

Return of Organization Exempt From Income Tax

OMB No. 1545-0047

Form 990

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.

2024

Open to Public Inspection

A For the 2024 calendar year, or tax year beginning OCT 1, 2024 and ending SEP 30, 2025

B Check if applicable: C Name of organization: WATER FOR PEOPLE
D Employer identification number: 84-1166148
E Telephone number: 720-488-4590
G Gross receipts \$: 30,788,558.
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)
J Website: WWW.WATERFORPEOPLE.ORG
K Form of organization: [X] Corporation
L Year of formation: 1991
M State of legal domicile: CO

Part I Summary

Table with 3 columns: Line number, Description, and Amount. Rows include: 1. Mission statement (SEE PART III, LINE 1); 2-7. Governance activities; 8-12. Revenue (Total: 30,788,558); 13-19. Expenses (Total: 33,833,956); 20-22. Net assets or fund balances (Total: 12,795,033).

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 MARK DUEY, CEO, Date 02/27/2026
Paid: Preparer's name RICHARD J. LOCASTRO, CPA, Date 2/26/2026, PTIN P00288314
Preparer Use Only: Firm's name GELMAN, ROSENBERG & FREEDMAN, Firm's EIN 52-1392008, Firm's address 4550 MONTGOMERY AVE SUITE 800N BETHESDA, MD 20814-2930, Phone no. 301-951-9090

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

Part III Statement of Program Service Accomplishments

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

1 Briefly describe the organization's mission: WATER FOR PEOPLE EXISTS TO DEVELOP HIGH QUALITY WATER AND SANITATION, ACCESSIBLE TO ALL, AND SUSTAINED BY STRONG COMMUNITIES, BUSINESSES, AND GOVERNMENTS, WORKING IN TEN COUNTRIES; GUATEMALA, HONDURAS, TANZANIA, PERU, BOLIVIA, UGANDA, MALAWI, RWANDA, INDIA, UNITED STATES.

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

3 Did the organization cease conducting, or make significant changes in how it conducts, any program services? [ ] Yes [X] No 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 \$ 19,326,097. including grants of \$ ) (Revenue \$ 6,780. ) AFRICA:WE FOCUS ON IMPROVING ACCESS TO RELIABLE WATER AND SANITATION SERVICES IN TEN EVERYONE FOREVER DISTRICTS ACROSS MALAWI, RWANDA, UGANDA, AND TANZANIA. OUR EFFORTS INCLUDE DEVELOPING PIPED WATER SUPPLY SYSTEMS, CONSTRUCTING BOREHOLES, AND ENHANCING WATER AND SANITATION FACILITIES IN PUBLIC INSTITUTIONS SUCH AS SCHOOLS AND HEALTHCARE CENTERS. WE COLLABORATE WITH LOCAL AUTHORITIES TO CREATE AN ENABLING ENVIRONMENT FOR SANITATION SERVICE DELIVERY BY SUPPORTING ENTREPRENEURS THROUGH MARKET-BASED SOLUTIONS. PIT-EMPTYING BUSINESSES ARE THRIVING, AND DECENTRALIZED FECAL SLUDGE TREATMENT PLANTS ARE EXPANDING. BY STRENGTHENING LOCAL CAPACITY, WE AIM TO IMPROVE SUSTAINABILITY WHILE INCREASING COVERAGE. (CONTINUED ON SCHEDULE O)

4b (Code: ) (Expenses \$ 4,923,867. including grants of \$ ) (Revenue \$ ) LATIN AMERICA:WATER FOR PEOPLE ADDRESSES THE GLOBAL WATER AND SANITATION CRISIS BY IMPLEMENTING CONTEXTUALLY APPROPRIATE INFRASTRUCTURE IN 18 EVERYONE FOREVER MUNICIPALITIES ACROSS BOLIVIA, GUATEMALA, HONDURAS, AND PERU. WE STRENGTHEN THE CAPACITY OF LOCAL PARTNERS TO MANAGE THESE SYSTEMS EFFECTIVELY. OUR SANITATION STRATEGY PROMOTES AWARENESS OF HOUSEHOLD SANITATION FACILITIES AND SAFE FECAL SLUDGE MANAGEMENT WHILE FOSTERING PUBLIC-PRIVATE PARTNERSHIPS TO MEET CONSUMER DEMAND. AS WE CONTINUE TO IMPLEMENT AND VALIDATE THE MODEL LOCALLY, WE ALSO ADVOCATE FOR ITS ADOPTION BY NATIONAL GOVERNMENTS AND PEER ORGANIZATIONS. IN 2024, WE REACHED 12,627 PEOPLE WITH IMPROVED WATER SERVICES, 27,982 PEOPLE WITH IMPROVED SANITATION SERVICES, AND PROVIDED HYGIENE EDUCATION TO 13,263 INDIVIDUALS.

4c (Code: ) (Expenses \$ 2,349,989. including grants of \$ 582,490. ) (Revenue \$ 45,052. ) INDIA:IN INDIA, WE WORK TO EXPAND ACCESS TO WATER AND SANITATION SERVICES AND BUILD THE CAPACITY OF COMMUNITIES AND GOVERNMENT ENTITIES TO OPERATE AND MAINTAIN THESE SERVICES IN TEN EVERYONE FOREVER DISTRICTS. OUR OPERATIONS SPAN BIHAR, MAHARASHTRA, WEST BENGAL, ASSAM, ODISHA, AND JHARKHAND. IN ADDITION TO SUPPORTING THE CONSTRUCTION OF WATER INFRASTRUCTURE IN COMMUNITIES AND PUBLIC INSTITUTIONS, WE PROVIDE TECHNICAL ASSISTANCE TO STATE AND DISTRICT GOVERNMENTS TO IMPLEMENT NATIONAL WASH POLICIES AND PROGRAMS EFFECTIVELY. TOGETHER WITH LOCAL PARTNERS, WE DEVELOP ROBUST SANITATION MARKETS TO ENSURE RELIABLE AND AFFORDABLE SERVICES. WE ALSO FOCUS ON SOURCE SUSTAINABILITY THROUGH WATER RESOURCE MANAGEMENT PROJECTS. (CONTINUED ON SCHEDULE O)

4d Other program services (Describe on Schedule O.) (Expenses \$ 50,321. including grants of \$ ) (Revenue \$ 52,216.)

4e Total program service expenses 26,650,274.

Part IV Checklist of Required Schedules

Table with 3 columns: Question ID, Yes, No. Rows include questions 1 through 21 regarding organizational requirements and schedules.

Part IV Checklist of Required Schedules (continued)

Table with 3 columns: Question number, Yes, No. Rows 22-38 detailing various organizational requirements and compliance checks.

Part V Statements Regarding Other IRS Filings and Tax Compliance

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

Table with 3 columns: Question number, Yes, No. Rows 1a-1c regarding Form 1096, Forms W-2G, and backup withholding rules.

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

Table with columns for question number, question text, and Yes/No columns. Includes questions 2a through 17 regarding employee counts, tax returns, unrelated business income, foreign accounts, prohibited transactions, and various organizational requirements.

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

Table with 3 columns: Question, Yes, No. Rows include 1a (13), 1b (13), 2, 3, 4, 5, 6, 7a, 7b, 8a, 8b, 9.

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

Table with 3 columns: Question, Yes, No. Rows include 10a, 10b, 11a, 11b, 12a, 12b, 12c, 13, 14, 15a, 15b, 16a, 16b.

Section C. Disclosure

- 17 List the states with which a copy of this Form 990 is required to be filed SEE SCHEDULE O
18 Section 6104 requires an organization to make its Forms 1023 (1024 or 1024-A, if applicable), 990, and 990-T (section 501(c)(3)s only) available for public inspection.
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

**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) MARK DUEY CEO	40.00			X			254,036.	0.	35,456.	
(2) JODY K DEBS CHIEF FINANCE AND ADMIN. OFFICER	40.00			X			189,043.	0.	31,695.	
(3) KATHERINE JANIS - VERLAAN CHIEF GROWTH OFFICER	40.00			X			177,245.	0.	30,986.	
(4) KEVIN HAMMER SENIOR MANAGER OF IT	40.00					X	131,499.	0.	28,086.	
(5) JENNIFER GANCE GLOBAL DIR. OF TALENT MANAGEMENT	40.00					X	147,433.	0.	11,529.	
(6) CHELSEA REPPIN DIR. OF PRINCIPAL GIFTS	40.00					X	141,951.	0.	15,831.	
(7) SHANNON RENEE PRUDHOMME DIR. OF NEW BUSINESS DEVELOPMENT	40.00					X	140,087.	0.	15,732.	
(8) LAURA R BRUNSON, DIR. OF GLOB. MONIT AND STRAT. ACCTBLTY	40.00					X	139,980.	0.	9,757.	
(9) GREG MCINTYRE CHAIR	1.00	X		X			0.	0.	0.	
(10) KATHERINE MILLIGAN VICE CHAIR	1.00	X		X			0.	0.	0.	
(11) VANESSA DAVISON SECRETARY	1.00	X		X			0.	0.	0.	
(12) MATT OSTROWER TREASURER	1.00	X		X			0.	0.	0.	
(13) DEBRA COY DIRECTOR	1.00	X					0.	0.	0.	
(14) RICH D'AMATO DIRECTOR	1.00	X					0.	0.	0.	
(15) PAULINE IDOGHO DIRECTOR	1.00	X					0.	0.	0.	
(16) RAHIM KANJI DIRECTOR	1.00	X					0.	0.	0.	
(17) SHANNON MUSIC DIRECTOR	1.00	X					0.	0.	0.	

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

(A) Name and title	(B) Average hours per week (list any hours for related organizations below line)	(C) Position (do not check more than one box, unless person is both an officer and a director/trustee)						(D) Reportable compensation from the organization (W-2/1099-MISC/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			
(18) WINIFRED NABAKIIBI DIRECTOR	1.00	X						0.	0.	0.
(19) BILL ROE DIRECTOR	1.00	X						0.	0.	0.
(20) VAIDEE SIVASWAMY DIRECTOR	1.00	X						0.	0.	0.
(21) KATY KEIM DIRECTOR (UNTIL 12/24)	1.00	X						0.	0.	0.
(22) ELEANOR ALLEN DIRECTOR (UNTIL 12/24)	1.00	X						0.	0.	0.
(23) JAYASHREE PAYYAZHI DIRECTOR (UNTIL 1/25)	1.00	X						0.	0.	0.
(24) SAMSON HAILU BEKELE DIRECTOR	1.00	X						0.	0.	0.
<b>1b Subtotal</b>								1,321,274.	0.	179,072.
<b>c Total from continuation sheets to Part VII, Section A</b>								0.	0.	0.
<b>d Total (add lines 1b and 1c)</b>								1,321,274.	0.	179,072.

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 14

	Yes	No
3 Did the organization list any <b>former</b> officer, director, trustee, key employee, or highest compensated employee on line 1a? <i>If "Yes," complete Schedule J for such individual</i>		X
4 For any individual listed on line 1a, is the sum of reportable compensation and other compensation from the organization and related organizations greater than \$150,000? <i>If "Yes," complete Schedule J for such individual</i>	X	
5 Did any person listed on line 1a receive or accrue compensation from any unrelated organization or individual for services rendered to the organization? <i>If "Yes," complete Schedule J for such person</i>		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
ALLEGIANCE GROUP P.O. BOX 9132, FARGO, ND 58106-9132	FUNDRAISING AND CONSULTING SERVICES	1,206,644.
PEAK COACHING & TRAINING SOLUTIONS INC, 18125 PINE VISTA PLACE, COLORADO SPRINGS,	COACHING AND STRATEGY SERVICES	126,834.

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 2

**Part VIII Statement of Revenue**

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

			(A)	(B)	(C)	(D)	
			Total revenue	Related or exempt function revenue	Unrelated business revenue	Revenue excluded from tax under sections 512 - 514	
Contributions, Gifts, Grants and Other Similar Amounts	<b>1 a</b>	Federated campaigns .....	<b>1a</b> 1,116,441.				
	<b>b</b>	Membership dues .....	<b>1b</b>				
	<b>c</b>	Fundraising events .....	<b>1c</b>				
	<b>d</b>	Related organizations .....	<b>1d</b>				
	<b>e</b>	Government grants (contributions) .....	<b>1e</b> 3,378,040.				
	<b>f</b>	All other contributions, gifts, grants, and similar amounts not included above ...	<b>1f</b> 25,121,808.				
	<b>g</b>	Noncash contributions included in lines 1a-1f	<b>1g</b> \$ 74,280.				
	<b>h</b>	<b>Total.</b> Add lines 1a-1f .....		29,616,289.			
Program Service Revenue	<b>2 a</b>	SERVICE FEE	<b>Business Code</b> 900099	104,048.	104,048.		
	<b>b</b>						
	<b>c</b>						
	<b>d</b>						
	<b>e</b>						
	<b>f</b>	All other program service revenue .....					
	<b>g</b>	<b>Total.</b> Add lines 2a-2f .....		104,048.			
Other Revenue	<b>3</b>	Investment income (including dividends, interest, and other similar amounts) .....		554,213.		554,213.	
	<b>4</b>	Income from investment of tax-exempt bond proceeds .....					
	<b>5</b>	Royalties .....					
	<b>6 a</b>	Gross rents .....	<b>6a</b>	(i) Real			
				(ii) Personal			
	<b>b</b>	Less: rental expenses ...	<b>6b</b>				
	<b>c</b>	Rental income or (loss)	<b>6c</b>				
	<b>d</b>	Net rental income or (loss) .....					
	<b>7 a</b>	Gross amount from sales of assets other than inventory .....	<b>7a</b>	(i) Securities			
				(ii) Other	24,726.		
	<b>b</b>	Less: cost or other basis and sales expenses .....	<b>7b</b>	0.			
<b>c</b>	Gain or (loss) .....	<b>7c</b>	24,726.				
<b>d</b>	Net gain or (loss) .....		24,726.		24,726.		
<b>8 a</b>	Gross income from fundraising events (not including \$ _____ of contributions reported on line 1c). See Part IV, line 18 .....	<b>8a</b>					
<b>b</b>	Less: direct expenses .....	<b>8b</b>					
<b>c</b>	Net income or (loss) from fundraising events .....						
<b>9 a</b>	Gross income from gaming activities. See Part IV, line 19 .....	<b>9a</b>					
<b>b</b>	Less: direct expenses .....	<b>9b</b>					
<b>c</b>	Net income or (loss) from gaming activities .....						
<b>10 a</b>	Gross sales of inventory, less returns and allowances .....	<b>10a</b>					
<b>b</b>	Less: cost of goods sold .....	<b>10b</b>					
<b>c</b>	Net income or (loss) from sales of inventory .....						
Miscellaneous Revenue	<b>11 a</b>	FOREIGN CURRENCY REVALUATION	<b>Business Code</b> 900099	342,197.		342,197.	
	<b>b</b>	MISCELLANEOUS	900099	92,252.		92,252.	
	<b>c</b>	EXCHANGE RATE VARIANCE	900099	83,753.		83,753.	
	<b>d</b>	All other revenue .....	900099	-28,920.		-28,920.	
	<b>e</b>	<b>Total.</b> Add lines 11a-11d .....		489,282.			
<b>12</b>	<b>Total revenue.</b> See instructions .....		30,788,558.	104,048.	0.	1068221.	

**Part IX Statement of Functional Expenses**

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

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

Do not include amounts reported on lines 6b, 7b, 8b, 9b, and 10b of Part VIII.	(A) Total expenses	(B) Program service expenses	(C) Management and general expenses	(D) Fundraising expenses
1 Grants and other assistance to domestic organizations and domestic governments. See Part IV, line 21 ...				
2 Grants and other assistance to domestic individuals. See Part IV, line 22 .....				
3 Grants and other assistance to foreign organizations, foreign governments, and foreign individuals. See Part IV, lines 15 and 16 .....	582,490.	582,490.		
4 Benefits paid to or for members .....				
5 Compensation of current officers, directors, trustees, and key employees .....	729,024.	117,990.	408,488.	202,546.
6 Compensation not included above to disqualified persons (as defined under section 4958(f)(1)) and persons described in section 4958(c)(3)(B) .....				
7 Other salaries and wages .....	10,384,151.	7,586,623.	1,723,582.	1,073,946.
8 Pension plan accruals and contributions (include section 401(k) and 403(b) employer contributions)	628,939.	483,937.	88,260.	56,742.
9 Other employee benefits .....	845,827.	521,041.	221,790.	102,996.
10 Payroll taxes .....	1,147,988.	830,156.	212,035.	105,797.
11 Fees for services (nonemployees):				
a Management .....				
b Legal .....	74,505.	34,700.	39,805.	
c Accounting .....	166,981.	92,018.	74,963.	
d Lobbying .....				
e Professional fundraising services. See Part IV, line 17	1,193,493.			1,193,493.
f Investment management fees .....	24,421.		24,421.	
g Other. (If line 11g amount exceeds 10% of line 25, column (A), amount, list line 11g expenses on Sch O.)	1,946,162.	1,479,412.	309,964.	156,786.
12 Advertising and promotion .....	203,593.	175,706.	3,693.	24,194.
13 Office expenses .....	403,617.	336,474.	33,245.	33,898.
14 Information technology .....	715,889.	400,058.	187,168.	128,663.
15 Royalties .....				
16 Occupancy .....	536,543.	432,114.	58,159.	46,270.
17 Travel .....	851,010.	690,030.	30,209.	130,771.
18 Payments of travel or entertainment expenses for any federal, state, or local public officials ...				
19 Conferences, conventions, and meetings .....	466,657.	382,020.	15,967.	68,670.
20 Interest .....				
21 Payments to affiliates .....				
22 Depreciation, depletion, and amortization .....	127,572.	53,192.	74,380.	
23 Insurance .....	205,439.	97,412.	108,027.	
24 Other expenses. Itemize expenses not covered above. (List miscellaneous expenses on line 24e. If line 24e amount exceeds 10% of line 25, column (A), amount, list line 24e expenses on Schedule O.)				
a <b>INFRASTRUCTURE</b>	6,303,297.	6,303,297.		
b <b>OTHER PARTNER EXPENSES</b>	3,251,693.	3,251,693.		
c <b>SUBRECIPIENT EXPENSE</b>	2,193,112.	2,193,112.		
d <b>OTHER PROGRAM EXPENSES</b>	261,560.	261,560.		
e All other expenses _____	589,993.	345,239.	112,422.	132,332.
<b>25 Total functional expenses.</b> Add lines 1 through 24e	33,833,956.	26,650,274.	3,726,578.	3,457,104.
<b>26 Joint costs.</b> Complete this line only if the organization reported in column (B) joint costs from a combined educational campaign and fundraising solicitation. Check here <input type="checkbox"/> 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)		(B)
		Beginning of year		End of year
<b>Assets</b>	<b>1</b> Cash - non-interest-bearing .....	2,901,610.	<b>1</b>	2,475,146.
	<b>2</b> Savings and temporary cash investments .....	9,922,748.	<b>2</b>	10,602,148.
	<b>3</b> Pledges and grants receivable, net .....	4,959,655.	<b>3</b>	3,397,337.
	<b>4</b> Accounts receivable, net .....	94,312.	<b>4</b>	174,316.
	<b>5</b> Loans and other receivables from 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 .....		<b>5</b>	
	<b>6</b> Loans and other receivables from other disqualified persons (as defined under section 4958(f)(1)), and persons described in section 4958(c)(3)(B) .....		<b>6</b>	
	<b>7</b> Notes and loans receivable, net .....		<b>7</b>	
	<b>8</b> Inventories for sale or use .....		<b>8</b>	
	<b>9</b> Prepaid expenses and deferred charges .....	1,372,130.	<b>9</b>	728,836.
	<b>10a</b> Land, buildings, and equipment: cost or other basis. Complete Part VI of Schedule D .....	<b>10a</b> 2,084,111.		
	<b>b</b> Less: accumulated depreciation .....	<b>10b</b> 1,623,024.	351,060.	<b>10c</b> 461,087.
	<b>11</b> Investments - publicly traded securities .....	2,453,175.	<b>11</b>	2,030,812.
	<b>12</b> Investments - other securities. See Part IV, line 11 .....		<b>12</b>	
	<b>13</b> Investments - program-related. See Part IV, line 11 .....		<b>13</b>	
	<b>14</b> Intangible assets .....		<b>14</b>	
	<b>15</b> Other assets. See Part IV, line 11 .....	622,118.	<b>15</b>	346,356.
<b>16</b> <b>Total assets.</b> Add lines 1 through 15 (must equal line 33) .....	22,676,808.	<b>16</b>	20,216,038.	
<b>Liabilities</b>	<b>17</b> Accounts payable and accrued expenses .....	3,735,150.	<b>17</b>	4,533,803.
	<b>18</b> Grants payable .....		<b>18</b>	
	<b>19</b> Deferred revenue .....	2,441,310.	<b>19</b>	2,488,826.
	<b>20</b> Tax-exempt bond liabilities .....		<b>20</b>	
	<b>21</b> Escrow or custodial account liability. Complete Part IV of Schedule D .....		<b>21</b>	
	<b>22</b> 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 .....		<b>22</b>	
	<b>23</b> Secured mortgages and notes payable to unrelated third parties .....		<b>23</b>	
	<b>24</b> Unsecured notes and loans payable to unrelated third parties .....		<b>24</b>	
	<b>25</b> Other liabilities (including federal income tax, payables to related third parties, and other liabilities not included on lines 17-24). Complete Part X of Schedule D .....	770,795.	<b>25</b>	398,376.
	<b>26</b> <b>Total liabilities.</b> Add lines 17 through 25 .....	6,947,255.	<b>26</b>	7,421,005.
<b>Net Assets or Fund Balances</b>	<b>Organizations that follow FASB ASC 958, check here</b> <input checked="" type="checkbox"/> <b>and complete lines 27, 28, 32, and 33.</b>			
	<b>27</b> Net assets without donor restrictions .....	12,655,149.	<b>27</b>	11,092,382.
	<b>28</b> Net assets with donor restrictions .....	3,074,404.	<b>28</b>	1,702,651.
	<b>Organizations that do not follow FASB ASC 958, check here</b> <input type="checkbox"/> <b>and complete lines 29 through 33.</b>			
	<b>29</b> Capital stock or trust principal, or current funds .....		<b>29</b>	
	<b>30</b> Paid-in or capital surplus, or land, building, or equipment fund .....		<b>30</b>	
	<b>31</b> Retained earnings, endowment, accumulated income, or other funds .....		<b>31</b>	
	<b>32</b> Total net assets or fund balances .....	15,729,553.	<b>32</b>	12,795,033.
<b>33</b> Total liabilities and net assets/fund balances .....	22,676,808.	<b>33</b>	20,216,038.	

**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	30,788,558.
2	Total expenses (must equal Part IX, column (A), line 25)	2	33,833,956.
3	Revenue less expenses. Subtract line 2 from line 1	3	-3,045,398.
4	Net assets or fund balances at beginning of year (must equal Part X, line 32, column (A))	4	15,729,553.
5	Net unrealized gains (losses) on investments	5	110,878.
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	12,795,033.

**Part XII Financial Statements and Reporting**

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

	Yes	No
1 Accounting method used to prepare the Form 990: <input type="checkbox"/> Cash <input checked="" type="checkbox"/> Accrual <input type="checkbox"/> Other _____ If the organization changed its method of accounting from a prior year or checked "Other," explain 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: <input type="checkbox"/> Separate basis <input type="checkbox"/> Consolidated basis <input type="checkbox"/> Both consolidated and separate basis		X
b Were the organization's financial statements audited by an independent accountant? _____ If "Yes," check a box below to indicate whether the financial statements for the year were audited on a separate basis, consolidated basis, or both: <input type="checkbox"/> Separate basis <input checked="" type="checkbox"/> Consolidated basis <input type="checkbox"/> Both consolidated and separate basis	X	
c If "Yes" to line 2a or 2b, does the organization have a committee that assumes responsibility for oversight of the audit, review, or compilation of its financial statements and selection of an independent accountant? _____ If the organization changed either its oversight process or selection process during the tax year, explain on Schedule O.	X	
3a As a result of a federal award, was the organization required to undergo an audit or audits as set forth in the Uniform Guidance, 2 C.F.R. Part 200, Subpart F? _____	X	
b If "Yes," did the organization undergo the required audit or audits? If the organization did not undergo the required audit or audits, explain why on Schedule O and describe any steps taken to undergo such audits _____	X	

Form 990 (2024)



**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) 2020	(b) 2021	(c) 2022	(d) 2023	(e) 2024	(f) Total
<b>1</b> Gifts, grants, contributions, and membership fees received. (Do not include any "unusual grants.") .....	20997122.	41579159.	31599549.	34288097.	29616289.	158080216
<b>2</b> Tax revenues levied for the organization's benefit and either paid to or expended on its behalf .....						
<b>3</b> The value of services or facilities furnished by a governmental unit to the organization without charge .....						
<b>4 Total.</b> Add lines 1 through 3 .....	20997122.	41579159.	31599549.	34288097.	29616289.	158080216
<b>5</b> 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) .....						11950710.
<b>6 Public support.</b> Subtract line 5 from line 4.						146129506

**Section B. Total Support**

Calendar year (or fiscal year beginning in)	(a) 2020	(b) 2021	(c) 2022	(d) 2023	(e) 2024	(f) Total
<b>7</b> Amounts from line 4 .....	20997122.	41579159.	31599549.	34288097.	29616289.	158080216
<b>8</b> Gross income from interest, dividends, payments received on securities loans, rents, royalties, and income from similar sources .....	9,191.	30,239.	779,167.	615,277.	554,213.	1988087.
<b>9</b> Net income from unrelated business activities, whether or not the business is regularly carried on .....						
<b>10</b> Other income. Do not include gain or loss from the sale of capital assets (Explain in Part VI.) .....	52,941.	-134,256.	143,372.	-41,867.	489,282.	509,472.
<b>11 Total support.</b> Add lines 7 through 10						160577775
<b>12</b> Gross receipts from related activities, etc. (see instructions) .....					12	207,752.
<b>13 First 5 years.</b> If the Form 990 is for the organization's first, second, third, fourth, or fifth tax year as a section 501(c)(3) organization, check this box and <b>stop here</b> .....						<input type="checkbox"/>

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

<b>14</b> Public support percentage for 2024 (line 6, column (f), divided by line 11, column (f)) .....	<b>14</b>	91.00	%
<b>15</b> Public support percentage from 2023 Schedule A, Part II, line 14 .....	<b>15</b>	90.88	%
<b>16a 33 1/3% support test - 2024.</b> If the organization did not check the box on line 13, and line 14 is 33 1/3% or more, check this box and <b>stop here.</b> The organization qualifies as a publicly supported organization .....			<input checked="" type="checkbox"/>
<b>b 33 1/3% support test - 2023.</b> If the organization did not check a box on line 13 or 16a, and line 15 is 33 1/3% or more, check this box and <b>stop here.</b> The organization qualifies as a publicly supported organization .....			<input type="checkbox"/>
<b>17a 10% -facts-and-circumstances test - 2024.</b> If the organization did not check a box on line 13, 16a, or 16b, and line 14 is 10% or more, and if the organization meets the facts-and-circumstances test, check this box and <b>stop here.</b> Explain in Part VI how the organization meets the facts-and-circumstances test. The organization qualifies as a publicly supported organization .....			<input type="checkbox"/>
<b>b 10% -facts-and-circumstances test - 2023.</b> If the organization did not check a box on line 13, 16a, 16b, or 17a, and line 15 is 10% or more, and if the organization meets the facts-and-circumstances test, check this box and <b>stop here.</b> Explain in Part VI how the organization meets the facts-and-circumstances test. The organization qualifies as a publicly supported organization .....			<input type="checkbox"/>
<b>18 Private foundation.</b> If the organization did not check a box on line 13, 16a, 16b, 17a, or 17b, check this box and see instructions .....			<input type="checkbox"/>

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

Table with 7 columns: (a) 2020, (b) 2021, (c) 2022, (d) 2023, (e) 2024, (f) Total. Rows include: 1 Gifts, grants, contributions, and membership fees received; 2 Gross receipts from admissions, merchandise sold or services performed; 3 Gross receipts from activities that are not an unrelated trade or business; 4 Tax revenues levied for the organization's benefit; 5 The value of services or facilities furnished by a governmental unit; 6 Total; 7a Amounts included on lines 1, 2, and 3 received from disqualified persons; 7b Amounts included on lines 2 and 3 received from other than disqualified persons; 8 Public support.

Section B. Total Support

Table with 7 columns: (a) 2020, (b) 2021, (c) 2022, (d) 2023, (e) 2024, (f) Total. Rows include: 9 Amounts from line 6; 10a Gross income from interest, dividends, payments received on securities loans, rents, royalties, and income from similar sources; 10b Unrelated business taxable income (less section 511 taxes) from businesses acquired after June 30, 1975; 10c 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.

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

Table with 2 columns: Line number, Percentage. Row 15: Public support percentage for 2024 (line 8, column (f), divided by line 13, column (f)) 15 %; Row 16: Public support percentage from 2023 Schedule A, Part III, line 15 16 %

Section D. Computation of Investment Income Percentage

Table with 2 columns: Line number, Percentage. Row 17: Investment income percentage for 2024 (line 10c, column (f), divided by line 13, column (f)) 17 %; Row 18: Investment income percentage from 2023 Schedule A, Part III, line 17 18 %

19a 33 1/3% support tests - 2024. 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 - 2023. 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
<b>1</b> Are all of the organization's supported organizations listed by name in the organization's governing documents? <i>If "No," describe in Part VI how the supported organizations are designated. If designated by class or purpose, describe the designation. If historic and continuing relationship, explain.</i>		
<b>2</b> Did the organization have any supported organization that does not have an IRS determination of status under section 509(a)(1) or (2)? <i>If "Yes," explain in Part VI how the organization determined that the supported organization was described in section 509(a)(1) or (2).</i>		
<b>3a</b> Did the organization have a supported organization described in section 501(c)(4), (5), or (6)? <i>If "Yes," answer lines 3b and 3c below.</i>		
<b>b</b> Did the organization confirm that each supported organization qualified under section 501(c)(4), (5), or (6) and satisfied the public support tests under section 509(a)(2)? <i>If "Yes," describe in Part VI when and how the organization made the determination.</i>		
<b>c</b> Did the organization ensure that all support to such organizations was used exclusively for section 170(c)(2)(B) purposes? <i>If "Yes," explain in Part VI what controls the organization put in place to ensure such use.</i>		
<b>4a</b> Was any supported organization not organized in the United States ("foreign supported organization")? <i>If "Yes," and if you checked box 12a or 12b in Part I, answer lines 4b and 4c below.</i>		
<b>b</b> Did the organization have ultimate control and discretion in deciding whether to make grants to the foreign supported organization? <i>If "Yes," describe in Part VI how the organization had such control and discretion despite being controlled or supervised by or in connection with its supported organizations.</i>		
<b>c</b> Did the organization support any foreign supported organization that does not have an IRS determination under sections 501(c)(3) and 509(a)(1) or (2)? <i>If "Yes," explain in Part VI what controls the organization used to ensure that all support to the foreign supported organization was used exclusively for section 170(c)(2)(B) purposes.</i>		
<b>5a</b> Did the organization add, substitute, or remove any supported organizations during the tax year? <i>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).</i>		
<b>b Type I or Type II only.</b> Was any added or substituted supported organization part of a class already designated in the organization's organizing document?		
<b>c Substitutions only.</b> Was the substitution the result of an event beyond the organization's control?		
<b>6</b> Did the organization provide support (whether in the form of grants or the provision of services or facilities) to anyone other than (i) its supported organizations, (ii) individuals that are part of the charitable class benefited by one or more of its supported organizations, or (iii) other supporting organizations that also support or benefit one or more of the filing organization's supported organizations? <i>If "Yes," provide detail in Part VI.</i>		
<b>7</b> Did the organization provide a grant, loan, compensation, or other similar payment to a substantial contributor (as defined in section 4958(c)(3)(C)), a family member of a substantial contributor, or a 35% controlled entity with regard to a substantial contributor? <i>If "Yes," complete Part I of Schedule L (Form 990).</i>		
<b>8</b> Did the organization make a loan to a disqualified person (as defined in section 4958) not described on line 7? <i>If "Yes," complete Part I of Schedule L (Form 990).</i>		
<b>9a</b> Was the organization controlled directly or indirectly at any time during the tax year by one or more disqualified persons, as defined in section 4946 (other than foundation managers and organizations described in section 509(a)(1) or (2))? <i>If "Yes," provide detail in Part VI.</i>		
<b>b</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? <i>If "Yes," provide detail in Part VI.</i>		
<b>c</b> 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? <i>If "Yes," provide detail in Part VI.</i>		
<b>10a</b> Was the organization subject to the excess business holdings rules of section 4943 because of section 4943(f) (regarding certain Type II supporting organizations, and all Type III non-functionally integrated supporting organizations)? <i>If "Yes," answer line 10b below.</i>		
<b>b</b> Did the organization have any excess business holdings in the tax year? <i>(Use Schedule C, Form 4720, to determine whether the organization had excess business holdings.)</i>		

Part IV Supporting Organizations (continued)

Table with 3 columns: Question, Yes, No. Row 11: Has the organization accepted a gift or contribution from any of the following persons? Sub-rows 11a, 11b, 11c.

Section B. Type I Supporting Organizations

Table with 3 columns: Question, Yes, No. Row 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? Row 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?

Section C. Type II Supporting Organizations

Table with 3 columns: Question, Yes, No. Row 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)?

Section D. All Type III Supporting Organizations

Table with 3 columns: Question, Yes, No. Row 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? Row 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? Row 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?

Section E. Type III Functionally Integrated Supporting Organizations

Table with 3 columns: Question, Yes, No. Row 1: Check the box next to the method that the organization used to satisfy the Integral Part Test during the year (see instructions). Sub-rows a, b, c. Row 2: Activities Test. Answer lines 2a and 2b below. Sub-rows a, b. Row 3: Parent of Supported Organizations. Answer lines 3a and 3b below. Sub-rows a, b.

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

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

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

Section B - Minimum Asset Amount		(A) Prior Year	(B) Current Year (optional)
1	Aggregate fair market value of all non-exempt-use assets (see instructions for short tax year or assets held for part of year):		
a	Average monthly value of securities	1a	
b	Average monthly cash balances	1b	
c	Fair market value of other non-exempt-use assets	1c	
d	<b>Total</b> (add lines 1a, 1b, and 1c)	1d	
e	<b>Discount</b> claimed for blockage or other factors ( <i>explain in detail in Part VI</i> ):		
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	<b>Minimum Asset Amount</b> (add line 7 to line 6)	8	

Section C - Distributable Amount			Current Year
1	Adjusted net income for prior year (from Section A, line 8, column A)	1	
2	Enter 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	<b>Distributable Amount.</b> Subtract line 5 from line 4, unless subject to emergency temporary reduction (see instructions).	6	
7	<input type="checkbox"/> Check here if the current year is the organization's first as a non-functionally integrated Type III supporting organization (see instructions).		

**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 - provide details in Part VI)	5
6	Other distributions (describe in Part VI). See instructions.	6
7	<b>Total annual distributions.</b> Add lines 1 through 6.	7
8	Distributions to attentive supported organizations to which the organization is responsive (provide details in Part VI). See instructions.	8
9	Distributable amount for 2024 from Section C, line 6	9
10	Line 8 amount divided by line 9 amount	10

Section E - Distribution Allocations (see instructions)	(i) Excess Distributions	(ii) Underdistributions Pre-2024	(iii) Distributable Amount for 2024
1	Distributable amount for 2024 from Section C, line 6		
2	Underdistributions, if any, for years prior to 2024 (reasonable cause required - explain in Part VI). See instructions.		
3	Excess distributions carryover, if any, to 2024		
a	From 2019		
b	From 2020		
c	From 2021		
d	From 2022		
e	From 2023		
f	<b>Total</b> of lines 3a through 3e		
g	Applied to under distributions of prior years		
h	Applied to 2024 distributable amount		
i	Carryover from 2019 not applied (see instructions)		
j	Remainder. Subtract lines 3g, 3h, and 3i from line 3f.		
4	Distributions for 2024 from Section D, line 7: \$		
a	Applied to underdistributions of prior years		
b	Applied to 2024 distributable amount		
c	Remainder. Subtract lines 4a and 4b from line 4.		
5	Remaining underdistributions for years prior to 2024, if any. Subtract lines 3g and 4a from line 2. For result greater than zero, explain in Part VI. See instructions.		
6	Remaining underdistributions for 2024. Subtract lines 3h and 4b from line 1. For result greater than zero, explain in Part VI. See instructions.		
7	<b>Excess distributions carryover to 2025.</b> Add lines 3j and 4c.		
8	Breakdown of line 7:		
a	Excess from 2020		
b	Excess from 2021		
c	Excess from 2022		
d	Excess from 2023		
e	Excess from 2024		

Schedule A (Form 990) 2024

**Part VI**

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

Lined area for supplemental information.

Schedule B (Form 990)

(Rev. December 2024) Department of the Treasury Internal Revenue Service

Schedule of Contributors

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

OMB No. 1545-0047

Name of the organization

WATER FOR PEOPLE

Employer identification number

84-1166148

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

Form 990-PF

[ ] 501(c)(3) exempt private foundation

[ ] 4947(a)(1) nonexempt charitable trust treated as a private foundation

[ ] 501(c)(3) taxable private foundation

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

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

General Rule

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

Special Rules

[X] For an organization described in section 501(c)(3) filing Form 990 or 990-EZ that met the 33 1/3% support test of the regulations under sections 509(a)(1) and 170(b)(1)(A)(vi), that checked Schedule A (Form 990), Part II, line 13, 16a, or 16b, and that received from any one contributor, during the year, total contributions of the greater of (1) \$5,000; or (2) 2% of the amount on (i) Form 990, Part VIII, line 1h; or (ii) Form 990-EZ, line 1. Complete Parts I and II.

[ ] For an organization described in section 501(c)(7), (8), or (10) filing Form 990 or 990-EZ that received from any one contributor, during the year, total contributions of more than \$1,000 exclusively for religious, charitable, scientific, literary, or educational purposes, or for the prevention of cruelty to children or animals. Complete Parts I (entering "N/A" in column (b) instead of the contributor name and address), II, and III.

[ ] For an organization described in section 501(c)(7), (8), or (10) filing Form 990 or 990-EZ that received from any one contributor, during the year, contributions exclusively for religious, charitable, etc., purposes, but no such contributions totaled more than \$1,000. If this box is checked, enter here the total contributions that were received during the year for an exclusively religious, charitable, etc., purpose. Don't complete any of the parts unless the General Rule applies to this organization because it received nonexclusively religious, charitable, etc., contributions totaling \$5,000 or more during the year \$

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

Name of organization <b>WATER FOR PEOPLE</b>	Employer identification number <b>84-1166148</b>
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**Part I** **Contributors** (see instructions). Use duplicate copies of Part I if additional space is needed.

(a) No.	(b) Name, address, and ZIP + 4	(c) Total contributions	(d) Type of contribution
1	<hr/> <hr/> <hr/>	\$ <u>6,920,345.</u>	Person <input checked="" type="checkbox"/> Payroll <input type="checkbox"/> Noncash <input type="checkbox"/> (Complete Part II for noncash contributions.)
2	<hr/> <hr/> <hr/>	\$ <u>3,378,040.</u>	Person <input checked="" type="checkbox"/> Payroll <input type="checkbox"/> Noncash <input type="checkbox"/> (Complete Part II for noncash contributions.)
3	<hr/> <hr/> <hr/>	\$ <u>1,907,547.</u>	Person <input checked="" type="checkbox"/> Payroll <input type="checkbox"/> Noncash <input type="checkbox"/> (Complete Part II for noncash contributions.)
4	<hr/> <hr/> <hr/>	\$ <u>1,400,000.</u>	Person <input checked="" type="checkbox"/> Payroll <input type="checkbox"/> Noncash <input type="checkbox"/> (Complete Part II for noncash contributions.)
5	<hr/> <hr/> <hr/>	\$ <u>1,001,681.</u>	Person <input checked="" type="checkbox"/> Payroll <input type="checkbox"/> Noncash <input type="checkbox"/> (Complete Part II for noncash contributions.)
6	<hr/> <hr/> <hr/>	\$ <u>1,000,000.</u>	Person <input checked="" type="checkbox"/> Payroll <input type="checkbox"/> Noncash <input type="checkbox"/> (Complete Part II for noncash contributions.)

Name of organization  <b>WATER FOR PEOPLE</b>	Employer identification number  <b>84-1166148</b>
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**Part I** **Contributors** (see instructions). Use duplicate copies of Part I if additional space is needed.

(a) No.	(b) Name, address, and ZIP + 4	(c) Total contributions	(d) Type of contribution
7	<hr/> <hr/> <hr/>	\$ <u>802,755.</u>	Person <input checked="" type="checkbox"/> Payroll <input type="checkbox"/> Noncash <input type="checkbox"/> (Complete Part II for noncash contributions.)
8	<hr/> <hr/> <hr/>	\$ <u>801,026.</u>	Person <input checked="" type="checkbox"/> Payroll <input type="checkbox"/> Noncash <input type="checkbox"/> (Complete Part II for noncash contributions.)
	<hr/> <hr/> <hr/>	\$ _____	Person <input type="checkbox"/> Payroll <input type="checkbox"/> Noncash <input type="checkbox"/> (Complete Part II for noncash contributions.)
	<hr/> <hr/> <hr/>	\$ _____	Person <input type="checkbox"/> Payroll <input type="checkbox"/> Noncash <input type="checkbox"/> (Complete Part II for noncash contributions.)
	<hr/> <hr/> <hr/>	\$ _____	Person <input type="checkbox"/> Payroll <input type="checkbox"/> Noncash <input type="checkbox"/> (Complete Part II for noncash contributions.)
	<hr/> <hr/> <hr/>	\$ _____	Person <input type="checkbox"/> Payroll <input type="checkbox"/> Noncash <input type="checkbox"/> (Complete Part II for noncash contributions.)

Name of organization  <b>WATER FOR PEOPLE</b>	Employer identification number  <b>84-1166148</b>
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**Part II** **Noncash Property** (see instructions). Use duplicate copies of Part II if additional space is needed.

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

Name of organization <b>WATER FOR PEOPLE</b>	Employer identification number <b>84-1166148</b>
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**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

**SCHEDULE D**  
**(Form 990)**

(Rev. December 2024)

Department of the Treasury  
Internal Revenue Service

**Supplemental Financial Statements**

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

Attach to Form 990.

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

OMB No. 1545-0047

**Open to Public  
Inspection**

Name of the organization

WATER FOR PEOPLE

Employer identification number

84-1166148

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

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

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

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

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

	Held at the End of the Tax Year
a Total number of conservation easements .....	2a
b Total acreage restricted by conservation easements .....	2b
c Number of conservation easements on a certified historic structure included on line 2a .....	2c
d Number of conservation easements included on line 2c acquired after July 25, 2006, and not on a historic structure listed in the National Register .....	2d

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

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

5 Does the organization have a written policy regarding the periodic monitoring, inspection, handling of violations, and enforcement of the conservation easements it holds? .....

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

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

8 Does each conservation easement reported on line 2d above satisfy the requirements of section 170(h)(4)(B)(i) and section 170(h)(4)(B)(ii)? .....

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

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

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

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

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

(i) Revenue included on Form 990, Part VIII, line 1 .....

(ii) Assets included in Form 990, Part X .....

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

a Revenue included on Form 990, Part VIII, line 1 .....

b Assets included in Form 990, Part X .....

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

Schedule D (Form 990) (Rev. 12-2024)

LHA 432051 01-02-25

**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
  - b  Scholarly research
  - c  Preservation for future generations
  - d  Loan or exchange program
  - e  Other \_\_\_\_\_
- 4 Provide a description of the organization's collections and explain how they further the organization's exempt purpose in Part XIII.
- 5 During the year, did the organization solicit or receive donations of art, historical treasures, or other similar assets to be sold to raise funds rather than to be maintained as part of the organization's collection?  Yes  No

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

- 1a Is the organization an agent, trustee, custodian, or other intermediary for contributions or other assets not included on Form 990, Part X?  Yes  No
- b If "Yes," explain the arrangement in Part XIII and complete the following table:
- |                                 | Amount |
|---------------------------------|--------|
| c Beginning balance             | 1c     |
| d Additions during the year     | 1d     |
| e Distributions during the year | 1e     |
| f Ending balance                | 1f     |
- 2a Did the organization include an amount on Form 990, Part X, line 21, for escrow or custodial account liability?  Yes  No
- b If "Yes," explain the arrangement in Part XIII. Check here if the explanation has been provided 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:
- |  | Yes    | No |
|--|--------|----|
| (i) Unrelated organizations?   | 3a(i)  |    |
| (ii) Related organizations?  | 3a(ii) |    |
| b If "Yes" on line 3a(ii), are the related organizations listed as required on Schedule R? | 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				
c Leasehold improvements		134,281.	134,281.	0.
d Equipment		724,791.	497,393.	227,398.
e Other		1,225,039.	991,350.	233,689.
<b>Total.</b> Add lines 1a through 1e. (Column (d) must equal Form 990, Part X, line 10c, column (B))				<b>461,087.</b>

**Part VII Investments - Other Securities**

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

(a) Description of security or category (including name of security)	(b) Book value	(c) Method of valuation: Cost or end-of-year market value
(1) Financial derivatives .....		
(2) Closely held equity interests .....		
(3) Other .....		
(A)		
(B)		
(C)		
(D)		
(E)		
(F)		
(G)		
(H)		
<b>Total.</b> (Col. (b) must equal Form 990, Part X, 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)		
<b>Total.</b> (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)	
(8)	
(9)	
<b>Total.</b> (Column (b) must equal Form 990, Part X, line 15, col. (B))	

**Part X Other Liabilities**

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

1. (a) Description of liability	(b) Book value
(1) Federal income taxes	
(2) <b>OPERATING LEASE LIABILITIES</b>	368,052.
(3) <b>PROVISION FOR UNANTICIPATED LOSSES</b>	25,000.
(4) <b>FINANCING LEASE LIABILITIES</b>	5,324.
(5)	
(6)	
(7)	
(8)	
(9)	
<b>Total.</b> (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



**SCHEDULE F  
(Form 990)**

(Rev. December 2024)  
Department of the Treasury  
Internal Revenue Service

**Statement of Activities Outside the United States**

Complete if the organization answered "Yes" on Form 990, Part IV, line 14b, 15, or 16.

Attach to Form 990.

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

OMB No. 1545-0047

**Open to Public  
Inspection**

Name of the organization

Employer identification number

**WATER FOR PEOPLE**

**84-1166148**

**Part I General Information on Activities Outside the United States.** Complete if the organization answered "Yes" on Form 990, Part IV, line 14b.

**1 For grantmakers.** Does the organization maintain records to substantiate the amount of its grants and other assistance, the grantees' eligibility for the grants or assistance, and the selection criteria used to award the grants or assistance? .....  **Yes**  **No**

**2 For grantmakers.** Describe in Part V the organization's procedures for monitoring the use of its grants and other assistance outside the United States.

**3 Activities per Region.** (The following Part I, line 3 table can be duplicated if additional space is needed.)

(a) Region	(b) Number of offices in the region	(c) Number of employees, agents, and independent contractors in the region	(d) Activities conducted in the region (by type) (such as, fundraising, program services, investments, grants to recipients located in the region)	(e) If activity listed in (d) is a program service, describe specific type of service(s) in the region	(f) Total expenditures for and investments in the region
CENTRAL AMERICA AND THE CARIBBEAN	2	25	PROGRAM SERVICES	SUPPORTING SAFE AND CLEAN WATER, SANITATION, AND HYGIENE EDUCATION TO SCHOOLS AND COMMUNITIES	2,037,294.
SOUTH AMERICA	2	24	PROGRAM SERVICES	SUPPORTING SAFE AND CLEAN WATER, SANITATION, AND HYGIENE EDUCATION TO SCHOOLS AND COMMUNITIES	2,241,563.
SOUTH ASIA	1	31	PROGRAM SERVICES	SUPPORTING SAFE AND CLEAN WATER, SANITATION, AND HYGIENE EDUCATION TO SCHOOLS AND COMMUNITIES	2,016,707.
SUB-SAHARAN AFRICA	7	115	PROGRAM SERVICES	SUPPORTING SAFE AND CLEAN WATER, SANITATION, AND HYGIENE EDUCATION TO SCHOOLS AND COMMUNITIES	16,628,427.
SOUTH ASIA	0	0	GRANTS TO RECIPIENTS LOCATED IN REGION		582,490.
<b>3 a Subtotal</b> .....	12	195			23,506,481.
<b>b Total from continuation sheets to Part I</b> .....	0	0			0.
<b>c Totals</b> (add lines 3a and 3b) .....	12	195			23,506,481.

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

Schedule F (Form 990) (Rev. 12-2024)

**Part II** **Grants and Other Assistance to Organizations or Entities Outside the United States.** Complete if the organization answered "Yes" on Form 990, Part IV, line 15, for any recipient who received more than \$5,000. Part II can be duplicated if additional space is needed.

1 (a) Name of organization	(b) IRS code section and EIN (if applicable)	(c) Region	(d) Purpose of grant	(e) Amount of cash grant	(f) Manner of cash disbursement	(g) Amount of noncash assistance	(h) Description of noncash assistance	(i) Method of valuation (book, FMV, appraisal, other)
		SOUTH ASIA	SUPPORTING SAFE AND CLEAN WATER, SANITATION, AND HYGIENE EDUCATION TO	158,393.	WIRE TRANSFER	0.		
		SOUTH ASIA	SUPPORTING SAFE AND CLEAN WATER, SANITATION, AND HYGIENE EDUCATION TO	129,185.	WIRE TRANSFER	0.		
		SOUTH ASIA	SUPPORTING SAFE AND CLEAN WATER, SANITATION, AND HYGIENE EDUCATION TO	123,063.	WIRE TRANSFER	0.		
		SOUTH ASIA	SUPPORTING SAFE AND CLEAN WATER, SANITATION, AND HYGIENE EDUCATION TO	43,414.	WIRE TRANSFER	0.		
		SOUTH ASIA	SUPPORTING SAFE AND CLEAN WATER, SANITATION, AND HYGIENE EDUCATION TO	30,520.	WIRE TRANSFER	0.		
		SOUTH ASIA	SUPPORTING SAFE AND CLEAN WATER, SANITATION, AND HYGIENE EDUCATION TO	27,657.	WIRE TRANSFER	0.		
		SOUTH ASIA	SUPPORTING SAFE AND CLEAN WATER, SANITATION, AND HYGIENE EDUCATION TO	15,094.	WIRE TRANSFER	0.		
		SOUTH ASIA	SUPPORTING SAFE AND CLEAN WATER, SANITATION, AND HYGIENE EDUCATION TO	12,576.	WIRE TRANSFER	0.		

**2** Enter total number of recipient organizations listed above that are recognized as charities by the foreign country, recognized as a tax exempt 501(c)(3) organization by the IRS, or for which the grantee or counsel has provided a section 501(c)(3) equivalency letter ..... **0**

**3** Enter total number of other organizations or entities ..... **13**

**SEE PART V FOR COLUMN (D) DESCRIPTIONS**

**Part II** Continuation of Grants and Other Assistance to Organizations or Entities Outside the United States. (Schedule F (Form 990), Part II, line 1)

1 (a) Name of organization	(b) IRS code section and EIN (if applicable)	(c) Region	(d) Purpose of grant	(e) Amount of cash grant	(f) Manner of cash disbursement	(g) Amount of non-cash assistance	(h) Description of non-cash assistance	(i) Method of valuation (book, FMV, appraisal, other)
		SOUTH ASIA	SUPPORTING SAFE AND CLEAN WATER, SANITATION, AND HYGIENE EDUCATION TO	10,594.	WIRE TRANSFER	0.		
		SOUTH ASIA	SUPPORTING SAFE AND CLEAN WATER, SANITATION, AND HYGIENE EDUCATION TO	9,309.	WIRE TRANSFER	0.		
		SOUTH ASIA	SUPPORTING SAFE AND CLEAN WATER, SANITATION, AND HYGIENE EDUCATION TO	8,932.	WIRE TRANSFER	0.		
		SOUTH ASIA	SUPPORTING SAFE AND CLEAN WATER, SANITATION, AND HYGIENE EDUCATION TO	7,628.	WIRE TRANSFER	0.		
		SOUTH ASIA	SUPPORTING SAFE AND CLEAN WATER, SANITATION, AND HYGIENE EDUCATION TO	5,767.	WIRE TRANSFER	0.		



**Part IV Foreign Forms**

- 1 Was the organization a U.S. transferor of property to a foreign corporation during the tax year? *If "Yes," the organization may be required to file Form 926, Return by a U.S. Transferor of Property to a Foreign Corporation (see the Instructions for Form 926)* .....  Yes  No
  
- 2 Did the organization have an interest in a foreign trust during the tax year? *If "Yes," the organization may be required to separately file Form 3520, Annual Return To Report Transactions With Foreign Trusts and Receipt of Certain Foreign Gifts, and/or Form 3520-A, Annual Information Return of Foreign Trust With a U.S. Owner (see the Instructions for Forms 3520 and 3520-A; don't file with Form 990)* .....  Yes  No
  
- 3 Did the organization have an ownership interest in a foreign corporation during the tax year? *If "Yes," the organization may be required to file Form 5471, Information Return of U.S. Persons With Respect to Certain Foreign Corporations (see the Instructions for Form 5471)* .....  Yes  No
  
- 4 Was the organization a direct or indirect shareholder of a passive foreign investment company or a qualified electing fund during the tax year? *If "Yes," the organization may be required to file Form 8621, Information Return by a Shareholder of a Passive Foreign Investment Company or Qualified Electing Fund (see the Instructions for Form 8621)* .....  Yes  No
  
- 5 Did the organization have an ownership interest in a foreign partnership during the tax year? *If "Yes," the organization may be required to file Form 8865, Return of U.S. Persons With Respect to Certain Foreign Partnerships (see the Instructions for Form 8865)* .....  Yes  No
  
- 6 Did the organization have any operations in or related to any boycotting countries during the tax year? *If "Yes," the organization may be required to separately file Form 5713, International Boycott Report (see the Instructions for Form 5713; don't file with Form 990)* .....  Yes  No

**Part V Supplemental Information**

Provide the information required by Part I, line 2 (monitoring of funds); Part I, line 3, column (f) (accounting method; amounts of investments vs. expenditures per region); Part II, line 1 (accounting method); Part III (accounting method); and Part III, column (c) (estimated number of recipients), as applicable. Also complete this part to provide any additional information. See instructions.

**PART I, LINE 2:**

THE ORGANIZATION REQUIRES MONTHLY REPORTING FROM EACH FIELD OFFICE, QUARTERLY FORECASTING, PERIODIC GRANT REPORTS, PERIODIC GRANTOR AUDITS, PERIODIC INTERNAL AUDITS AND EXTERNAL AUDITS.

**PART II, COLUMN (D):**

REGION: SOUTH ASIA

(D) PURPOSE OF GRANT: SUPPORTING SAFE AND CLEAN WATER, SANITATION, AND HYGIENE EDUCATION TO SCHOOLS AND COMMUNITIES

REGION: SOUTH ASIA

(D) PURPOSE OF GRANT: SUPPORTING SAFE AND CLEAN WATER, SANITATION, AND HYGIENE EDUCATION TO SCHOOLS AND COMMUNITIES

REGION: SOUTH ASIA

(D) PURPOSE OF GRANT: SUPPORTING SAFE AND CLEAN WATER, SANITATION, AND HYGIENE EDUCATION TO SCHOOLS AND COMMUNITIES

REGION: SOUTH ASIA

(D) PURPOSE OF GRANT: SUPPORTING SAFE AND CLEAN WATER, SANITATION, AND HYGIENE EDUCATION TO SCHOOLS AND COMMUNITIES

REGION: SOUTH ASIA

(D) PURPOSE OF GRANT: SUPPORTING SAFE AND CLEAN WATER, SANITATION, AND HYGIENE EDUCATION TO SCHOOLS AND COMMUNITIES

REGION: SOUTH ASIA

(D) PURPOSE OF GRANT: SUPPORTING SAFE AND CLEAN WATER, SANITATION, AND HYGIENE EDUCATION TO SCHOOLS AND COMMUNITIES

REGION: SOUTH ASIA

(D) PURPOSE OF GRANT: SUPPORTING SAFE AND CLEAN WATER, SANITATION, AND HYGIENE EDUCATION TO SCHOOLS AND COMMUNITIES

REGION: SOUTH ASIA

(D) PURPOSE OF GRANT: SUPPORTING SAFE AND CLEAN WATER, SANITATION, AND HYGIENE EDUCATION TO SCHOOLS AND COMMUNITIES

REGION: SOUTH ASIA

(D) PURPOSE OF GRANT: SUPPORTING SAFE AND CLEAN WATER, SANITATION, AND HYGIENE EDUCATION TO SCHOOLS AND COMMUNITIES

REGION: SOUTH ASIA

(D) PURPOSE OF GRANT: SUPPORTING SAFE AND CLEAN WATER, SANITATION, AND HYGIENE EDUCATION TO SCHOOLS AND COMMUNITIES

REGION: SOUTH ASIA

(D) PURPOSE OF GRANT: SUPPORTING SAFE AND CLEAN WATER, SANITATION, AND HYGIENE EDUCATION TO SCHOOLS AND COMMUNITIES

REGION: SOUTH ASIA

(D) PURPOSE OF GRANT: SUPPORTING SAFE AND CLEAN WATER, SANITATION, AND HYGIENE EDUCATION TO SCHOOLS AND COMMUNITIES

**Part V Supplemental Information**

Provide the information required by Part I, line 2 (monitoring of funds); Part I, line 3, column (f) (accounting method; amounts of investments vs. expenditures per region); Part II, line 1 (accounting method); Part III (accounting method); and Part III, column (c) (estimated number of recipients), as applicable. Also complete this part to provide any additional information. See instructions.

**REGION: SOUTH ASIA**

**(D) PURPOSE OF GRANT: SUPPORTING SAFE AND CLEAN WATER, SANITATION, AND HYGIENE EDUCATION TO SCHOOLS AND COMMUNITIES**

Lined area for supplemental information.

**SCHEDULE G  
(Form 990)**

(Rev. December 2024)  
Department of the Treasury  
Internal Revenue Service

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

OMB No. 1545-0047

**Open to Public  
Inspection**

Name of the organization **WATER FOR PEOPLE** Employer identification number **84-1166148**

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

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

(i) Name and address of individual or entity (fundraiser)	(ii) Activity	(iii) Did fundraiser have custody or control of contributions?		(iv) Gross receipts from activity	(v) Amount paid to (or retained by) fundraiser listed in col. (i)	(vi) Amount paid to (or retained by) organization
		Yes	No			
ALLEGIANCE GROUP - PO BOX 9132, FARGO, ND 58106	MAIL SOLICITATIONS		X	624,649.	1,115,467.	-490,818.
A DIRECT SOLUTION - PO BOX 757, MARSTONS MILLS, MA	MAIL SOLICITATIONS		X	48,361.	35,827.	12,534.
KONEKTID INTERNATIONAL - 1031 33RD STREET, SUITE 174,	SOLICITATION OF GOVERNMENT GRANTS		X	0.	24,294.	-24,294.
SMITH KARI - 204 BELLE PINES CT, SENECA, SC 29672	SOLICITATION OF GOVERNMENT GRANTS		X	0.	11,166.	-11,166.
BLOOMWORKS SOLUTIONS, LLC - 1227 17TH ST NE, WASHINGTON,	SOLICITATIION OF NON-GOVERNMENT GRANTS		X	0.	6,738.	-6,738.
<b>Total</b>				673,010.	1,193,492.	-520,482.

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.

AL, AK, AZ, AR, CA, CO, CT, DE, FL, GA, HI, ID, IL, IN, IA, KS, KY, LA, ME, MD, MA, MI, MN, MS, MO  
MT, NE, NV, NH, NJ, NM, NY, NC, ND, OH, OK, OR, PA, RI, SC, SD, TN, TX, UT, VT, VA, WA, WV, WI, WY  
DC

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

		(a) Event #1	(b) Event #2	(c) Other events	(d) Total events
		(event type)	(event type)	(total number)	(add col. (a) through col. (c))
Revenue	<b>1</b> Gross receipts .....				
	<b>2</b> Less: Contributions .....				
	<b>3</b> Gross income (line 1 minus line 2) .....				
Direct Expenses	<b>4</b> Cash prizes .....				
	<b>5</b> Noncash prizes .....				
	<b>6</b> Rent/facility costs .....				
	<b>7</b> Food and beverages .....				
	<b>8</b> Entertainment .....				
	<b>9</b> Other direct expenses .....				
	<b>10</b> Direct expense summary. Add lines 4 through 9 in column (d) .....				
<b>11</b> Net income summary. Subtract line 10 from line 3, column (d) .....					

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

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

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

- 11 Does the organization conduct gaming activities with nonmembers?  Yes  No
- 12 Is the organization a grantor, beneficiary or trustee of a trust, or a member of a partnership or other entity formed to administer charitable gaming?  Yes  No
- 13 Indicate the percentage of gaming activity conducted in:
 

a The organization's facility	13a	%
b An outside facility	13b	%
- 14 Enter the name and address of the person who prepares the organization's gaming/special events books and records:

Name \_\_\_\_\_

Address \_\_\_\_\_

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

Name \_\_\_\_\_

Address \_\_\_\_\_

16 Gaming manager information:

Name \_\_\_\_\_

Gaming manager compensation \$ \_\_\_\_\_

Description of services provided \_\_\_\_\_

- Director/officer
- Employee
- Independent contractor

17 Mandatory distributions:

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

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

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

(I) NAME OF FUNDRAISER: A DIRECT SOLUTION

(I) ADDRESS OF FUNDRAISER: PO BOX 757, MARSTONS MILLS, MA 06248

(I) NAME OF FUNDRAISER: KONEKTID INTERNATIONAL

(I) ADDRESS OF FUNDRAISER: 1031 33RD STREET, SUITE 174, DENVER, CO 80205

(I) NAME OF FUNDRAISER: BLOOMWORKS SOLUTIONS, LLC

(I) ADDRESS OF FUNDRAISER: 1227 17TH ST NE, WASHINGTON, DC 20002

**Part IV** Supplemental Information *(continued)*

Lined area for supplemental information.

**SCHEDULE J  
(Form 990)**

(Rev. December 2024)  
Department of the Treasury  
Internal Revenue Service

**Compensation Information**

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

OMB No. 1545-0047

Open to Public  
Inspection

Name of the organization

**WATER FOR PEOPLE**

Employer identification number

**84-1166148**

**Part I Questions Regarding Compensation**

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

	Yes	No
<b>1b</b>		
<b>2</b>		
<b>4a</b>		X
<b>4b</b>		X
<b>4c</b>		X
<b>5a</b>		X
<b>5b</b>		X
<b>6a</b>		X
<b>6b</b>		X
<b>7</b>		X
<b>8</b>		X
<b>9</b>		

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

Schedule J (Form 990) (Rev. 12-2024)

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

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

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

(A) Name and Title	(B) Breakdown of W-2 and/or 1099-MISC and/or 1099-NEC compensation			(C) Retirement and other deferred compensation	(D) Nontaxable benefits	(E) Total of columns (B)(i)-(D)	(F) Compensation in column (B) reported as deferred on prior Form 990
	(i) Base compensation	(ii) Bonus & incentive compensation	(iii) Other reportable compensation				
(1) MARK DUEY CEO	(i) 254,036.	0.	0.	15,600.	19,856.	289,492.	0.
(ii)	0.	0.	0.	0.	0.	0.	0.
(2) JODY K DEBS CHIEF FINANCE AND ADMIN. OFFICER	(i) 189,043.	0.	0.	11,839.	19,856.	220,738.	0.
(ii)	0.	0.	0.	0.	0.	0.	0.
(3) KATHERINE JANIS - VERLAAN CHIEF GROWTH OFFICER	(i) 177,245.	0.	0.	11,130.	19,856.	208,231.	0.
(ii)	0.	0.	0.	0.	0.	0.	0.
(4) KEVIN HAMMER SENIOR MANAGER OF IT	(i) 131,499.	0.	0.	8,230.	19,856.	159,585.	0.
(ii)	0.	0.	0.	0.	0.	0.	0.
(5) JENNIFER GANCE GLOBAL DIR. OF TALENT MANAGEMENT	(i) 147,433.	0.	0.	9,413.	2,116.	158,962.	0.
(ii)	0.	0.	0.	0.	0.	0.	0.
(6) CHELSEA REPPIN DIR. OF PRINCIPAL GIFTS	(i) 141,951.	0.	0.	8,667.	7,164.	157,782.	0.
(ii)	0.	0.	0.	0.	0.	0.	0.
(7) SHANNON RENEE PRUDHOMME DIR. OF NEW BUSINESS DEVELOPMENT	(i) 140,087.	0.	0.	8,495.	7,237.	155,819.	0.
(ii)	0.	0.	0.	0.	0.	0.	0.
(i)							
(ii)							
(i)							
(ii)							
(i)							
(ii)							
(i)							
(ii)							
(i)							
(ii)							
(i)							
(ii)							
(i)							
(ii)							



**SCHEDULE M  
(Form 990)**

**Noncash Contributions**

OMB No. 1545-0047

**2024**

Open to Public Inspection

Department of the Treasury  
Internal Revenue Service

Complete if the organizations answered "Yes" on Form 990, Part IV, line 29 or 30.  
Attach to Form 990.

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

Name of the organization: **WATER FOR PEOPLE** Employer identification number: **84-1166148**

**Part I Types of Property**

	(a) Check if applicable	(b) Number of contributions or items contributed	(c) Noncash contribution amounts reported on Form 990, Part VIII, line 1g	(d) Method of determining noncash contribution amounts
1 Art - Works of art				
2 Art - Historical treasures				
3 Art - Fractional interests				
4 Books and publications				
5 Clothing and household goods				
6 Cars and other vehicles				
7 Boats and planes				
8 Intellectual property				
9 Securities - Publicly traded	X	7	54,915.	FMV
10 Securities - Closely held stock				
11 Securities - Partnership, LLC, or trust interests				
12 Securities - Miscellaneous				
13 Qualified conservation contribution - Historic structures				
14 Qualified conservation contribution - Other				
15 Real estate - Residential				
16 Real estate - Commercial				
17 Real estate - Other				
18 Collectibles				
19 Food inventory				
20 Drugs and medical supplies				
21 Taxidermy				
22 Historical artifacts				
23 Scientific specimens				
24 Archeological artifacts				
25 Other ( PROGRAM EQUIP. )	X	6	19,365.	FMV
26 Other ( )				
27 Other ( )				
28 Other ( )				

29 Number of Forms 8283 received by the organization during the tax year for contributions for which the organization completed Form 8283, Part V, Donee Acknowledgement ..... **29** **0**

	Yes	No
30a During the year, did the organization receive by contribution any property reported on Part I, lines 1 through 28, that it must hold for at least 3 years from the date of the initial contribution, and which isn't required to be used for exempt purposes for the entire holding period? .....		X
b If "Yes," describe the arrangement in Part II.		
31 Does the organization have a gift acceptance policy that requires the review of any nonstandard contributions? .....	X	
32a Does the organization hire or use third parties or related organizations to solicit, process, or sell noncash contributions? .....		X
b If "Yes," describe in Part II.		
33 If the organization didn't report an amount in column (c) for a type of property for which column (a) is checked, describe in Part II.		

For Paperwork Reduction Act Notice, see the Instructions for Form 990. Schedule M (Form 990) 2024

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

**SCHEDULE M, PART I, COLUMN (B):**

**THIS COLUMN REPORTS THE NUMBER OF CONTRIBUTIONS RECEIVED.**

Multiple horizontal lines for data entry.

**SCHEDULE O  
(Form 990)**

(Rev. December 2024)

Department of the Treasury  
Internal Revenue Service

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

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

Attach to Form 990 or Form 990-EZ.

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

OMB No. 1545-0047

**Open to Public  
Inspection**

Name of the organization

**WATER FOR PEOPLE**

Employer identification number

**84-1166148**

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

ADDITIONALLY, WE WORK CLOSELY WITH GOVERNMENT PARTNERS TO REINFORCE WASH SYSTEMS AT BOTH LOCAL AND NATIONAL LEVELS. THE EVERYONE FOREVER MODEL HAS BEEN SUCCESSFULLY REPLICATED BY OTHER NGOS AND IS GAINING REGIONAL AND NATIONAL MOMENTUM. IN 2024, WE DIRECTLY REACHED 194,807 PEOPLE WITH IMPROVED WATER SERVICES, 77,052 PEOPLE WITH IMPROVED SANITATION SERVICES, AND 104,719 PEOPLE THROUGH HYGIENE INTERVENTIONS.

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

IN 2024, WE REACHED 32,568 PEOPLE WITH IMPROVED WATER SERVICES, 9,280 PEOPLE WITH IMPROVED SANITATION SERVICES, AND DELIVERED HYGIENE INTERVENTIONS TO 28,472 INDIVIDUALS ACROSS EVERYONE FOREVER DISTRICTS AND ADDITIONAL PARTNER AREAS.

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

UNITED STATES: WE WORK AT A NATIONAL SCALE, REGIONALLY IN THE SOUTHWEST, AND LOCALLY IN ARIZONA TO CLOSE THE WASH ACCESS GAP THROUGH ADVOCACY, PARTNERSHIPS, CAPACITY BUILDING, KNOWLEDGE EXCHANGES, AND COLLABORATION. THROUGH STRENGTHENING NATIONAL WASH COALITIONS AND PARTNERSHIPS, WE CO-CHAIR REGIONAL WORKING GROUPS, PARTICIPATE IN ADVOCACY DISCUSSIONS, AND SUPPORT SECTOR BUILDING INITIATIVES. AS STEERING COMMITTEE MEMBERS AND CO-FOUNDERS OF THE VESSEL COLLECTIVE, A COALITION OF NATIONAL WASH ORGANIZATIONS DEDICATED TO ADDRESSING THE WATER AND SANITATION CRISIS IN THE UNITED STATES, WE SUPPORTED THE CREATION OF A NATIONAL ROADMAP TO CLOSE THE ACCESS GAP. WE PARTICIPATED IN THE PLANNING OF A NATIONAL CONVENING, BRINGING THE SECTOR TOGETHER, AND WE COLLECTIVELY ADVOCATED FOR FEDERAL PROGRAMS AND FUNDING MECHANISMS. WE ALSO STRENGTHENED AND SUPPORTED A STATEWIDE WASH NETWORK WITH PARTNER ORGANIZATIONS AND ACADEMIC INSTITUTIONS IN ARIZONA. LOCALLY WE CO-LEAD THE IMPLEMENTATION OF THE SOUTHERN ARIZONA WATER LEADERSHIP INSTITUTE- BRINGING LOCAL COMMUNITY MEMBERS INTO WATER DECISION-MAKING SPACES, CONNECTING THEM TO LOCAL LEADERS. WE ARE WORKING TO SCALE THESE PLACE-BASED PROGRAMS TO SUPPORT MORE COMMUNITIES THROUGHOUT THE REGION.

EXPENSES \$ 50,321. INCLUDING GRANTS OF \$ 0. REVENUE \$ 52,216.

**FORM 990, PART V, LINE 4B, LIST OF FOREIGN COUNTRIES:**

BOLIVIA, GUATEMALA, HONDURAS, INDIA,  
MALAWI, RWANDA, PERU, UGANDA,  
TANZANIA

**FORM 990, PART VI, SECTION A, LINE 1:**

THE EXECUTIVE COMMITTEE ACTS BETWEEN MEETINGS OF THE FULL BOARD OF DIRECTORS TO CARRY OUT THE BUSINESS OF THE CORPORATION WITH FULL POWERS OF THE BOARD EXCEPT THE POWER TO CHANGE OR AMEND THE ORGANIZATION'S BYLAWS. THE EXECUTIVE COMMITTEE CONSISTS OF THE CHAIR, VICE-CHAIR, TREASURER AND SECRETARY.

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

THE FORM 990 WAS PREPARED BY OUTSIDE ACCOUNTANTS AND FIRST REVIEWED BY

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

Schedule O (Form 990) (Rev. 12-2024)

LHA 432211 01-15-25

Name of the organization <b>WATER FOR PEOPLE</b>	Employer identification number <b>84-1166148</b>
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WATER FOR PEOPLE MANAGEMENT STAFF, THEN FORWARDED TO THE FINANCE, AUDIT, RISK COMMITTEE FOR REVIEW AND APPROVAL TO RECOMMEND TO THE EXECUTIVE COMMITTEE FOR FINAL APPROVAL. THE FORM 990 WAS PROVIDED TO THE FULL BOARD FOR REVIEW PRIOR TO FILING WITH THE IRS.

FORM 990, PART VI, SECTION B, LINE 12C:  
THE CODE OF CONDUCT APPLIES TO ALL EMPLOYEES, CONTRACTORS, CONSULTANTS, INTERNS, VOLUNTEERS, BOARD MEMBERS OF WATER FOR PEOPLE (WFP), AND ANYONE ACTING AS A REPRESENTATIVE OF WFP. THE CODE INCLUDES THE ORGANIZATION'S POLICY ON CONFLICT OF INTEREST. THE POLICY PROVIDES GUIDANCE ON ENSURING THAT OUTSIDE INTERESTS AND ACTIVITIES DO NOT CONFLICT WITH OBLIGATIONS TO WFP. WFP EMPLOYEES ARE PROHIBITED FROM ABUSING THEIR POSITIONS OF POWER AS A WFP REPRESENTATIVE. WFP PERMITS THE EMPLOYMENT OF QUALIFIED RELATIVES OF EMPLOYEES SO LONG AS SUCH EMPLOYMENT DOES NOT, IN THE OPINION OF WFP, CREATE ACTUAL OR PERCEIVED CONFLICTS OF INTEREST. HIRING OF RELATIVES REQUIRES A DISCLOSURE TO THE ORGANIZATION. A CONFLICT OF INTEREST MAY ARISE IF A REPRESENTATIVE OF WFP OR A FAMILY MEMBER HOLDS A FINANCIAL INTEREST IN A PRIVATELY OWNED ENTERPRISE WITH WHICH WFP DOES BUSINESS OR COMPETES. THE CODE ALSO COVERS A RESPONSIBLE PERSON ACCEPTING GIFTS, ENTERTAINMENT OR OTHER FAVORS FROM ANY INDIVIDUAL OR ENTITY DOING OR WANTING TO DO BUSINESS WITH WFP. EACH NEW EMPLOYEE RECEIVES A COPY OF THE POLICY AND ACKNOWLEDGES IN WRITING THAT HE OR SHE HAS DONE SO. THE POLICY INCLUDES CLEAR GUIDANCE ON THE OBLIGATION TO REPORT AND WAYS OF REPORTING VIOLATIONS.

EACH BOARD MEMBER ANNUALLY COMPLETES A CONFLICT OF INTEREST DISCLOSURE FORM. THE POLICY IS REVIEWED ANNUALLY BY EACH MEMBER OF THE BOARD OF DIRECTORS. BOARD MEMBERS MUST DISCLOSE INFORMATION RELATIVE TO A CONFLICT OF INTEREST BEFORE ANY BOARD OR COMMITTEE ACTION ON A CONTRACT OR TRANSACTION, AND SUCH DISCLOSURE IS REFLECTED IN THE MEETING MINUTES. A PERSON WHO HAS A CONFLICT OF INTEREST THAT WILL BE VOTED ON AT A MEETING MAY NOT VOTE ON THE ISSUE. IN THE EVENT IT IS NOT ENTIRELY CLEAR THAT A CONFLICT OF INTEREST EXISTS, THE INDIVIDUAL WITH THE POTENTIAL CONFLICT DISCLOSES IN WRITING, THE CIRCUMSTANCE TO THE BOARD CHAIR OR CEO, WHO DETERMINES WHETHER THERE IN FACT EXISTS A CONFLICT OF INTEREST THAT IS SUBJECT TO THIS POLICY.

FORM 990, PART VI, SECTION B, LINE 15A:  
THE SALARY OF THE CEO WAS REVIEWED BY THE EXECUTIVE COMMITTEE. SALARY DATA WAS SOURCED FROM AN EXTERNAL SALARY SURVEY COMPANY. INCREASES WERE DETERMINED BASED ON MARKET INFORMATION AND PERFORMANCE CONSISTENT WITH THE PROCESS FOR THE EMPLOYEE POPULATION. THE PROCESS WAS DOCUMENTED IN THE MINUTES OF THE BOARD. THIS REVIEW WAS LAST CONDUCTED IN JUNE 2025.

THE SALARIES OF OTHER OFFICERS, KEY EMPLOYEES AND TOP MANAGEMENT OF THE ORGANIZATION ARE REVIEWED ANNUALLY BY THE CEO. SALARY DATA WAS SOURCED FROM AN EXTERNAL SALARY SURVEY COMPANY. INCREASES WERE DETERMINED BASED ON MARKET INFORMATION AND PERFORMANCE CONSISTENT WITH THE PROCESS FOR THE EMPLOYEE POPULATION. THIS REVIEW WAS LAST CONDUCTED IN JUNE 2025.

FORM 990, PART VI, LINE 17, LIST OF STATES RECEIVING COPY OF FORM 990:  
AL, AR, CA, FL, GA, HI, IL, KS, KY, MD, MA, MI, MN, MS, NH, NJ, NM, NY, NC, OR, PA, RI, SC, TN, UT, VA, WV, WI

FORM 990, PART VI, SECTION C, LINE 19:  
THE ORGANIZATION'S GOVERNING DOCUMENTS, CONFLICT OF INTEREST POLICY AND FINANCIAL STATEMENTS ARE MADE AVAILABLE TO THE PUBLIC UPON REQUEST. THE

