COMPUTER NUMERICAL CONTROLLED (CNC) MACHINING,
PRECISION MACHINING TECHNOLOGY, AND WELDING AND CUTTING.

MANUFACTURING WORKS' YOUTH PROGRAMS ALSO DEVELOP PARTNERSHIPS BETWEEN
COMMUNITY AND BUSINESS LEADERS AND CLEVELAND METROPOLITAN SCHOOL
DISTRICT ADMINISTRATORS AND TEACHERS. THESE PARTNERSHIPS CREATE
OUT-OF-SCHOOL LEARNING ENVIRONMENTS WHICH MIRROR INDUSTRY STANDARDS AND
EXPECTATIONS. MANUFACTURING WORKS ORGANIZES BUSINESSES INTO TECHNICAL
ADVISORY COMMITTEES; CONDUCTS CAREER EXPLORATION PRESENTATIONS AT
ELEMENTARY SCHOOLS AND COMMUNITY EVENTS; SUPPORTS WORK-BASED
PROFESSIONAL DEVELOPMENT (EXTERNSHIPS) FOR FACULTY; AND RECRUITS
STUDENTS AND STAFF TO THE SCHOOL.

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

INDUSTRIAL RETENTION INITIATIVE IN COORDINATION WITH THE CITY OF
CLEVELAND'S DEPARTMENT OF ECONOMIC DEVELOPMENT. THE PROGRAM PROVIDES
OUTREACH TO RAISE INDUSTRY AWARENESS OF AVAILABLE RESOURCES TO
STIMULATE BUSINESS AND INVESTMENT WHICH FOSTERS JOB CREATION IN
NEIGHBORHOODS THROUGHOUT THE CITY. THE PROGRAM PROVIDES SERVICES THAT
HELP MANUFACTURERS REMAIN AND GROW WITHIN THE CITY OF CLEVELAND AND
PROVIDE EMPLOYMENT OPPORTUNITIES FOR THE RESIDENTS OF THE CITY OF
CLEVELAND.

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

MAINTAIN THE EMPLOYMENT LEVELS AND GROWTH POTENTIAL OF THESE LOCAL
ENTERPRISES.

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

332212 11-14-23

Name of the organization

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Employer identification number
34-1596116

THE LEADERSHIP INSTITUTE PROGRAM WAS INITIATED TO PREPARE PROSPECTIVE BUYERS FOR OWNERSHIP OR EDUCATE SENIOR MANAGERS TO THINK AND ACT LIKE OWNERS. LIKE THE GROWTH AND TRANSITION PROGRAM, THE LEADERSHIP INSTITUTE INVOLVES SMALL GROUPS FOR COHORT SUPPORT AND EDUCATION, AS WELL AS SUBJECT MATTER EXPERTS FROM OUR SUPPORTING MEMBERS TO PROVIDE GUIDANCE. IN ADDITION, WE REACH OUT TO THE COMMUNITY TO LOCATE AND ENGAGE FEMALE AND MINORITY PROFESSIONALS WHO DESIRE OWNERSHIP OR LEADERSHIP IN MANUFACTURING BUSINESSES TO CREATE A DIVERSE POOL OF QUALIFIED BUYERS FOR THE TRANSITIONING OWNERS TO CONSIDER. THE PROGRAM INCLUDES EXTENSIVE FINANCIAL COACHING FOR MINORITY PARTICIPANTS PROVIDED BY THE PROFESSIONALS AT THE MEZZANINE FUND.

EXPENSES \$ 303,364. INCLUDING GRANTS OF \$ 0. REVENUE \$ 71,650.

MANUFACTURING WORKS IS A MEMBERSHIP ORGANIZATION DEVOTED TO THE ADVANCEMENT OF MANUFACTURING. THROUGH ITS MEMBERSHIP PROGRAM, MANUFACTURING WORKS PROVIDES ITS MORE THAN 300 MEMBERS WITH NETWORKING, BUSINESS EDUCATION, PROFESSIONAL DEVELOPMENT, COST REDUCTION SERVICES, SOURCING ASSISTANCE, AND OPPORTUNITIES TO VOLUNTEER WITH AND SUPPORT THE COMMUNITY. FOR 30 YEARS MANUFACTURING WORKS HAS BEEN A COLLECTIVE VOICE FOR THE MANUFACTURING COMMUNITY IN THE AREAS OF POLICY, RESEARCH AND EDUCATION. MANUFACTURING WORKS PROGRAMS ENCOURAGE INVESTMENT AND JOB CREATION IN GREATER CLEVELAND.

EXPENSES \$ 136,077. INCLUDING GRANTS OF \$ 0. REVENUE \$ 20,924.

FORM 990, PART VI, SECTION A, LINE 6:

MANUFACTURING WORKS IS A MEMBERSHIP ORGANIZATION WITH APPROXIMATELY 300 MEMBERS. ANNUAL MEMBERSHIPS RANGE FROM \$195 - \$2,000, DEPENDING ON THE SIZE OF THE MEMBER ORGANIZATION.

Name of the organization

MANUFACTURING WORKS

Employer identification number

34-1596116

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

AS A MEMBERSHIP ORGANIZATION, MEMBERS NOMINATE AND VOTE ON THE BOARD OF DIRECTORS FOR THE ORGANIZATION. MEMBERS MAY VOTE ON FIVE OF THE BOARD POSITIONS AND CAN NOMINATE BOARD MEMBERS.

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

ALL MEMBERS OF THE BOARD ARE PROVIDED WITH A COPY OF A DRAFT FORM 990 FILING. THE FINANCE COMMITTEE APPROVES OF THE FORM 990 PRIOR TO FILING.

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

ALL EMPLOYEES, BOARD MEMBERS, BOARD COMMITTEE MEMBERS, AND VOLUNTEERS COMPLETE AND SIGN A CONFLICT OF INTEREST FORM. THE DIRECTOR OF OPERATIONS COLLECTS THE FORMS AND IF A POTENTIAL CONFLICT IS NOTED THE POTENTIAL CONFLICT IS SHARED WITH APPROPRIATE DECISION MAKERS OF THE ORGANIZATION. UNTIL THE FORM IS COMPLETED, SIGNED AND RECEIVED BY THE DIRECTOR OF OPERATIONS REMINDERS ARE SENT TO EMPLOYEES, BOARD MEMBERS, BOARD COMMITTEE MEMBERS AND VOLUNTEERS THAT THE FORM MUST BE COMPLETED.

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

COMPENSATION IS DETERMINED BY ANNUAL REVIEWS OF WORK PERFORMANCE BY THE EMPLOYEES' SUPERVISOR. IN THE CASE OF THE PRESIDENT/EXECUTIVE DIRECTOR, THE ORGANIZATION'S CURRENT VOLUNTEER BOARD CHAIRMAN IN CONJUNCTION WITH THE PRIOR BOARD CHAIRMAN PERFORM AN ANNUAL WORK PERFORMANCE REVIEW. PERIODICALLY, THE ORGANIZATION UNDERTAKES A COMPENSATION REVIEW OF COMPARABLE AND SIMILAR SIZE NON-PROFIT ORGANIZATIONS TO ENSURE THE SALARIES OF THE EMPLOYEES ARE WITHIN AN APPROPRIATE RANGE. SALARY INCREASES ARE NOT AUTOMATIC. FACTORS SUCH AS PERFORMANCE OF JOB RESPONSIBILITIES, COMPETENCE,

ATTENDANCE, PUNCTUALITY, ABILITY TO MEET DEADLINES AND ABILITY TO INTERACT
WELL WITH CO-WORKERS ARE CONSIDERED IN GRANTING SALARY INCREASES.

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

THE ORGANIZATION MAKES ITS GOVERNING DOCUMENTS, CONFLICT OF INTEREST
POLICY, AND FINANCIAL STATEMENTS AVAILABLE UPON REQUEST.

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

CONSULTING, ADMINISTRATION AND OTHER PROFESSIONAL SERVICES:

PROGRAM SERVICE EXPENSES	665,398.
MANAGEMENT AND GENERAL EXPENSES	26,345.
FUNDRAISING EXPENSES	29,665.
TOTAL EXPENSES	721,408.
TOTAL OTHER FEES ON FORM 990, PART IX, LINE 11G, COL A	721,408.