

Form **990**
Department of the Treasury
Internal Revenue Service

Return of Organization Exempt From Income Tax

Under section 501(c), 527, or 4947(a)(1) of the Internal Revenue Code (except private foundations)

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

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

OMB No. 1545-0047
2022
Open to Public Inspection

A For the 2022 calendar year, or tax year beginning 10-01-2022, and ending 09-30-2023

B Check if applicable: <input type="checkbox"/> Address change <input type="checkbox"/> Name change <input type="checkbox"/> Initial return <input type="checkbox"/> Final return/terminated <input type="checkbox"/> Amended return <input type="checkbox"/> Application pending		C Name of organization MINNESOTA CHILD CARE RESOURCE AND REFERRAL NETWORK		D Employer identification number 41-1730422	
		Doing business as CHILD CARE AWARE OF MINNESOTA		E Telephone number (651) 290-9704	
		Number and street (or P.O. box if mail is not delivered to street address) 10 RIVER PARK PLAZA 820	Room/suite		
		City or town, state or province, country, and ZIP or foreign postal code ST PAUL, MN 55107		G Gross receipts \$ 7,448,220	
F Name and address of principal officer: MARCIA SCHLATTMAN 10 RIVER PARK PLAZA 820 ST PAUL, MN 55107			H(a) Is this a group return for subordinates? <input type="checkbox"/> Yes <input checked="" type="checkbox"/> No		
I Tax-exempt status: <input checked="" type="checkbox"/> 501(c)(3) <input type="checkbox"/> 501(c) () (insert no.) <input type="checkbox"/> 4947(a)(1) or <input type="checkbox"/> 527			H(b) Are all subordinates included? <input type="checkbox"/> Yes <input type="checkbox"/> No		
J Website: ▶ WWW.CHILDCAREAWAREMN.ORG			If "No," attach a list. See instructions.		
K Form of organization: <input checked="" type="checkbox"/> Corporation <input type="checkbox"/> Trust <input type="checkbox"/> Association <input type="checkbox"/> Other ▶			H(c) Group exemption number ▶		
			L Year of formation: 1992	M State of legal domicile: MN	

Part I Summary

Activities & Governance	1 Briefly describe the organization's mission or most significant activities: TO PROVIDE STATEWIDE LEADERSHIP IN SHAPING COLLABORATIONS THAT COLLECTIVELY BUILD A DIVERSE, HIGH QUALITY CHILD CARE SYSTEM ACCESSIBLE TO ALL MINNESOTA FAMILIES THROUGH PARTNERSHIP WITH AND IN SUPPORT OF LOCAL CHILD CARE RESOURCE AND REFERRAL SERVICES.		
	2 Check this box <input type="checkbox"/> if the organization discontinued its operations or disposed of more than 25% of its net assets.		
	3 Number of voting members of the governing body (Part VI, line 1a)	3	14
	4 Number of independent voting members of the governing body (Part VI, line 1b)	4	14
	5 Total number of individuals employed in calendar year 2022 (Part V, line 2a)	5	45
	6 Total number of volunteers (estimate if necessary)	6	14
	7a Total unrelated business revenue from Part VIII, column (C), line 12	7a	0
b Net unrelated business taxable income from Form 990-T, Part I, line 11	7b	0	
Revenue	8 Contributions and grants (Part VIII, line 1h)	Prior Year	Current Year
	9 Program service revenue (Part VIII, line 2g)	6,532,536	7,130,461
	10 Investment income (Part VIII, column (A), lines 3, 4, and 7d)	394,195	302,221
	11 Other revenue (Part VIII, column (A), lines 5, 6d, 8c, 9c, 10c, and 11e)	4,802	15,538
	12 Total revenue—add lines 8 through 11 (must equal Part VIII, column (A), line 12)	0	0
		6,931,533	7,448,220
Expenses	13 Grants and similar amounts paid (Part IX, column (A), lines 1-3)	2,072,991	2,155,159
	14 Benefits paid to or for members (Part IX, column (A), line 4)	0	0
	15 Salaries, other compensation, employee benefits (Part IX, column (A), lines 5-10)	2,860,826	3,309,709
	16a Professional fundraising fees (Part IX, column (A), line 11e)	0	0
	b Total fundraising expenses (Part IX, column (D), line 25) ▶ 4,669		
	17 Other expenses (Part IX, column (A), lines 11a-11d, 11f-24e)	1,970,794	1,860,353
18 Total expenses. Add lines 13-17 (must equal Part IX, column (A), line 25)	6,904,611	7,325,221	
19 Revenue less expenses. Subtract line 18 from line 12	26,922	122,999	
Net Assets or Fund Balances	20 Total assets (Part X, line 16)	Beginning of Current Year	End of Year
		6,467,075	7,483,495
	21 Total liabilities (Part X, line 26)	4,856,624	5,750,045
	22 Net assets or fund balances. Subtract line 21 from line 20	1,610,451	1,733,450

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		2024-02-09 Date		
	MARCIA SCHLATTMAN BOARD CHAIR Type or print name and title				
Paid Preparer Use Only	Print/Type preparer's name	Preparer's signature	Date	Check <input type="checkbox"/> if self-employed	PTIN P01919631
	Firm's name ▶ MAHONEY ULBRICH CHRISTIANSEN & RUSS PA		2024-02-09	Firm's EIN ▶ 41-1647057	
	Firm's address ▶ 10 RIVER PARK PLAZA SUITE 800 SAINT PAUL, MN 55107			Phone no. (651) 227-6695	

May the IRS discuss this return with the preparer shown above? (see instructions) Yes No

Part III Statement of Program Service Accomplishments

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

1 Briefly describe the organization's mission:

CHILD CARE AWARE OF MINNESOTA WAS INCORPORATED IN 1992 TO PROVIDE TECHNICAL ASSISTANCE, TRAINING AND COORDINATION FOR THE CHILD CARE RESOURCE AND REFERRAL PROGRAMS THROUGHOUT MINNESOTA, TO COLLECT DATA REGARDING THE SUPPLY OF AND DEMAND FOR CHILD CARE, AND TO CREATE AND MANAGE STATEWIDE, CHILD CARE-FOCUSED PROJECTS.

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

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

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

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

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

4a (Code:) (Expenses \$ 3,035,163 including grants of \$) (Revenue \$)
See Additional Data

4b (Code:) (Expenses \$ 2,687,776 including grants of \$ 2,155,159) (Revenue \$)
See Additional Data

4c (Code:) (Expenses \$ 680,855 including grants of \$) (Revenue \$)
See Additional Data

See Additional Data Table

4d Other program services (Describe in Schedule O.)
(Expenses \$ 353,107 including grants of \$) (Revenue \$ 302,221)

4e Total program service expenses ▶ 6,756,901

Part IV Checklist of Required Schedules

Table with 3 columns: Question ID, Question Text, and Yes/No response columns. Rows include questions 1 through 21, with sub-questions a through f for items 11 and 12.

Part IV Checklist of Required Schedules (continued)

Table with 3 columns: Question ID, Question Text, and Yes/No columns. Rows include questions 22 through 38 regarding organizational reporting, compensation, and tax-exempt status.

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 []

Table with 3 columns: Question ID, Question Text, and Yes/No columns. Rows include questions 1a, 1b, and 1c regarding Form 1096, Forms W-2G, and backup withholding rules.

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

Table with 4 main columns: Question/Description, 2a, 2b, and Yes/No. Rows include questions 2a through 17 regarding employee reporting, federal employment tax returns, unrelated business gross income, foreign accounts, prohibited tax shelter transactions, charitable contributions, 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 lines 8a, 8b, or 10b below, describe the circumstances, processes, or changes in Schedule O. See instructions. Check if Schedule O contains a response or note to any line in this Part VI



Section A. Governing Body and Management

Table with 3 columns: Question, Yes, No. Rows include: 1a Enter the number of voting members of the governing body at the end of the tax year; 1b Enter the number of voting members included in line 1a, above, who are independent; 2 Did any officer, director, trustee, or key employee have a family relationship or a business relationship with any other officer, director, trustee, or key employee?; 3 Did the organization delegate control over management duties customarily performed by or under the direct supervision of officers, directors or trustees, or key employees to a management company or other person?; 4 Did the organization make any significant changes to its governing documents since the prior Form 990 was filed?; 5 Did the organization become aware during the year of a significant diversion of the organization's assets?; 6 Did the organization have members or stockholders?; 7a Did the organization have members, stockholders, or other persons who had the power to elect or appoint one or more members of the governing body?; 7b Are any governance decisions of the organization reserved to (or subject to approval by) members, stockholders, or persons other than the governing body?; 8 Did the organization contemporaneously document the meetings held or written actions undertaken during the year by the following: a The governing body? b Each committee with authority to act on behalf of the governing body?; 9 Is there any officer, director, trustee, or key employee listed in Part VII, Section A, who cannot be reached at the organization's mailing address? If "Yes," provide the names and addresses in Schedule O.

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

Section C. Disclosure

Table with 2 columns: Question, Answer. Rows include: 17 List the states with which a copy of this Form 990 is required to be filed; 18 Section 6104 requires an organization to make its Form 1023 (1024 or 1024-A, if applicable), 990, and 990-T (section 501(c)(3)s only) available for public inspection. Indicate how you made these available. Check all that apply. Own website, Another's website, Upon request, Other (explain in Schedule O); 19 Describe in Schedule O whether (and if so, how) the organization made its governing documents, conflict of interest policy, and financial statements available to the public during the tax year.; 20 State the name, address, and telephone number of the person who possesses the organization's books and records: ANN MCCULLY 10 RIVER PARK PLAZA SUITE 820 ST PAUL, MN 55107 (651) 290-9704

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, or 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 dotted 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) MARCIA SCHLATTMAN BOARD CHAIR	1.00	X		X				0	0	0
(2) MARLENE JEHNKE BOARD VICE CHAIR	1.00	X		X				0	0	0
(3) LIZ KUOPPALA BOARD SECRETARY	1.00	X		X				0	0	0
(4) HORTENSIA LEON BOARD MEMBER	1.00	X						0	0	0
(5) NANCY HAFNER BOARD MEMBER	1.00	X						0	0	0
(6) PHYLLIS SLOAN BOARD MEMBER	1.00	X						0	0	0
(7) LANAY MILLER BOARD MEMBER	1.00	X						0	0	0
(8) MARIA STEEN TREASURER	1.00	X		X				0	0	0
(9) MARGARET MAHOWALD BOARD MEMBER	1.00	X						0	0	0
(10) ZANG VANG-LEE BOARD MEMBER	1.00	X						0	0	0
(11) BRITTANY CLAUSELL BOARD MEMBER	1.00	X						0	0	0
(12) JOANN JOHNSON BOARD MEMBER	1.00	X						0	0	0
(13) ARIANE BROMBERG BOARD MEMBER	1.00	X						0	0	0
(14) JULIET LEE BOARD MEMBER	1.00	X						0	0	0
(15) ANN MCCULLY EXECUTIVE DIRECTOR	40.00			X				119,308	0	19,457
(16) CALAHENA MERRICK ASSOCIATE DIRECTOR	40.00					X		121,451	0	16,879

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 dotted 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			

1b Sub-Total	▶			
c Total from continuation sheets to Part VII, Section A	▶			
d Total (add lines 1b and 1c)	▶	240,759	0	36,336

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 ▶ 2

	Yes	No
3 Did the organization list any former officer, director or trustee, key employee, or highest compensated employee on line 1a? <i>If "Yes," complete Schedule J for such individual</i>	3	No
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>	4	No
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>	5	No

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

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 ▶ 0

Part VIII Statement of Revenue

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

			(A) Total revenue	(B) Related or exempt function revenue	(C) Unrelated business revenue	(D) Revenue excluded from tax under sections 512 - 514	
Contributions, Gifts, Grants and Other Similar Amounts	1a Federated campaigns	1a					
	b Membership dues	1b					
	c Fundraising events	1c					
	d Related organizations	1d					
	e Government grants (contributions)	1e	7,128,616				
	f All other contributions, gifts, grants, and similar amounts not included above	1f	1,845				
	g Noncash contributions included in lines 1a - 1f:\$	1g					
	h Total. Add lines 1a-1f ▶			7,130,461			
Program Service Revenue	2a PROGRAM INCOME	Business Code					
		624410	237,799	237,799			
	b MISCELLANEOUS	900099	64,422	64,422			
	c						
	d						
	e						
	f All other program service revenue.						
g Total. Add lines 2a-2f. ▶		302,221					
Other Revenue	3 Investment income (including dividends, interest, and other similar amounts) ▶		15,538			15,538	
	4 Income from investment of tax-exempt bond proceeds ▶						
	5 Royalties ▶						
	6a Gross rents	(i) Real	(ii) Personal				
		6b Less: rental expenses					
		6c Rental income or (loss)					
		d Net rental income or (loss) ▶					
	7a Gross amount from sales of assets other than inventory	(i) Securities	(ii) Other				
		7b Less: cost or other basis and sales expenses					
		7c Gain or (loss)					
		d Net gain or (loss) ▶					
	8a Gross income from fundraising events (not including \$ _____ of contributions reported on line 1c). See Part IV, line 18	8a					
		b Less: direct expenses	8b				
		c Net income or (loss) from fundraising events ▶					
	9a Gross income from gaming activities. See Part IV, line 19	9a					
b Less: direct expenses		9b					
c Net income or (loss) from gaming activities ▶							
10a Gross sales of inventory, less returns and allowances	10a						
	b Less: cost of goods sold	10b					
	c Net income or (loss) from sales of inventory ▶						
11a Miscellaneous Revenue		Business Code					
b							
c							
d All other revenue							
e Total. Add lines 11a-11d ▶							
12 Total revenue. See instructions ▶			7,448,220	302,221	0	15,538	

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	2,155,159	2,155,159		
3 Grants and other assistance to foreign organizations, foreign governments, and foreign individuals. See Part IV, lines 15 and 16.				
4 Benefits paid to or for members				
5 Compensation of current officers, directors, trustees, and key employees	277,095	124,736	150,555	1,804
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	2,517,339	2,342,439	172,541	2,359
8 Pension plan accruals and contributions (include section 401 (k) and 403(b) employer contributions)	66,227	62,853	3,371	3
9 Other employee benefits	246,266	243,287	2,824	155
10 Payroll taxes	202,782	181,882	20,660	240
11 Fees for services (non-employees):				
a Management				
b Legal				
c Accounting	237,131	195,140	41,991	
d Lobbying				
e Professional fundraising services. See Part IV, line 17				
f Investment management fees				
g Other (If line 11g amount exceeds 10% of line 25, column (A) amount, list line 11g expenses on Schedule O)	668,323	651,990	16,333	
12 Advertising and promotion	347,997	305,598	42,399	
13 Office expenses	37,698	35,836	1,849	13
14 Information technology				
15 Royalties				
16 Occupancy	140,892	134,697	6,100	95
17 Travel	41,300	33,095	8,205	
18 Payments of travel or entertainment expenses for any federal, state, or local public officials				
19 Conferences, conventions, and meetings	208,799	155,978	52,821	
20 Interest				
21 Payments to affiliates				
22 Depreciation, depletion, and amortization	15,412		15,412	
23 Insurance	11,323	10,467	856	
24 Other expenses. Itemize expenses not covered above (List miscellaneous expenses in line 24e. If line 24e amount exceeds 10% of line 25, column (A) amount, list line 24e expenses on Schedule O.)				
a EQUIPMENT	64,840	37,850	26,990	
b DATABASE DEVELOPMENT	33,687	33,687		
c MISCELLANEOUS-CREDIT CA	26,717	25,973	744	
d WEBSITE DEVELOPMENT	24,984	24,984		
e All other expenses	1,250	1,250		
25 Total functional expenses. Add lines 1 through 24e	7,325,221	6,756,901	563,651	4,669
26 Joint costs. Complete this line only if the organization reported in column (B) joint costs from a combined educational campaign and fundraising solicitation. Check here <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 IX

		(A) Beginning of year		(B) End of year
Assets	1 Cash—non-interest-bearing		1	
	2 Savings and temporary cash investments	4,575,323	2	5,026,192
	3 Pledges and grants receivable, net	1,748,752	3	1,951,989
	4 Accounts receivable, net	14,873	4	13,651
	5 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		5	
	6 Loans and other receivables from other disqualified persons (as defined under section 4958(f)(1)), and persons described in section 4958(c)(3)(B)		6	
	7 Notes and loans receivable, net		7	
	8 Inventories for sale or use		8	
	9 Prepaid expenses and deferred charges	112,715	9	90,755
	10a Land, buildings, and equipment: cost or other basis. Complete Part VI of Schedule D	10a 32,225		
	b Less: accumulated depreciation	10b 11,260	4,978	10c 20,965
	11 Investments—publicly traded securities		11	
	12 Investments—other securities. See Part IV, line 11		12	
	13 Investments—program-related. See Part IV, line 11		13	
	14 Intangible assets	10,434	14	0
	15 Other assets. See Part IV, line 11	0	15	379,943
16 Total assets. Add lines 1 through 15 (must equal line 33)	6,467,075	16	7,483,495	
Liabilities	17 Accounts payable and accrued expenses	301,451	17	523,180
	18 Grants payable	366,500	18	256,059
	19 Deferred revenue	4,188,673	19	4,586,164
	20 Tax-exempt bond liabilities		20	
	21 Escrow or custodial account liability. Complete Part IV of Schedule D		21	
	22 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		22	
	23 Secured mortgages and notes payable to unrelated third parties		23	
	24 Unsecured notes and loans payable to unrelated third parties		24	
	25 Other liabilities (including federal income tax, payables to related third parties, and other liabilities not included on lines 17 - 24). Complete Part X of Schedule D	0	25	384,642
	26 Total liabilities. Add lines 17 through 25	4,856,624	26	5,750,045
Net Assets or Fund Balances	Organizations that follow FASB ASC 958, check here <input checked="" type="checkbox"/> and complete lines 27, 28, 32, and 33.			
	27 Net assets without donor restrictions	1,450,765	27	1,599,927
	28 Net assets with donor restrictions	159,686	28	133,523
	Organizations that do not follow FASB ASC 958, check here <input type="checkbox"/> and complete lines 29 through 33.			
	29 Capital stock or trust principal, or current funds		29	
	30 Paid-in or capital surplus, or land, building or equipment fund		30	
	31 Retained earnings, endowment, accumulated income, or other funds		31	
32 Total net assets or fund balances	1,610,451	32	1,733,450	
33 Total liabilities and net assets/fund balances	6,467,075	33	7,483,495	

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	7,448,220
2	Total expenses (must equal Part IX, column (A), line 25)	2	7,325,221
3	Revenue less expenses. Subtract line 2 from line 1	3	122,999
4	Net assets or fund balances at beginning of year (must equal Part X, line 32, column (A))	4	1,610,451
5	Net unrealized gains (losses) on investments	5	
6	Donated services and use of facilities	6	
7	Investment expenses	7	
8	Prior period adjustments	8	
9	Other changes in net assets or fund balances (explain in Schedule O)	9	0
10	Net assets or fund balances at end of year. Combine lines 3 through 9 (must equal Part X, line 32, column (B))	10	1,733,450

Part XII Financial Statements and Reporting

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

- 1** Accounting method used to prepare the Form 990: Cash Accrual Other _____
 If the organization changed its method of accounting from a prior year or checked "Other," explain on Schedule O.
- 2a** Were the organization's financial statements compiled or reviewed by an independent accountant?
 If 'Yes,' check a box below to indicate whether the financial statements for the year were compiled or reviewed on a separate basis, consolidated basis, or both:
 Separate basis Consolidated basis Both consolidated and separate basis
- b** Were the organization's financial statements audited by an independent accountant?
 If 'Yes,' check a box below to indicate whether the financial statements for the year were audited on a separate basis, consolidated basis, or both:
 Separate basis Consolidated basis Both consolidated and separate basis
- c** If "Yes," to line 2a or 2b, does the organization have a committee that assumes responsibility for oversight of the audit, review, or compilation of its financial statements and selection of an independent accountant?
 If the organization changed either its oversight process or selection process during the tax year, explain in Schedule O.
- 3a** As a result of a federal award, was the organization required to undergo an audit or audits as set forth in the Single Audit Act and OMB Circular A-133?
- b** If "Yes," did the organization undergo the required audit or audits? If the organization did not undergo the required audit or audits, explain why in Schedule O and describe any steps taken to undergo such audits.

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

Additional Data

Software ID:

Software Version:

EIN: 41-1730422

Name: MINNESOTA CHILD CARE RESOURCE AND REFERRAL NETWORK

Form 990 (2022)

Form 990, Part III, Line 4a:

CHILD CARE AWARE SYSTEM SERVICES PROVIDE LEADERSHIP AND INFLUENCE ACROSS THE CHILD CARE AWARE SYSTEM. -FOCUSED ON DIVERSITY, EQUITY, INCLUSION, AND ANTI-RACISM (DEI-AR) ISSUES WITHIN THE CHILD CARE AWARE OF MINNESOTA SYSTEM AND BEYOND: -TWO OF OUR LEADERSHIP STAFF BECAME IDI QUALIFIED ADMINISTRATORS, ENABLING THEM TO ADMINISTER THE IDI AND PROVIDE COACHING TO THE CCAOMN SYSTEM. -WE CONDUCTED A SYSTEM-WIDE NEEDS ASSESSMENT TO IDENTIFY EACH REGION/DISTRICT'S NEEDS FOR DEI-AR WORK. A MENU OF SUPPORT AND SUMMARIES WAS PROVIDED FOR EACH DISTRICT OR REGION TO IDENTIFY THE NEXT STEPS. -CCAOMN COORDINATING OFFICE (CO) STAFF HAVE CONVENED AN ANTI-RACISM GROUP WITH 10-15 PARTICIPANTS WHO MEET TWICE A MONTH TO IDENTIFY CHALLENGES THAT CONTINUE RACISM IN THE COORDINATING OFFICE AND THE SYSTEM AND TO TAKE ACTION TO ADDRESS THOSE CHALLENGES. -CONVENED FUNCTION-SPECIFIC FIELD STAFF AND OVERALL COORDINATION/LEADERSHIP STAFF TO SUPPORT AND GUIDE PROJECT WORK AND PROVIDE UPDATES AND SUPPORT AS NEEDED. -LED A SYSTEM-WIDE ADVOCACY NETWORK, WHICH CONVENES QUARTERLY TO LEARN, EDUCATE, AND SHARE ADVOCACY INITIATIVES FOR EARLY CHILDHOOD ISSUES STATEWIDE. COORDINATE AND DELIVER A SYSTEM OF EARLY CHILDHOOD EDUCATION PROFESSIONAL DEVELOPMENT -CONTINUED TO SERVE AS THE PRIMARY DELIVERY SYSTEM TO DELIVER CHILD CARE AWARE TRAINING FROM BOTH CHILD CARE AWARE STAFF AND CONTRACTED TRAINERS. -COLLECTIVELY (WITH OUR LOCAL AGENCY PARTNERS), WE DELIVERED 940 CLASSROOM-BASED COURSES WITH 8,448 ATTENDEES AND 631 WEB-BASED PROFESSIONAL DEVELOPMENT COURSES WITH 47,828 ATTENDEES. -150 OF THE WEB-BASED COURSES WE DELIVERED WERE TAUGHT IN LANGUAGES OTHER THAN ENGLISH, WITH SPANISH AND SOMALI BEING THE MOST COMMON LANGUAGES. 810 PARTICIPANTS COMPLETED THE COURSES IN LANGUAGES OTHER THAN ENGLISH. -IN ADDITION, WE SUPPORTED PINE TECH COMMUNITY COLLEGE TO DELIVER 266 COURSES WITH 2,935 ATTENDEES. -THE ONLINE PILOT TRAINING, WHICH EXPANDS THE SYSTEM CAPACITY FOR OFFERING ONLINE COURSES TO OUR PARTNER AGENCIES, HELD NINETY-SIX TRAINING COURSES IN THE SECOND HALF OF THE FISCAL YEAR, WITH 816 PARTICIPANTS COMPLETING THESE COURSES. COORDINATE IMPLEMENTATION OF THE PARENT AWARE (PA) QUALITY RATING AND IMPROVEMENT PROGRAM -AS OF SEPTEMBER 30, 2023, THERE WERE 2,762 CHILD CARE PROGRAMS WITH A PARENT AWARE RATING IN MINNESOTA. -WE WORKED WITH 13 COACH CHAMPIONS TO ENSURE BROAD SUPPORT FOR THE 59 PARENT AWARE QUALITY COACHES AND TO GAIN INSIGHT INTO THE RESOURCES AND SUPPORT THOSE COACHES NEED. THIS INCLUDED: -FACILITATING THE FIRST OF MANY ENGAGEMENT EVENTS ON JUNE 1ST WITH MOST OF THE SYSTEM STAFF TO GATHER IDEAS AROUND THE PA RATING PATHWAYS AND COHORTS PROJECT FOR THE RACIAL EQUITY ACTION PLAN. -PARTICIPATING IN VARIOUS WORKGROUPS AS PART OF THE ONGOING PARENT AWARE REDESIGN. -SUPPORTING 226 PROGRAMS TO EARN A RATING IN THE ACCELERATED PATHWAY THIS FISCAL YEAR. -PROVIDING A WEBINAR, COACHING, AND TA TO 177 PROGRAMS IN EITHER THE ACCELERATED OR EXPEDITED PATHWAYS THAT EARNED A PARENT AWARE GRANT. PROVIDE ALL FAMILIES WITH THE RESOURCES AND SUPPORT THEY NEED TO MAKE AN INFORMED CHILD CARE CHOICE. -THE CHILD CARE INFORMATION SERVICES (CCIS) TEAM COMPLETED 616 REFERRALS THIS PAST FISCAL YEAR AND 1,112 ADDITIONAL CALLS COVERING A WIDE RANGE OF TOPICS AND REQUESTS FOR ASSISTANCE. THE MOST COMMON TOPICS RAISED IN THESE PHONE CALLS ARE FINANCIAL ASSISTANCE FOR CHILD CARE OR GENERAL FINANCIAL NEEDS AND SPECIAL NEEDS CARE. OTHER TOPICS INCLUDE HOUSING SUPPORT, FOOD INSECURITY, EARLY LEARNING SCHOLARSHIPS, COUNTY CCPAP, THE PROVIDER UPDATE TOOL, WEBSITE NAVIGATION, MILITARY ASSISTANCE, TRANSPORTATION, AND LICENSING QUESTIONS. -THE CCIS TEAM WORKED WITH THE WAYFINDER AND QUALITY IMPROVEMENT TEAMS TO ADDRESS FAMILY TRANSPORTATION NEEDS THIS PAST YEAR. -OUTREACH EFFORTS HAVE CONTINUED TO GROW. WE CURRENTLY PARTNER WITH MORE THAN 125 COMMUNITY ORGANIZATIONS THAT SUPPORT MN FAMILIES AND COMMUNITIES IN ACCESSING HIGH-QUALITY CARE AND FORTY-FIVE MORE FORMALIZED PARTNER ORGANIZATIONS/ EMPLOYERS WITH WHOM WE HAVE AGREEMENTS DRAFTED OR COLLABORATED MORE CLOSELY. -WE HOSTED 119,000 TOTAL USERS, 117,000 NEW USERS, AND HAD 535,000 PAGE VIEWS ON OUR ONLINE SEARCH TOOL PARENTAWARE.ORG. PROVIDE TECHNICAL ASSISTANCE AND OTHER SUPPORT TO THE CHILD CARE SECTOR. -CHILD CARE AWARE OF MINNESOTA ONCE AGAIN PROVIDED TECHNICAL ASSISTANCE FOR THE CHILD CARE STABILIZATION GRANT PROGRAM. DURING FY23, CCAOMN RECEIVED A MONTHLY AVERAGE OF 258 CALLS AND 214 EMAIL MESSAGES TO PROVIDE TECHNICAL ASSISTANCE FOR THESE GRANTS. -EMPOWER TO EDUCATE IS A WORKFORCE RECRUITMENT PROGRAM THAT OFFICIALLY WAS LAUNCHED ON JULY 21, 2022. THE PROGRAM PROVIDES EARLY CHILDHOOD WORKFORCE ADVISING AND RELATIONSHIP-BASED PROFESSIONAL DEVELOPMENT, WRAPAROUND SERVICES AND SUPPORT, JOB SKILLS TRAINING AND JOB PLACEMENT SUPPORT, TWO PROGRAM STIPENDS, A MENTORSHIP PROGRAM, DATA AND PROGRAM EVALUATION, AND MARKETING AND OUTREACH. -DURING THE FIRST YEAR OF THE EMPOWER TO EDUCATE PROGRAM, OUR PARTNER AGENCIES ACROSS MN HIRED TWELVE WORKFORCE ADVISORS (TWO FULL-TIME AND TEN PART-TIME OR DUAL ROLES). THERE ARE MORE THAN TWO HUNDRED ACTIVE PARTICIPANTS, WITH OVER A THIRD IDENTIFYING AS BLACK, INDIGENOUS, AND PEOPLE OF COLOR (BIPOC). A THIRD OF THE PARTICIPANTS ARE INTERESTED IN STARTING THEIR OWN FAMILY CHILD CARE PROGRAM OR CHILD CARE CENTER, AND ALMOST 70 % EXPRESSED INTEREST IN WORKING AT A CHILD CARE CENTER. -AS OF NOVEMBER 20, 2023, 461 PARTICIPANTS HAVE RECEIVED A STIPEND FROM EMPOWER TO EDUCATE. 119 PARTICIPANTS HAVE COMPLETED THE PROGRAM AS OF DECEMBER 4, 2023. -THE EMPOWER TO EDUCATE PROGRAM ALSO STARTED A MENTORSHIP PROGRAM TO PROVIDE FURTHER GUIDANCE AND SUPPORT FOR ITS PARTICIPANTS. THERE WERE TWENTY-SIX MENTORS PAIRED WITH TWENTY-THREE MENTEES ACROSS MINNESOTA. THE MENTORS RECEIVED MENTORSHIP TRAINING AND STIPENDS FOR THEIR TIME AND EXPERTISE AS PART OF THIS PROGRAM. -CHILD CARE WAYFINDER ASSISTANCE NETWORK IS A NEW CAPACITY-BUILDING PROGRAM DESIGNED TO INCREASE FAMILY ACCESS TO CHILD CARE BY MAINTAINING OR INCREASING THE NUMBER OF LICENSED SPACES FOR CHILDREN BY SUPPORTING EARLY EDUCATORS TO NAVIGATE EXISTING PROCESSES TO ESTABLISH, SUSTAIN, AND EXPAND LICENSED CHILD CARE PROGRAMS. -CHILD CARE WAYFINDER HAS 30 WAYFINDER NAVIGATORS HIRED BY DISTRICT AGENCIES ACROSS MN WHO WORK WITH PROGRAM PARTICIPANTS THROUGHOUT THE SYSTEM. OUR TEAM SUPPORTS THE NAVIGATORS WITH TRAINING AND PROGRAM MANAGEMENT. -AFTER THE FIRST YEAR OF PROGRAMMING, CHILD CARE WAYFINDER HAS ALMOST NINE HUNDRED PARTICIPANTS ACROSS MN, WITH 31% IDENTIFYING AS BIPOC. -A NEW CASE MANAGEMENT SYSTEM HAS BEEN IMPLEMENTED RECENTLY TO IMPROVE PROGRAM MONITORING AND MANAGEMENT. -A VITAL ASPECT OF THE WAYFINDER PROGRAM IS THE STRENGTH OF PARTNERSHIPS WITH COMMUNITY ORGANIZATIONS. THESE KEY PARTNERSHIPS HAVE BUILT OUR ORGANIZATIONAL CAPACITY TO SERVE DIVERSE COMMUNITIES MORE EFFECTIVELY.

Form 990, Part III, Line 4b:

DIRECT FINANCIAL SUPPORTS HIGH-QUALITY CHILD CARE REQUIRES SUBSTANTIAL INVESTMENTS IN CERTIFICATION, EDUCATION, AND RETENTION OF EARLY EDUCATORS. OUR SCHOLARSHIP AND GRANT PROGRAMS FOCUS ON RETAINING EARLY CHILDHOOD EDUCATORS AND SUPPORTING THEIR PROFESSIONAL DEVELOPMENT. -T.E.A.C.H. EARLY CHILDHOOD MINNESOTA (T.E.A.C.H.) IS A SCHOLARSHIP PROGRAM THAT HELPS EARLY CHILDHOOD AND SCHOOL-AGE EDUCATORS INCREASE THEIR LEVELS OF EDUCATION, COMPENSATION, AND COMMITMENT TO THE FIELD BY EARNING COLLEGE CREDITS AND DEGREES. -WE SPENT \$827,987** ON T.E.A.C.H. SCHOLARSHIPS FOR 265 EARLY CHILDHOOD EDUCATORS. -OF THESE, 74 (28%) SELF-IDENTIFIED AS BIPOC, AND 42% OF T.E.A.C.H. RECIPIENTS ARE CONSIDERED RURAL. -T.E.A.C.H. RECIPIENTS COMPLETED A TOTAL OF 2,731 CREDIT HOURS IN FY23. THE AVERAGE NUMBER OF CREDITS COMPLETED PER RECIPIENT WAS 9.68. ** THIS NUMBER REFLECTS THE AMOUNT SPENT DURING FY23 ON T.E.A.C.H. SCHOLARSHIP EXPENDITURES, NOT THE AMOUNT ENCUMBERED FOR NEW SCHOLARSHIPS FROM DHS. -OUR T.E.A.C.H. TEAM HAS RECENTLY PILOTED AN APPRENTICESHIP PROGRAM IN PARTNERSHIP WITH THE T.E.A.C.H. NATIONAL OFFICE. THIS PROGRAM SUPPORTS APPRENTICES WITH EMPLOYMENT, ON-THE-JOB TRAINING, COLLEGE COURSEWORK, INDIVIDUALIZED MENTORING, AND ADDITIONAL SUPPORT IN EARNING INDUSTRY-RECOGNIZED CREDENTIALS AND DEGREES AND APPLYING EARLY CHILDHOOD BEST PRACTICES IN THEIR PROGRAMS. -REETAIN BONUSES HELP SUPPLEMENT INCOME FOR EARLY CHILDHOOD EDUCATORS WHO HAVE ATTAINED A CERTIFICATE OR HIGHER EDUCATION DEGREE AS THEY WORK TO ESTABLISH A CAREER IN THE FIELD. REETAIN BONUSES CAN BE USED FOR PROGRAM SUPPLIES, TRAINING, OR PERSONAL EXPENSES. -WE AWARDED REETAIN GRANTS TOTALING \$1,032,000 TO 509 EARLY CHILDHOOD EDUCATORS. -OF THESE, 18% IDENTIFIED AS BIPOC, AND 49% ARE IN RURAL AREAS (OUTSIDE OF THE METRO REGION). -CDA AWARDS HELP EARLY EDUCATORS PAY FOR THE REQUIRED TRAINING, APPLICATION, AND RENEWAL OF THE NATIONALLY RECOGNIZED CHILD DEVELOPMENT ASSOCIATE CREDENTIAL (CDA). APPLICATIONS ARE ACCEPTED AT ANY TIME. AWARDS ARE DISTRIBUTED QUARTERLY. -WE AWARDED CDA TRAINING, ASSESSMENT OR RENEWAL SCHOLARSHIPS, AND PROFESSIONAL DEVELOPMENT SPECIALIST STIPENDS TOTALING \$32,068 TO 54 EARLY CHILDHOOD EDUCATORS. -OF THESE, 30% ARE IDENTIFIED AS BIPOC, AND 72% ARE IN RURAL AREAS (OUTSIDE OF THE METRO REGION). -FOREIGN CREDENTIAL EVALUATION SCHOLARSHIPS ARE USED TO EVALUATE RECIPIENTS' FOREIGN EARLY CHILDHOOD CREDENTIALS. -WE AWARDED \$1793 TO 5 RECIPIENTS. ONE OF THE THREE PARTNERS COMPLETES THE EVALUATIONS AND HELPS RECIPIENTS IDENTIFY AND INCREASE THEIR CAREER LATTICE STEPS WITHIN THE PD SYSTEM.

Form 990, Part III, Line 4c:

EAGER-TO-LEARN: EAGER-TO-LEARN (ETL) IS AN INNOVATIVE, COMMUNITY-BASED E-LEARNING PROGRAM. ITS ONLINE COURSES ARE DESIGNED TO PROVIDE QUALITY, ACCESSIBLE EDUCATIONAL OPPORTUNITIES FOR PEOPLE WHO CARE FOR CHILDREN. A LEADER IN THE FIELD, EAGER-TO-LEARN IS BUILT UPON SEVERAL DECADES OF RESEARCH SUPPORTING THE EFFECTIVENESS AND UNIVERSAL REACH OF THE ONLINE LEARNING MODEL. TRAINED PROFESSIONALS OFFER COURSES COVERING A WIDE RANGE OF TOPICS FOCUSING ON CHILDREN FROM BIRTH TO AGE 12. ANYTIME LEARNING (ATL) COURSES ARE SELF-PACED, ONLINE COURSES DESIGNED TO GIVE STUDENTS THE FLEXIBILITY TO LEARN ON THEIR OWN TIME AND AT THEIR SPEED. -WE SUPPORTED THE FOLLOWING ETL & ATL COURSES IN FY23: TYPE OF COURSE/NUMBER OF EVENTS/ NUMBER OF ATTENDEESTOTAL ETL / 72 / 432 TOTAL ATL / 559 / 47,396 -THIS PAST FISCAL YEAR, OUR ETL TEAM FOCUSED HEAVILY ON THE LAUNCH OF A PILOT PROGRAM FOR INSTRUCTOR-LED ONLINE TRAINING THROUGH OUR DISTRICTS. OUR COORDINATING OFFICE COLLABORATED WITH TWO DISTRICTS TO OFFER INDEPENDENTLY OWNED COURSES WITH TRAINERS IN THE STATE'S WEST CENTRAL AND NORTHWEST PORTIONS. - THE ONLINE MN CHILD DEVELOPMENT ASSOCIATE (MNCDA) AND DIRECTOR CREDENTIAL (DC) PROGRAMS ARE OUR MOST POPULAR INSTRUCTOR-LED OFFERINGS, WITH SIX COHORTS (3 MNCDA AND 3 DC) BEGINNING OR CONTINUING RUNNING THROUGHOUT THIS REPORTING PERIOD. A TOTAL OF TWENTY-TWO STUDENTS COMPLETED THE MNCDA CREDENTIAL, AND THIRTY STUDENTS FINISHED THE DIRECTORS CREDENTIAL. ONE OF THE DIRECTOR CREDENTIAL COHORTS WAS IN SPANISH AND HAD TEN STUDENTS ENROLLED.

Form 990, Part III - 4 Program Service Accomplishments (See the Instructions)

Describe the exempt purpose achievements for each of the organization's three largest program services by expenses. Section 501(c)(3) and (4) organizations and 4947(a)(1) trusts are required to report the amount of grants and allocations to others, the total expenses, and revenue, if any, for each program service reported.

(Code: _____)	(Expenses \$ _____)	269,723 including grants of \$ _____	(Revenue \$ _____)
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PARENT AWARE: THE COORDINATING OFFICE RECEIVES FUNDING THROUGH A SEPARATE CONTRACT WITH THE MINNESOTA DEPARTMENT OF HUMAN SERVICES TO MANAGE THE PARENT AWARE RATING TEAM THAT PROVIDES FINAL REVIEW AND SCORING FOR THE QUALITY DOCUMENTATION PORTFOLIOS SUBMITTED BY EARLY EDUCATORS PURSUING A STAR RATING. THIS WORK INCLUDES RIGOROUS PROCESSES TO ENSURE RELIABILITY AND CONSISTENCY IN SCORING. THIS TEAM REVIEWS AND RECOMMENDS STAR RATING LEVELS TO THE MINNESOTA DEPARTMENT OF HUMAN SERVICES FOR ALL PARENT AWARE APPLICANTS, INCLUDING THOSE PURSUING A FULL RATING, AN ACCELERATED RATING, OR AN EXPEDITED RATING. THE FOLLOWING PROGRAMS HAVE BEEN RE-RATED DURING FISCAL YEAR 23: -HEAD START: 12 INDIVIDUAL SITES -PUBLIC SCHOOL PRE-K: 128 DISTRICTS THAT INCLUDED 229 INDIVIDUAL SITES -ACCREDITED, LICENSED CENTERS: -216 THROUGH THE ACCELERATED PATHWAY AND -FIVE THROUGH THE EXPEDITED PATHWAY -JULY 2022 FULL RATING COHORT: 351 TOTAL -98 LICENSED CHILD CARE CENTERS, -243 FAMILY CHILD CARE PROGRAMS, -10 TRIBALLY LICENSED PROGRAMS -JANUARY 2023 FULL RATING COHORT: 455 TOTAL -140 LICENSED CHILD CARE CENTERS, -313 FAMILY CHILD CARE PROGRAMS, -2 TRIBALLY LICENSED PROGRAMS THE RATINGS TEAM HAS ALSO BEEN PROVIDING INPUT FOR THE UPCOMING ONE-STAR RATING CHANGES AND HAS CONTINUED TO COLLABORATE WITH PARENT AWARE FOR STANDARDS AND INDICATOR UPDATES AND THE PARENT AWARE REDESIGN.

(Code: _____)	(Expenses \$ _____)	83,384 including grants of \$ _____	(Revenue \$ _____)
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OTHER:-CCAOA-WK KELLOGG FOUNDATION -EXPAND AND DIVERSIFY INVOLVEMENT IN THE CARE PUBLIC POLICY FELLOWSHIP -CONTINUE TO FACILITATE AND GROW THE TRANSFORMING MINNESOTA'S EARLY CHILDHOOD WORKFORCE INITIATIVE -CONTINUE LEADERSHIP ON THE GREAT START TASK FORCE FOR ALL MINNESOTA'S CHILDREN -DEVELOP AN EQUITY TOOL FOR PLANNING AND ASSESSING LEGISLATIVE MANDATES AND ARP-FUNDED INITIATIVES.-CCAOA EMERGENCY PREPAREDNESS GRANT -THIS GRANT FOCUSES ON CREATING AND DELIVERING THE EMERGENCY PREPAREDNESS FOR CHILD CARE PROGRAMS CURRICULUM, INCLUDING TRAINING OUR SYSTEM NAVIGATORS AND OTHER STAFF TO PROVIDE SUPPORT.-SHELTERING ARMS FOUNDATION GRANT -THIS GRANT FUNDS A LOBBYING CONTRACT FOR THE WORK OF "TRANSFORMING MINNESOTA'S EARLY CHILDHOOD WORKFORCE BIRTH THROUGH EIGHT." CHILD CARE AWARE OF MINNESOTA SERVES AS THE PASS-THROUGH ENTITY FOR PAYMENT. THE WORK INCLUDES INCREASING ACCESS TO ONGOING PROFESSIONAL DEVELOPMENT AND DEGREE ATTAINMENT OPPORTUNITIES FOR THE EARLY CHILDHOOD WORKFORCE AND STRATEGIES FOR INCREASING COMPENSATION.-THE CHILD CARE ADVOCATES READY TO EMERGE (CARE) FELLOWSHIP -THIS FUNDING FROM THE HOPKINS EARLY LEARNING CENTER (AS PART OF THEIR DISSOLUTION AS A NONPROFIT) WAS EARMARKED FOR THE CONTINUATION OF THE CARE FELLOWSHIP. AN MOU WAS SIGNED TO DIRECT THE USE OF THE FUNDING. A BUDGET WAS CREATED TO EXTEND THIS INITIAL FUNDING ACROSS 2021-2025. BRINGS TOGETHER A DIVERSE GROUP OF ENTHUSIASTIC AND CURIOUS PARTICIPANTS TO IMPROVE THEIR ADVOCACY KNOWLEDGE AND SKILLS. THIS PROJECT IS A COLLABORATIVE EFFORT ACROSS MULTIPLE ORGANIZATIONS, WITH CHILD CARE AWARE SERVING AS THE FISCAL HOST.-UNITED WAY/START EARLY FUNDERS COALITION -THIS GRANT HELPS TO FUND STIPENDS AND SUPPORT FOR THE CARE FELLOWS IN THE 22-23 COHORT.-NAEYC GRANT -THIS GRANT INCLUDES PASS-THROUGH FUNDS TO MNAEYC FOR OUTREACH AND PROMOTION OF THE UNIFYING FRAMEWORK AND SUPPORT FOR THE POLICY WORK OF TRANSFORMING MINNESOTA'S ECE WORKFORCE POLICY DEVELOPMENT.

SCHEDULE A
(Form 990)

Department of the Treasury
Internal Revenue Service

Public Charity Status and Public Support

Complete if the organization is a section 501(c)(3) organization or a section 4947(a)(1) nonexempt charitable trust.
▶ Attach to Form 990 or Form 990-EZ.
▶ Go to www.irs.gov/Form990 for instructions and the latest information.

OMB No. 1545-0047

2022

Open to Public Inspection

Name of the organization MINNESOTA CHILD CARE RESOURCE AND REFERRAL NETWORK	Employer identification number 41-1730422
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Part I Reason for Public Charity Status (All organizations must complete this part.) See instructions.

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

- 1 A church, convention of churches, or association of churches described in **section 170(b)(1)(A)(i).**
- 2 A school described in **section 170(b)(1)(A)(ii).** (Attach Schedule E (Form 990).)
- 3 A hospital or a cooperative hospital service organization described in **section 170(b)(1)(A)(iii).**
- 4 A medical research organization operated in conjunction with a hospital described in **section 170(b)(1)(A)(iii).** Enter the hospital's name, city, and state:

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

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

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

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

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

Section A. Public Support

Calendar year (or fiscal year beginning in) ▶		(a) 2018	(b) 2019	(c) 2020	(d) 2021	(e) 2022	(f) Total
1	Gifts, grants, contributions, and membership fees received. (Do not include any "unusual grant.") . . .	4,933,923	44,497,218	6,530,237	6,532,536	7,130,461	69,624,375
2	Tax revenues levied for the organization's benefit and either paid to or expended on its behalf						
3	The value of services or facilities furnished by a governmental unit to the organization without charge..						
4	Total. Add lines 1 through 3	4,933,923	44,497,218	6,530,237	6,532,536	7,130,461	69,624,375
5	The portion of total contributions by each person (other than a governmental unit or publicly supported organization) included on line 1 that exceeds 2% of the amount shown on line 11, column (f)						
6	Public support. Subtract line 5 from line 4.						69,624,375

Section B. Total Support

Calendar year (or fiscal year beginning in) ▶		(a) 2018	(b) 2019	(c) 2020	(d) 2021	(e) 2022	(f) Total
7	Amounts from line 4.	4,933,923	44,497,218	6,530,237	6,532,536	7,130,461	69,624,375
8	Gross income from interest, dividends, payments received on securities loans, rents, royalties and income from similar sources.	5,591	9,673	4,205	4,802	15,538	39,809
9	Net income from unrelated business activities, whether or not the business is regularly carried on.						
10	Other income. Do not include gain or loss from the sale of capital assets (Explain in Part VI.).						
11	Total support. Add lines 7 through 10						69,664,184

12 Gross receipts from related activities, etc. (see instructions) **12** 1,829,123

13 **First 5 years.** If the Form 990 is for the organization's first, second, third, fourth, or fifth tax year as a section 501(c)(3) organization, check this box and **stop here**

Section C. Computation of Public Support Percentage

14	Public support percentage for 2022 (line 6, column (f) divided by line 11, column (f))	14	99.940 %
15	Public support percentage for 2020 Schedule A, Part II, line 14	15	99.960 %

16a **33 1/3% support test—2022.** If the organization did not check the box on line 13, and line 14 is 33 1/3% or more, check this box and **stop here.** The organization qualifies as a publicly supported organization

b **33 1/3% support test—2021.** If the organization did not check a box on line 13 or 16a, and line 15 is 33 1/3% or more, check this box and **stop here.** The organization qualifies as a publicly supported organization

17a **10%-facts-and-circumstances test—2022.** If the organization did not check a box on line 13, 16a, or 16b, and line 14 is 10% or more, and if the organization meets the "facts-and-circumstances" test, check this box and **stop here.** Explain in Part VI how the organization meets the "facts-and-circumstances" test. The organization qualifies as a publicly supported organization

b **10%-facts-and-circumstances test—2021.** If the organization did not check a box on line 13, 16a, 16b, or 17a, and line 15 is 10% or more, and if the organization meets the "facts-and-circumstances" test, check this box and **stop here.** Explain in Part VI how the organization meets the "facts-and-circumstances" test. The organization qualifies as a publicly supported organization

18 **Private foundation.** If the organization did not check a box on line 13, 16a, 16b, 17a, or 17b, check this box and see instructions

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

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

Section A. Public Support

Calendar year (or fiscal year beginning in) ▶	(a) 2018	(b) 2019	(c) 2020	(d) 2021	(e) 2022	(f) Total
1 Gifts, grants, contributions, and membership fees received. (Do not include any "unusual grants.") .						
2 Gross receipts from admissions, merchandise sold or services performed, or facilities furnished in any activity that is related to the organization's tax-exempt purpose						
3 Gross receipts from activities that are not an unrelated trade or business under section 513						
4 Tax revenues levied for the organization's benefit and either paid to or expended on its behalf. . .						
5 The value of services or facilities furnished by a governmental unit to the organization without charge						
6 Total. Add lines 1 through 5						
7a Amounts included on lines 1, 2, and 3 received from disqualified persons						
b Amounts included on lines 2 and 3 received from other than disqualified persons that exceed the greater of \$5,000 or 1% of the amount on line 13 for the year.						
c Add lines 7a and 7b. .						
8 Public support. (Subtract line 7c from line 6.)						

Section B. Total Support

Calendar year (or fiscal year beginning in) ▶	(a) 2018	(b) 2019	(c) 2020	(d) 2021	(e) 2022	(f) Total
9 Amounts from line 6.						
10a Gross income from interest, dividends, payments received on securities loans, rents, royalties and income from similar sources. .						
b Unrelated business taxable income (less section 511 taxes) from businesses acquired after June 30, 1975.						
c Add lines 10a and 10b.						
11 Net income from unrelated business activities not included on line 10b, whether or not the business is regularly carried on.						
12 Other income. Do not include gain or loss from the sale of capital assets (Explain in Part VI.) . . .						
13 Total support. (Add lines 9, 10c, 11, and 12.)						

14 First 5 years. If the Form 990 is for the organization's first, second, third, fourth, or fifth tax year as a section 501(c)(3) organization, check this box and **stop here.**

Section C. Computation of Public Support Percentage

15 Public support percentage for 2022 (line 8, column (f) divided by line 13, column (f))	15	
16 Public support percentage from 2021 Schedule A, Part III, line 15	16	

Section D. Computation of Investment Income Percentage

17 Investment income percentage for 2022 (line 10c, column (f) divided by line 13, column (f))	17	
18 Investment income percentage from 2021 Schedule A, Part III, line 17	18	

19a 33 1/3% support tests—2022. 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—2021. 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, of Part I, complete Sections A and B. If you checked box 12b, of Part I, complete Sections A and C. If you checked box 12c, of Part I, complete Sections A, D, and E. If you checked box 12d, of Part I, complete Sections A and D, and complete Part V.)

Section A. All Supporting Organizations

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

Part IV Supporting Organizations (continued)

		Yes	No
11	Has the organization accepted a gift or contribution from any of the following persons?		
a	A person who directly or indirectly controls, either alone or together with persons described on lines 11b and 11c below, the governing body of a supported organization?		
b	A family member of a person described on 11a above?		
c	A 35% controlled entity of a person described on line 11a or 11b above? <i>If "Yes" to 11a, 11b, or 11c, provide detail in Part VI.</i>		

Section B. Type I Supporting Organizations

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

Section C. Type II Supporting Organizations

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

Section D. All Type III Supporting Organizations

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

Section E. Type III Functionally-Integrated Supporting Organizations

- 1** Check the box next to the method that the organization used to satisfy the Integral Part Test during the year (**see instructions**):
- a** The organization satisfied the Activities Test. Complete **line 2** below.
 - b** The organization is the parent of each of its supported organizations. Complete **line 3** below.
 - c** The organization supported a governmental entity. Describe in **Part VI** how you supported a government entity (see instructions)

2 Activities Test. **Answer lines 2a and 2b below.**

		Yes	No
a	Did substantially all of the organization's activities during the tax year directly further the exempt purposes of the supported organization(s) to which the organization was responsive? <i>If "Yes," then in Part VI identify those supported organizations and explain how these activities directly furthered their exempt purposes, how the organization was responsive to those supported organizations, and how the organization determined that these activities constituted substantially all of its activities.</i>		
b	Did the activities described on line 2a, above constitute activities that, but for the organization's involvement, one or more of the organization's supported organization(s) would have been engaged in? <i>If "Yes," explain in Part VI the reasons for the organization's position that its supported organization(s) would have engaged in these activities but for the organization's involvement.</i>		

3 Parent of Supported Organizations. **Answer lines 3a and 3b below.**

a	Did the organization have the power to regularly appoint or elect a majority of the officers, directors, or trustees of each of the supported organizations? <i>If "Yes" or "No," provide details in Part VI.</i>		
b	Did the organization exercise a substantial degree of direction over the policies, programs and activities of each of its supported organizations? <i>If "Yes," describe in Part VI the role played by the organization in this regard.</i>		

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

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

Section A - Adjusted Net Income		(A) Prior Year	(B) Current Year (optional)
1	Net short-term capital gain	1	
2	Recoveries of prior-year distributions	2	
3	Other gross income (see instructions)	3	
4	Add lines 1 through 3	4	
5	Depreciation and depletion	5	
6	Portion of operating expenses paid or incurred for production or collection of gross income or for management, conservation, or maintenance of property held for production of income (see instructions)	6	
7	Other expenses (see instructions)	7	
8	Adjusted Net Income (subtract lines 5, 6 and 7 from line 4)	8	
Section B - Minimum Asset Amount		(A) Prior Year	(B) Current Year (optional)
1	Aggregate fair market value of all non-exempt-use assets (see instructions for short tax year or assets held for part of year):	1	
a	Average monthly value of securities	1a	
b	Average monthly cash balances	1b	
c	Fair market value of other non-exempt-use assets	1c	
d	Total (add lines 1a, 1b, and 1c)	1d	
e	Discount claimed for blockage or other factors (<i>explain in detail in 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	Minimum Asset Amount (add line 7 to line 6)	8	
Section C - Distributable Amount			Current Year
1	Adjusted net income for prior year (from Section A, line 8, Column A)	1	
2	Enter 85% of line 1	2	
3	Minimum asset amount for prior year (from Section B, line 8, Column A)	3	
4	Enter greater of line 2 or line 3	4	
5	Income tax imposed in prior year	5	
6	Distributable Amount. Subtract line 5 from line 4, unless subject to emergency temporary reduction (see instructions)	6	
7	<input type="checkbox"/> Check here if the current year is the organization's first as a non-functionally-integrated Type III supporting organization (see instructions)		

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 (<i>prior IRS approval required - provide details in Part VI</i>)	5
6 Other distributions (<i>describe in Part VI</i>). See instructions	6
7 Total annual distributions. Add lines 1 through 6.	7
8 Distributions to attentive supported organizations to which the organization is responsive (<i>provide details in Part VI</i>). See instructions	8
9 Distributable amount for 2022 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-2022	(iii) Distributable Amount for 2022
1 Distributable amount for 2022 from Section C, line 6			
2 Underdistributions, if any, for years prior to 2022 (reasonable cause required-- <i>explain in Part VI</i>). See instructions.			
3 Excess distributions carryover, if any, to 2022:			
a From 2017.			
b From 2018.			
c From 2019.			
d From 2020.			
e From 2021.			
f Total of lines 3a through e			
g Applied to underdistributions of prior years			
h Applied to 2022 distributable amount			
i Carryover from 2017 not applied (see instructions)			
j Remainder. Subtract lines 3g, 3h, and 3i from line 3f.			
4 Distributions for 2022 from Section D, line 7:			
\$			
a Applied to underdistributions of prior years			
b Applied to 2022 distributable amount			
c Remainder. Subtract lines 4a and 4b from line 4.			
5 Remaining underdistributions for years prior to 2022, if any. Subtract lines 3g and 4a from line 2. If the amount is greater than zero, <i>explain in Part VI</i> . See instructions.			
6 Remaining underdistributions for 2022. Subtract lines 3h and 4b from line 1. If the amount is greater than zero, <i>explain in Part VI</i> . See instructions.			
7 Excess distributions carryover to 2023. Add lines 3j and 4c.			
8 Breakdown of line 7:			
a Excess from 2018.			
b Excess from 2019.			
c Excess from 2020.			
d Excess from 2021.			
e Excess from 2022.			

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).

Facts And Circumstances Test

SCHEDULE C
(Form 990)

Department of the Treasury
Internal Revenue Service

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

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2022
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If the organization answered "Yes" on Form 990, Part IV, Line 3, or Form 990-EZ, Part V, line 46 (Political Campaign Activities), then

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

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

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

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

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

Name of the organization MINNESOTA CHILD CARE RESOURCE AND REFERRAL NETWORK	Employer identification number 41-1730422
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Part I-A Complete if the organization is exempt under section 501(c) or is a section 527 organization.

- 1 Provide a description of the organization's direct and indirect political campaign activities in Part IV. See instructions for definition of "political campaign activities."
- 2 Political campaign activity expenditures. See instructions ▶ \$ _____
- 3 Volunteer hours for political campaign activities. See instructions _____

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

- 1 Enter the amount of any excise tax incurred by the organization under section 4955 ▶ \$ _____
- 2 Enter the amount of any excise tax incurred by organization managers under section 4955 ▶ \$ _____
- 3 If the organization incurred a section 4955 tax, did it file Form 4720 for this year? Yes No
- 4a Was a correction made? Yes No
- b If "Yes," describe in Part IV.

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

- 1 Enter the amount directly expended by the filing organization for section 527 exempt function activities ▶ \$ _____
- 2 Enter the amount of the filing organization's funds contributed to other organizations for section 527 exempt function activities ▶ \$ _____
- 3 Total exempt function expenditures. Add lines 1 and 2. Enter here and on Form 1120-POL, line 17b..... ▶ \$ _____
- 4 Did the filing organization file **Form 1120-POL** for this year? Yes No
- 5 Enter the names, addresses and employer identification number (EIN) of all section 527 political organizations to which the filing organization made payments. For each organization listed, enter the amount paid from the filing organization's funds. Also enter the amount of political contributions received that were promptly and directly delivered to a separate political organization, such as a separate segregated fund or a political action committee (PAC). If additional space is needed, provide information in Part IV.

(a) Name	(b) Address	(c) EIN	(d) Amount paid from filing organization's funds. If none, enter -0-.	(e) Amount of political contributions received and promptly and directly delivered to a separate political organization. If none, enter -0-.
1				
2				
3				
4				
5				
6				

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

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

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

(a) Filing organization's totals **(b)** Affiliated group totals

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

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

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

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

Lobbying Expenditures During 4-Year Averaging Period

Calendar year (or fiscal year beginning in)	(a) 2019	(b) 2020	(c) 2021	(d) 2022	(e) Total
2a Lobbying nontaxable amount					
b Lobbying ceiling amount (150% of line 2a, column(e))					
c Total lobbying expenditures					
d Grassroots nontaxable amount					
e Grassroots ceiling amount (150% of line 2d, column (e))					
f Grassroots lobbying expenditures					

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

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

	(a)		(b)
	Yes	No	Amount
1 During the year, did the filing organization attempt to influence foreign, national, state or local legislation, including any attempt to influence public opinion on a legislative matter or referendum, through the use of:			
a Volunteers?		No	
b Paid staff or management (include compensation in expenses reported on lines 1c through 1i)?		No	
c Media advertisements?		No	
d Mailings to members, legislators, or the public?		No	
e Publications, or published or broadcast statements?		No	
f Grants to other organizations for lobbying purposes?		No	
g Direct contact with legislators, their staffs, government officials, or a legislative body?		No	
h Rallies, demonstrations, seminars, conventions, speeches, lectures, or any similar means?		No	
i Other activities?	Yes		10,000
j Total. Add lines 1c through 1i			10,000
2a Did the activities in line 1 cause the organization to be not described in section 501(c)(3)?		No	
b If "Yes," enter the amount of any tax incurred under section 4912			
c If "Yes," enter the amount of any tax incurred by organization managers under section 4912			
d If the filing organization incurred a section 4912 tax, did it file Form 4720 for this year?			

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

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

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

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

Part IV Supplemental Information

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

Return Reference	Explanation
PART II-B, LINE 1:	USED A GRANT FROM THE SHELTERING ARMS FOUNDATION TO FUND A LOBBYIST TO SUPPORT LEGISLATIVE INITIATIVES OF "TRANSFORMING MINNESOTA'S EARLY CHILDHOOD WORKFORCE B-8"

SCHEDULE D
(Form 990)

Department of the Treasury
Internal Revenue Service

Supplemental Financial Statements

OMB No. 1545-0047
2022
Open to Public Inspection

▶ Complete if the organization answered "Yes," on Form 990, Part IV, line 6, 7, 8, 9, 10, 11a, 11b, 11c, 11d, 11e, 11f, 12a, or 12b.
▶ Attach to Form 990.
▶ Go to www.irs.gov/Form990 for instructions and the latest information.

Name of the organization
MINNESOTA CHILD CARE RESOURCE AND REFERRAL NETWORK

Employer identification number
41-1730422

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? Yes 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? Yes No

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

1 Purpose(s) of conservation easements held by the organization (check all that apply).

Preservation of land for public use (e.g., recreation or education) Preservation of an 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 Year
a Total number of conservation easements	2a
b Total acreage restricted by conservation easements	2b
c Number of conservation easements on a certified historic structure included in (a)	2c
d Number of conservation easements included in (c) acquired after 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? Yes No

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

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

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

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

Part III Organizations Maintaining Collections of Art, Historical Treasures, or Other Similar Assets.
Complete if the organization answered "Yes" on Form 990, Part IV, line 8.

1a If the organization elected, as permitted under 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 ▶ \$ _____

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

- 3 Using the organization's acquisition, accession, and other records, check any of the following that are a significant use of its collection items (check all that apply):
a Public exhibition
b Scholarly research
c Preservation for future generations
d Loan or exchange programs
e Other
4 Provide a description of the organization's collections and explain how they further the organization's exempt purpose in Part XIII.
5 During the year, did the organization solicit or receive donations of art, historical treasures or other similar assets to be sold to raise funds rather than to be maintained as part of the organization's collection? Yes No

Part IV Escrow and Custodial Arrangements.

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

- 1a Is the organization an agent, trustee, custodian or other intermediary for contributions or other assets not included on Form 990, Part X? Yes No
b If "Yes," explain the arrangement in Part XIII and complete the following table:
Table with columns: Amount, 1c Beginning balance, 1d Additions during the year, 1e Distributions during the year, 1f Ending balance
2a Did the organization include an amount on Form 990, Part X, line 21, for escrow or custodial account liability? Yes No
b If "Yes," explain the arrangement in Part XIII. Check here if the explanation has been provided in Part XIII

Part V Endowment Funds.

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

Table with 5 columns: (a) Current year, (b) Prior year, (c) Two years back, (d) Three years back, (e) Four years back. Rows include: 1a Beginning of year balance, b Contributions, c Net investment earnings, gains, and losses, d Grants or scholarships, e Other expenditures for facilities and programs, f Administrative expenses, g End of year balance.

- 2 Provide the estimated percentage of the current year end balance (line 1g, column (a)) held as:
a Board designated or quasi-endowment
b Permanent endowment
c Term endowment
The percentages on lines 2a, 2b, and 2c should equal 100%.
3a Are there endowment funds not in the possession of the organization that are held and administered for the organization by:
(i) Unrelated organizations
(ii) Related organizations
b If "Yes" on 3a(ii), are the related organizations listed as required on Schedule R?
Table with columns: Yes, No. Rows: 3a(i), 3a(ii), 3b
4 Describe in Part XIII the intended uses of the organization's endowment funds.

Part VI Land, Buildings, and Equipment.

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

Table with 4 columns: (a) Cost or other basis (investment), (b) Cost or other basis (other), (c) Accumulated depreciation, (d) Book value. Rows include: 1a Land, b Buildings, c Leasehold improvements, d Equipment (with values 32,225, 11,260, 20,965), e Other, Total. Add lines 1a through 1e. (Column (d) must equal Form 990, Part X, column (B), line 10(c).) 20,965

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)		
(C)		
(D)		
(E)		
(F)		
(G)		
(H)		
(H)		
Total. (Column (b) must equal Form 990, Part X, col. (B) line 12.)	▶	

Part VIII Investments - Program Related.

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

(a) Description of investment	(b) Book value	(c) Method of valuation: Cost or end-of-year market value
(1)		
(2)		
(3)		
(4)		
(5)		
(6)		
(7)		
(8)		
(9)		
(10)		
Total. (Column (b) must equal Form 990, Part X, col.(B) line 13.)	▶	

Part IX Other Assets.

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

(a) Description	(b) Book value
(1) RIGHT OF USE ASSETS, NET	379,943
(2)	
(3)	
(4)	
(5)	
(6)	
(7)	
(8)	
(9)	
(10)	
Total. (Column (b) must equal Form 990, Part X, col.(B) line 15.)	▶ 379,943

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.

(a) Description of liability	(b) Book value
(1) Federal income taxes	
LEASE LIABILITIES	384,642
(2)	
(3)	
(4)	
(5)	
(6)	
(7)	
(8)	
(9)	
Total. (Column (b) must equal Form 990, Part X, col.(B) line 25.)	▶ 384,642

2. Liability for uncertain tax positions. In Part XIII, provide the text of the footnote to the organization's financial statements that reports the organization's liability for uncertain tax positions under FIN 48 (ASC 740). Check here if the text of the footnote has been provided in Part XIII

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

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

1	Total revenue, gains, and other support per audited financial statements		1	7,448,220
2	Amounts included on line 1 but not on Form 990, Part VIII, line 12:			
a	Net unrealized gains (losses) on investments	2a		
b	Donated services and use of facilities	2b		
c	Recoveries of prior year grants	2c		
d	Other (Describe in Part XIII.)	2d		
e	Add lines 2a through 2d		2e	0
3	Subtract line 2e from line 1		3	7,448,220
4	Amounts included on Form 990, Part VIII, line 12, but not on line 1:			
a	Investment expenses not included on Form 990, Part VIII, line 7b	4a		
b	Other (Describe in Part XIII.)	4b		
c	Add lines 4a and 4b		4c	0
5	Total revenue. Add lines 3 and 4c . (This must equal Form 990, Part I, line 12.)		5	7,448,220

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

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

1	Total expenses and losses per audited financial statements		1	7,325,221
2	Amounts included on line 1 but not on Form 990, Part IX, line 25:			
a	Donated services and use of facilities	2a		
b	Prior year adjustments	2b		
c	Other losses	2c		
d	Other (Describe in Part XIII.)	2d		
e	Add lines 2a through 2d		2e	0
3	Subtract line 2e from line 1		3	7,325,221
4	Amounts included on Form 990, Part IX, line 25, but not on line 1:			
a	Investment expenses not included on Form 990, Part VIII, line 7b	4a		
b	Other (Describe in Part XIII.)	4b		
c	Add lines 4a and 4b		4c	0
5	Total expenses. Add lines 3 and 4c . (This must equal Form 990, Part I, line 18.)		5	7,325,221

Part XIII Supplemental Information

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

Return Reference	Explanation
See Additional Data Table	

Part XIII Supplemental Information *(continued)*

Return Reference	Explanation

Additional Data

Software ID:

Software Version:

EIN: 41-1730422

Name: MINNESOTA CHILD CARE RESOURCE AND
REFERRAL NETWORK

Supplemental Information

Return Reference	Explanation
PART X, LINE 2:	THE ORGANIZATION IS EXEMPT FROM INCOME TAXES UNDER INTERNAL REVENUE CODE SECTION 501(C)(3) AND APPLICABLE MINNESOTA STATUTES, EXCEPT TO THE EXTENT IT HAS TAXABLE INCOME FROM BUSINESSES THAT ARE NOT RELATED TO ITS EXEMPT PURPOSE. MANAGEMENT BELIEVES THE ORGANIZATION DID NOT HAVE ANY UNRELATED BUSINESS INCOME. THE ORGANIZATION IS NOT CURRENTLY UNDER EXAMINATION BY ANY TAXING JURISDICTION. FEDERAL AND STATE TAX AUTHORITIES HAVE THE RIGHT TO EXAMINE THE CURRENT AND PRIOR THREE YEARS RETURNS. ANY INTEREST OR PENALTIES ASSOCIATED WITH TAX POSITIONS ARE REPORTED AS SUCH WITHIN THE MANAGEMENT AND GENERAL EXPENSES CATEGORY. THERE WERE NO SUCH INTEREST OR PENALTIES.

Note: To capture the full content of this document, please select landscape mode (11" x 8.5") when printing.

Schedule I (Form 990)

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

OMB No. 1545-0047

2022

Open to Public Inspection

Department of the Treasury Internal Revenue Service

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

Attach to Form 990.

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

Name of the organization MINNESOTA CHILD CARE RESOURCE AND REFERRAL NETWORK

Employer identification number 41-1730422

Part I General Information on Grants and Assistance

- 1 Does the organization maintain records to substantiate the amount of the grants or assistance...
2 Describe in Part IV the organization's procedures for monitoring the use of grant funds in the United States.

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

Table with 8 columns: (a) Name and address of organization or government, (b) EIN, (c) IRC section (if applicable), (d) Amount of cash grant, (e) Amount of non-cash assistance, (f) Method of valuation (book, FMV, appraisal, other), (g) Description of noncash assistance, (h) Purpose of grant or assistance. Rows 1-12.

- 2 Enter total number of section 501(c)(3) and government organizations listed in the line 1 table.
3 Enter total number of other organizations listed in the line 1 table.

Part III Grants and Other Assistance to Domestic Individuals. Complete if the organization answered "Yes" on Form 990, Part IV, line 22.

Part III can be duplicated if additional space is needed.

(a) Type of grant or assistance	(b) Number of recipients	(c) Amount of cash grant	(d) Amount of noncash assistance	(e) Method of valuation (book, FMV, appraisal, other)	(f) Description of noncash assistance
(1) TEACH SCHOLARSHIP	319	894,825			
(2) REETAIN SCHOLARSHIP	509	1,021,235			
(3) APPRENTICESHIP	14	53,465			
(4) EMPOWER TO EDUCATE	499	185,634			
(4)					
(5)					
(6)					
(7)					

Part IV Supplemental Information. Provide the information required in Part I, line 2; Part III, column (b); and any other additional information.

Return Reference	Explanation
PART I, LINE 2:	THESE STEPS ARE OUTLINED AS PART OF THE CONTRACT FOR THE T.E.A.C.H. EARLY CHILDHOOD PROGRAM.

SCHEDULE O
(Form 990)Department of the Treasury
Internal Revenue Service**Supplemental Information to Form 990 or 990-EZ**Complete to provide information for responses to specific questions on
Form 990 or 990-EZ or to provide any additional information.

▶ Attach to Form 990 or 990-EZ.

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

OMB No. 1545-0047

2022**Open to Public
Inspection**

Name of the organization

MINNESOTA CHILD CARE RESOURCE AND
REFERRAL NETWORK

Employer identification number

41-1730422

990 Schedule O, Supplemental Information

Return Reference	Explanation
FORM 990, PART VI, SECTION B, LINE 11B	A DRAFT OF THE 2022 FORM 990 WAS PRESENTED TO THE FULL BOARD OF DIRECTORS ALONG WITH THE ANNUAL AUDIT AT THE JANUARY, 2023 ANNUAL MEETING. WE WILL FOLLOW THE SAME PROCEDURE FOR THE 2023 FORM 990.

990 Schedule O, Supplemental Information

Return Reference	Explanation
FORM 990, PART VI, SECTION B, LINE 12C	BOARD MEMBERS RECEIVE AND SIGN A NEW COPY OF THE CONFLICT OF INTEREST STATEMENT EACH YEAR AT THE BOARD'S ANNUAL MEETING IN JANUARY. MEMBERS ARE REMINDED THAT THEY HAVE A RESPONSIBILITY TO DISCLOSE TO THE BOARD (AND ANY COMMITTEE ON WHICH THEY SERVE) THE MATERIAL FACTS OF ANY PROPOSED ACTION OR TRANSACTION OF THE NETWORK IN WHICH SUCH DIRECTOR HAS ANY CONFLICTS, THAT THEY SHOULD DO SO PRIOR TO THE CONSIDERATION OF SUCH ITEMS. BOARD MEMBERS WHO HAVE DECLARED A CONFLICT OF INTEREST DO NOT PARTICIPATE IN THE DELIBERATION OR DECISION REGARDING THE MATTER UNDER CONSIDERATION. ALL BOARD MEMBERS AND OFFICERS ARE OBLIGATED TO NOTIFY THE BOARD IF THEY BELIEVE THAT AN INDIVIDUAL DIRECTOR OR OFFICER HAS FAILED TO DISCLOSE A CONFLICT OF INTEREST.

990 Schedule O, Supplemental Information

Return Reference	Explanation
FORM 990, PART VI, SECTION B, LINE 15	<p>THE EXECUTIVE DIRECTOR'S ANNUAL REVIEW IS PERFORMED AT THE JULY BOARD MEETING BY THE BOARD OF DIRECTORS. THE REVIEW INCLUDES A DISCUSSION OF THE E.D. SALARY, BASED ON THE ORGANIZATION-WIDE SALARY STRUCTURE, THE MOST CURRENT MN COUNCIL OF NONPROFITS SALARY SURVEY RESULTS FOR SIMILAR SIZED NONPROFITS, AND THE BUDGET CLIMATE FOR THE COMING YEAR. GENERAL PERFORMANCE RECOMMENDATIONS ARE CAPTURED IN THE BOARD MINUTES, AND THE SALARY INCREASE FORMS ARE KEPT IN THE PERSONNEL FILES OF THE EXECUTIVE DIRECTOR. WITH SUPPORT FROM A CONSULTANT, THE NETWORK CREATED A SALARY RANKING METHODOLOGY AND A COMPENSATION STRUCTURE FORM TO ASSESS EACH POSITION IN THE ORGANIZATION. ONCE THE TOTAL POINTS WERE ESTABLISHED, THE RANGE FOR EACH POSITION WAS DETERMINED. IN 2012-13, THE AGENCY CONTRACTED WITH AN HR CONSULTANT TO UPDATE THESE RANGES, BASED ON A COMBINATION OF THE MINNESOTA COUNCIL OF NONPROFITS SALARY SURVEY, A NATIONAL NONPROFIT SURVEY, AND A SURVEY BY CHILD CARE AWARE OF AMERICA. IN 2013, THE WORK OF AN INDEPENDENT CONSULTANT WAS ALSO UTILIZED. THE CONSULTANT ALSO PROPOSED ADJUSTMENTS TO EMPLOYEES WITHIN THE RANGES BASED ON LENGTH OF SERVICE AND TRACK RECORD IN THE CURRENT POSITION.</p>

990 Schedule O, Supplemental Information

Return Reference	Explanation
FORM 990, PART VI, SECTION C, LINE 19	ANNUAL AUDIT/FINANCIAL STATEMENTS AND 990 ARE POSTED ON OUR WEBSITE. CONFLICT OF INTEREST POLICY IS AVAILABLE UPON REQUEST.

990 Schedule O, Supplemental Information

Return Reference	Explanation
FORM 990, PAGE 12, PART XI, LINE 2C	THE PROCESS HAS NOT CHANGED FROM THE PRIOR YEAR.