

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.

2025

Open to Public Inspection

A For the 2025 calendar year, or tax year beginning and ending

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 ROSE FITZGERALD KENNEDY GREENWAY CONSERVANCY, INC.		D Employer identification number 20-1678932
	Doing business as		E Telephone number (617) 292-0020
	Number and street (or P.O. box if mail is not delivered to street address)	Room/suite	
	185 KNEELAND STREET		G Gross receipts \$ 9,790,716.
	City or town, state or province, country, and ZIP or foreign postal code BOSTON, MA 02111		
F Name and address of principal officer: CHRIS COOK SAME AS C ABOVE		H(a) Is this a group return for subordinates? <input type="checkbox"/> Yes <input checked="" type="checkbox"/> No H(b) Are all subordinates included? <input type="checkbox"/> Yes <input type="checkbox"/> No If "No," attach a list. See instructions	

I Tax-exempt status: 501(c)(3) 501(c) () (insert no.) 4947(a)(1) or 527

J Website: **WWW.ROSEKENNEDYGREENWAY.ORG**

H(c) Group exemption number

K Form of organization: Corporation Trust Association Other **L** Year of formation: **2004** **M** State of legal domicile: **MA**

Part I Summary

Activities & Governance	1 Briefly describe the organization's mission or most significant activities: SEE ATTACHED SCHEDULE O		
	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	20
	4 Number of independent voting members of the governing body (Part VI, line 1b)	4	20
	5 Total number of individuals employed in calendar year 2025 (Part V, line 2a)	5	52
	6 Total number of volunteers (estimate if necessary)	6	556
	7 a 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)	6,677,178.	5,812,301.
	10 Investment income (Part VIII, column (A), lines 3, 4, and 7d)	1,082,405.	1,242,330.
	11 Other revenue (Part VIII, column (A), lines 5, 6d, 8c, 9c, 10c, and 11e)	1,560,589.	1,716,654.
	12 Total revenue - add lines 8 through 11 (must equal Part VIII, column (A), line 12)	-236,921.	-221,072.
		9,083,251.	8,550,213.
Expenses	13 Grants and similar amounts paid (Part IX, column (A), lines 1-3)	0.	0.
	14 Benefits paid to or for members (Part IX, column (A), line 4)	0.	0.
	15 Salaries, other compensation, employee benefits (Part IX, column (A), lines 5-10)	3,910,996.	3,947,224.
	16a Professional fundraising fees (Part IX, column (A), line 11e)	21,105.	26,793.
	b Total fundraising expenses (Part IX, column (D), line 25)	913,682.	
	17 Other expenses (Part IX, column (A), lines 11a-11d, 11f-24e)	4,257,594.	4,150,507.
18 Total expenses. Add lines 13-17 (must equal Part IX, column (A), line 25)	8,189,695.	8,124,524.	
19 Revenue less expenses. Subtract line 18 from line 12	893,556.	425,689.	
Net Assets or Fund Balances	20 Total assets (Part X, line 16)	Beginning of Current Year	End of Year
	21 Total liabilities (Part X, line 26)	32,773,342.	35,703,671.
	22 Net assets or fund balances. Subtract line 21 from line 20	1,499,612.	1,706,052.
	31,273,730.	33,997,619.	

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		Date		
	CHRIS COOK, EXECUTIVE DIRECTOR Type or print name and title				
Paid Preparer Use Only	Preparer's name	Preparer's signature	Date	Check if self-employed <input type="checkbox"/>	PTIN
	CAITLIN LIMOGES, CPA	CAITLIN LIMOGES, CPA	05/13/26	<input type="checkbox"/>	P01633588
Preparer Use Only	Firm's name	Firm's EIN		Phone no.	
	AAFCPAS, INC. 50 WASHINGTON STREET WESTBOROUGH, MA 01581	04-2571780		508-366-9100	

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

ROSE FITZGERALD KENNEDY GREENWAY
CONSERVANCY, INC.

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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:
SEE PART I, LINE 1

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 \$ 3,877,350. including grants of \$ _____) (Revenue \$ 109,787.)
SEE ATTACHED SCH O-MAINTENANCE, HORTICULTURE, AND RANGERS

4b (Code: _____) (Expenses \$ 812,727. including grants of \$ _____) (Revenue \$ 1,169,089.)
SEE ATTACHED SCHEDULE O - PROGRAMS

4c (Code: _____) (Expenses \$ 992,087. including grants of \$ _____) (Revenue \$ 18.)
SEE ATTACHED SCHEDULE O - PUBLIC ART

4d Other program services (Describe on Schedule O.)
(Expenses \$ 582,547. including grants of \$ _____) (Revenue \$ 20,500.)

4e Total program service expenses 6,264,711.

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**ROSE FITZGERALD KENNEDY GREENWAY
CONSERVANCY, INC.**

Part IV Checklist of Required Schedules

		Yes	No
1 Is the organization described in section 501(c)(3) or 4947(a)(1) (other than a private foundation)? <i>If "Yes," complete Schedule A</i>	1	X	
2 Is the organization required to complete <i>Schedule B, Schedule of Contributors</i> ? See instructions	2	X	
3 Did the organization engage in direct or indirect political campaign activities on behalf of or in opposition to candidates for public office? <i>If "Yes," complete Schedule C, Part I</i>	3		X
4 Section 501(c)(3) organizations. Did the organization engage in lobbying activities, or have a section 501(h) election in effect during the tax year? <i>If "Yes," complete Schedule C, Part II</i>	4		X
5 Is the organization a section 501(c)(4), 501(c)(5), or 501(c)(6) organization that receives membership dues, assessments, or similar amounts as defined in Rev. Proc. 98-19? <i>If "Yes," complete Schedule C, Part III</i>	5		X
6 Did the organization maintain any donor advised funds or any similar funds or accounts for which donors have the right to provide advice on the distribution or investment of amounts in such funds or accounts? <i>If "Yes," complete Schedule D, Part I</i>	6		X
7 Did the organization receive or hold a conservation easement, including easements to preserve open space, the environment, historic land areas, or historic structures? <i>If "Yes," complete Schedule D, Part II</i>	7		X
8 Did the organization maintain collections of works of art, historical treasures, or other similar assets? <i>If "Yes," complete Schedule D, Part III</i>	8		X
9 Did the organization report an amount in Part X, line 21, for escrow or custodial account liability; serve as a custodian for amounts not listed in Part X; or provide credit counseling, debt management, credit repair, or debt negotiation services? <i>If "Yes," complete Schedule D, Part IV</i>	9		X
10 Did the organization, directly or through a related organization, hold assets in donor-restricted endowments or in quasi-endowments? <i>If "Yes," complete Schedule D, Part V</i>	10	X	
11 If the organization's answer to any of the following questions is "Yes," then complete Schedule D, Parts VI, VII, VIII, IX, or X, as applicable.			
a Did the organization report an amount for land, buildings, and equipment in Part X, line 10? <i>If "Yes," complete Schedule D, Part VI</i>	11a	X	
b Did the organization report an amount for investments - other securities in Part X, line 12, that is 5% or more of its total assets reported in Part X, line 16? <i>If "Yes," complete Schedule D, Part VII</i>	11b		X
c Did the organization report an amount for investments - program related in Part X, line 13, that is 5% or more of its total assets reported in Part X, line 16? <i>If "Yes," complete Schedule D, Part VIII</i>	11c		X
d Did the organization report an amount for other assets in Part X, line 15, that is 5% or more of its total assets reported in Part X, line 16? <i>If "Yes," complete Schedule D, Part IX</i>	11d		X
e Did the organization report an amount for other liabilities in Part X, line 25? <i>If "Yes," complete Schedule D, Part X</i>	11e	X	
f Did the organization's separate or consolidated financial statements for the tax year include a footnote that addresses the organization's liability for uncertain tax positions under FIN 48 (ASC 740)? <i>If "Yes," complete Schedule D, Part X</i>	11f	X	
12a Did the organization obtain separate, independent audited financial statements for the tax year? <i>If "Yes," complete Schedule D, Parts XI and XII</i>	12a	X	
b Was the organization included in consolidated, independent audited financial statements for the tax year? <i>If "Yes," and if the organization answered "No" to line 12a, then completing Schedule D, Parts XI and XII is optional</i>	12b		X
13 Is the organization a school described in section 170(b)(1)(A)(ii)? <i>If "Yes," complete Schedule E</i>	13		X
14a Did the organization maintain an office, employees, or agents outside of the United States?	14a		X
b Did the organization have aggregate revenues or expenses of more than \$10,000 from grantmaking, fundraising, business, investment, and program service activities outside the United States, or aggregate foreign investments valued at \$100,000 or more? <i>If "Yes," complete Schedule F, Parts I and IV</i>	14b		X
15 Did the organization report on Part IX, column (A), line 3, more than \$5,000 of grants or other assistance to or for any foreign organization? <i>If "Yes," complete Schedule F, Parts II and IV</i>	15		X
16 Did the organization report on Part IX, column (A), line 3, more than \$5,000 of aggregate grants or other assistance to or for foreign individuals? <i>If "Yes," complete Schedule F, Parts III and IV</i>	16		X
17 Did the organization report a total of more than \$15,000 of expenses for professional fundraising services on Part IX, column (A), lines 6 and 11e? <i>If "Yes," complete Schedule G, Part I.</i> See instructions	17	X	
18 Did the organization report more than \$15,000 total of fundraising event gross income and contributions on Part VIII, lines 1c and 8a? <i>If "Yes," complete Schedule G, Part II</i>	18	X	
19 Did the organization report more than \$15,000 of gross income from gaming activities on Part VIII, line 9a? <i>If "Yes," complete Schedule G, Part III</i>	19		X
20a Did the organization operate one or more hospital facilities? <i>If "Yes," complete Schedule H</i>	20a		X
b If "Yes" to line 20a, did the organization attach a copy of its audited financial statements to this return?	20b		
21 Did the organization report more than \$5,000 of grants or other assistance to any domestic organization or domestic government on Part IX, column (A), line 1? <i>If "Yes," complete Schedule I, Parts I and II</i>	21		X

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Part IV Checklist of Required Schedules (continued)

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

Note: All Form 990 filers are required to complete Schedule O

Part V Statements Regarding Other IRS Filings and Tax Compliance

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

	Yes	No
1a Enter the number reported in box 3 of Form 1096. Enter -0- if not applicable		
b Enter the number of Forms W-2G included on line 1a. Enter -0- if not applicable		
c Did the organization comply with backup withholding rules for reportable payments to vendors and reportable gaming (gambling) winnings to prize winners?	X	

ROSE FITZGERALD KENNEDY GREENWAY
CONSERVANCY, INC.

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

		Yes	No
2a	Enter the number of employees reported on Form W-3, Transmittal of Wage and Tax Statements, filed for the calendar year ending with or within the year covered by this return		
	2a		52
b	If at least one is reported on line 2a, did the organization file all required federal employment tax returns?	X	
3a	Did the organization have unrelated business gross income of \$1,000 or more during the year?		X
b	If "Yes," has it filed a Form 990-T for this year? <i>If "No" to line 3b, provide an explanation on Schedule O</i>		
4a	At any time during the calendar year, did the organization have an interest in, or a signature or other authority over, a financial account in a foreign country (such as a bank account, securities account, or other financial account)?		X
b	If "Yes," enter the name of the foreign country See instructions for filing requirements for FinCEN Form 114, Report of Foreign Bank and Financial Accounts (FBAR).		
5a	Was the organization a party to a prohibited tax shelter transaction at any time during the tax year?		X
b	Did any taxable party notify the organization that it was or is a party to a prohibited tax shelter transaction?		X
c	If "Yes" to line 5a or 5b, did the organization file Form 8886-T?		
6a	Does the organization have annual gross receipts that are normally greater than \$100,000, and did the organization solicit any contributions that were not tax deductible as charitable contributions?		X
b	If "Yes," did the organization include with every solicitation an express statement that such contributions or gifts were not tax deductible?		
7	Organizations that may receive deductible contributions under section 170(c).		
a	Did the organization receive a payment in excess of \$75 made partly as a contribution and partly for goods and services provided to the payor?	X	
b	If "Yes," did the organization notify the donor of the value of the goods or services provided?	X	
c	Did the organization sell, exchange, or otherwise dispose of tangible personal property for which it was required to file Form 8282?		X
d	If "Yes," indicate the number of Forms 8282 filed during the year		7d
e	Did the organization receive any funds, directly or indirectly, to pay premiums on a personal benefit contract?		X
f	Did the organization, during the year, pay premiums, directly or indirectly, on a personal benefit contract?		X
g	If the organization received a contribution of qualified intellectual property, did the organization file Form 8899 as required?		
h	If the organization received a contribution of cars, boats, airplanes, or other vehicles, did the organization file a Form 1098-C?		
8	Sponsoring organizations maintaining donor advised funds. Did a donor advised fund maintained by the sponsoring organization have excess business holdings at any time during the year?		
9	Sponsoring organizations maintaining donor advised funds.		
a	Did the sponsoring organization make any taxable distributions under section 4966?		
b	Did the sponsoring organization make a distribution to a donor, donor advisor, or related person?		
10	Section 501(c)(7) organizations. Enter:		
a	Initiation fees and capital contributions included on Part VIII, line 12	10a	
b	Gross receipts, included on Form 990, Part VIII, line 12, for public use of club facilities	10b	
11	Section 501(c)(12) organizations. Enter:		
a	Gross income from members or shareholders	11a	
b	Gross income from other sources. (Do not net amounts due or paid to other sources against amounts due or received from them.)	11b	
12a	Section 4947(a)(1) non-exempt charitable trusts. Is the organization filing Form 990 in lieu of Form 1041?	12a	
b	If "Yes," enter the amount of tax-exempt interest received or accrued during the year	12b	
13	Section 501(c)(29) qualified nonprofit health insurance issuers.		
a	Is the organization licensed to issue qualified health plans in more than one state? Note: See the instructions for additional information the organization must report on Schedule O.	13a	
b	Enter the amount of reserves the organization is required to maintain by the states in which the organization is licensed to issue qualified health plans	13b	
c	Enter the amount of reserves on hand	13c	
14a	Did the organization receive any payments for indoor tanning services during the tax year?		X
b	If "Yes," has it filed a Form 720 to report these payments? <i>If "No," provide an explanation on Schedule O</i>	14b	
15	Is the organization subject to the section 4960 tax on payment(s) of more than \$1,000,000 in remuneration or excess parachute payment(s) during the year? If "Yes," see the instructions and file Form 4720, Schedule N.	15	X
16	Is the organization an educational institution subject to the section 4968 excise tax on net investment income? If "Yes," complete Form 4720, Schedule O.	16	X
17	Section 501(c)(21) organizations. Did the trust, or any disqualified or other person engage in any activities that would result in the imposition of an excise tax under section 4951, 4952 or 4953? If "Yes," complete Form 6069.	17	

**ROSE FITZGERALD KENNEDY GREENWAY
CONSERVANCY, INC.**

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

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

Section A. Governing Body and Management

			Yes	No
1a Enter the number of voting members of the governing body at the end of the tax year If there are material differences in voting rights among members of the governing body, or if the governing body delegated broad authority to an executive committee or similar committee, explain on Schedule O.	1a	20		
b Enter the number of voting members included on line 1a, above, who are independent	1b	20		
2 Did any officer, director, trustee, or key employee have a family relationship or a business relationship with any other officer, director, trustee, or key employee?	2			X
3 Did the organization delegate control over management duties customarily performed by or under the direct supervision of officers, directors, trustees, or key employees to a management company or other person?	3			X
4 Did the organization make any significant changes to its governing documents since the prior Form 990 was filed?	4			X
5 Did the organization become aware during the year of a significant diversion of the organization's assets?	5			X
6 Did the organization have members or stockholders?	6			X
7a Did the organization have members, stockholders, or other persons who had the power to elect or appoint one or more members of the governing body?	7a		X	
b Are any governance decisions of the organization reserved to (or subject to approval by) members, stockholders, or persons other than the governing body?	7b			X
8 Did the organization contemporaneously document the meetings held or written actions undertaken during the year by the following:				
a The governing body?	8a		X	
b Each committee with authority to act on behalf of the governing body?	8b		X	
9 Is there any officer, director, trustee, or key employee listed in Part VII, Section A, who cannot be reached at the organization's mailing address? If "Yes," provide the names and addresses on Schedule O	9			X

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

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

Section C. Disclosure

- 17** List the states with which a copy of this Form 990 is required to be filed MA
- 18** Section 6104 requires an organization to make its Forms 1023 (1024 or 1024-A, if applicable), 990, and 990-T (section 501(c)(3)s only) available for public inspection. Indicate how you made these available. Check all that apply.
 Own website Another's website Upon request Other (explain on Schedule O)
- 19** Describe on Schedule O whether (and if so, how) the organization made its governing documents, conflict of interest policy, and financial statements available to the public during the tax year.
- 20** State the name, address, and telephone number of the person who possesses the organization's books and records
CHRIS COOK - (617) 292-0020
185 KNEELAND STREET, BOSTON, MA 02111

ROSE FITZGERALD KENNEDY GREENWAY
CONSERVANCY, INC.

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

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

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

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

- List all of the organization's **current** officers, directors, trustees (whether individuals or organizations), regardless of amount of compensation. Enter -0- in columns (D), (E), and (F) if no compensation was paid.
 - List all of the organization's **current** key employees, if any. See the instructions for definition of "key employee."
 - List the organization's five **current** highest compensated employees (other than an officer, director, trustee, or key employee) who received reportable compensation (box 5 of Form W-2, box 6 of Form 1099-MISC, and/or box 1 of Form 1099-NEC) of more than \$100,000 from the organization and any related organizations.
 - List all of the organization's **former** officers, key employees, and highest compensated employees who received more than \$100,000 of reportable compensation from the organization and any related organizations.
 - List all of the organization's **former directors or trustees** that received, in the capacity as a former director or trustee of the organization, more than \$10,000 of reportable compensation from the organization and any related organizations.
- See the instructions for the order in which to list the persons above.

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

(A) Name and title	(B) Average hours per week (list any hours for related organizations below line)	(C) Position (do not check more than one box, unless person is both an officer and a director/trustee)						(D) Reportable compensation from the organization (W-2/1099-MISC/1099-NEC)	(E) Reportable compensation from related organizations (W-2/1099-MISC/1099-NEC)	(F) Estimated amount of other compensation from the organization and related organizations
		Individual trustee or director	Institutional trustee	Officer	Key employee	Highest compensated employee	Former			
(1) CHRIS COOK EXECUTIVE DIRECTOR	45.00			X			232,660.	0.	11,386.	
(2) ALEXANDRA ROGERS PITTMAN DIR. OF DEVELOPMENT	43.00				X		161,815.	0.	32,803.	
(3) DAVID DALENA SENIOR DEVELOPMENT OFFICER	37.00				X		140,282.	0.	22,217.	
(4) EILEEN ONG DIR. OF PROGRAMS & OUTREACH	41.00				X		113,475.	0.	27,507.	
(5) AUDREY LOPEZ DIR. & CURATOR OF PUBLIC ART	43.00				X		118,954.	0.	14,904.	
(6) CALEB FRIDAY DIRECTOR OF FINANCE & ADMIN	40.00				X		115,818.	0.	5,431.	
(7) HILINA AJAKAIYE CHAIR	3.00	X		X			0.	0.	0.	
(8) REBECCA LEE VICE CHAIR	3.00	X		X			0.	0.	0.	
(9) JENNY HARDING CLERK	4.00	X		X			0.	0.	0.	
(10) KIRSTEN HOFFMAN TREASURER	4.00	X		X			0.	0.	0.	
(11) LUZ ARREGOCES DIRECTOR	2.00	X					0.	0.	0.	
(12) MICHAEL BONNETTI DIRECTOR	2.00	X					0.	0.	0.	
(13) MIKE CARRAGHER DIRECTOR	3.00	X					0.	0.	0.	
(14) MATT CONTI DIRECTOR	3.00	X					0.	0.	0.	
(15) JENNIFER FANG DIRECTOR	2.00	X					0.	0.	0.	
(16) CONOR FINLEY DIRECTOR	2.00	X					0.	0.	0.	
(17) KATHRYN FRIEDMAN DIRECTOR	2.00	X					0.	0.	0.	

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

(A) Name and title	(B) Average hours per week (list any hours for related organizations below line)	(C) Position (do not check more than one box, unless person is both an officer and a director/trustee)						(D) Reportable compensation from the organization (W-2/1099-MISC/1099-NEC)	(E) Reportable compensation from related organizations (W-2/1099-MISC/1099-NEC)	(F) Estimated amount of other compensation from the organization and related organizations
		Individual trustee or director	Institutional trustee	Officer	Key employee	Highest compensated employee	Former			
(18) RORY HARRINGTON DIRECTOR	2.00	X						0.	0.	0.
(19) CONAN HARRIS DIRECTOR	3.00	X						0.	0.	0.
(20) JESSICA HUGHES DIRECTOR	1.00	X						0.	0.	0.
(21) SUSANNE LAVOIE DIRECTOR	3.00	X						0.	0.	0.
(22) CHRIS LOH DIRECTOR	2.00	X						0.	0.	0.
(23) MIDORI MORIKAWA DIRECTOR	1.00	X						0.	0.	0.
(24) TOM O'BRIEN DIRECTOR	2.00	X						0.	0.	0.
(25) SAYED SALEH DIRECTOR	2.00	X						0.	0.	0.
(26) LINDA SEE DIRECTOR	2.00	X						0.	0.	0.
1b Subtotal								883,004.	0.	114,248.
c Total from continuation sheets to Part VII, Section A								0.	0.	0.
d Total (add lines 1b and 1c)								883,004.	0.	114,248.

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 9

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

Section B. Independent Contractors

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

(A) Name and business address	(B) Description of services	(C) Compensation
MYDATT SERVICES INC. DBA BLOCK BY BLOCK PO BOX 643873, CINCINNATI, OH 45264-3873	PARK MANAGEMENT SERVICES	1,083,556.
JWG RESTORATION LLC 6 LEDGEROCK WAY, UNIT 1, ACTON, MA 01720	MASONRY	296,351.
ARCHITECTURAL PAVING & STONE 402 LIBBEY PARKWAY, WEYMOUTH, MA 02189	MASONRY	168,341.
BRM LLC 14 TEMPO DRIVE, DANVILLE, NH 03819	DESIGN & FABRICATION SERVICES	115,443.

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 4

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Part VIII Statement of Revenue

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

			(A)	(B)	(C)	(D)	
			Total revenue	Related or exempt function revenue	Unrelated business revenue	Revenue excluded from tax under sections 512 - 514	
Contributions, Gifts, Grants and Other Similar Amounts	1 a Federated campaigns	1a					
	b Membership dues	1b					
	c Fundraising events	1c	775,851.				
	d Related organizations	1d					
	e Government grants (contributions)	1e	2,100,649.				
	f All other contributions, gifts, grants, and similar amounts not included above ...	1f	2,935,801.				
	g Noncash contributions included in lines 1a-1f	1g	\$ 1,984.				
	h Total. Add lines 1a-1f		5,812,301.				
	Program Service Revenue	2 a PROMOTIONAL FEES	Business Code				
		541800	419,289.	419,289.			
b CAROUSEL REVENUE, NET		722100	321,009.	321,009.			
c FOOD VENDING INCOME		713110	169,766.	169,766.			
d BEER GARDENS		722440	143,924.	143,924.			
e MAINTENANCE REVENUE		900099	80,835.	80,835.			
f All other program service revenue		900099	107,507.	107,507.			
g Total. Add lines 2a-2f			1,242,330.				
Other Revenue	3 Investment income (including dividends, interest, and other similar amounts)		587,379.			587,379.	
	4 Income from investment of tax-exempt bond proceeds						
	5 Royalties						
	6 a Gross rents	6a	(i) Real				
			(ii) Personal				
	b Less: rental expenses ...	6b					
	c Rental income or (loss)	6c					
	d Net rental income or (loss)						
	7 a Gross amount from sales of assets other than inventory	7a	(i) Securities				
			(ii) Other				
				2,008,359.	26,253.		
	b Less: cost or other basis and sales expenses	7b	905,337.	0.			
	c Gain or (loss)	7c	1,103,022.	26,253.			
d Net gain or (loss)		1,129,275.			1129275.		
8 a Gross income from fundraising events (not including \$ 775,851. of contributions reported on line 1c). See Part IV, line 18	8a		57,030.				
			335,166.				
b Less: direct expenses	8b						
c Net income or (loss) from fundraising events			-278,136.			-278,136.	
9 a Gross income from gaming activities. See Part IV, line 19	9a						
b Less: direct expenses	9b						
c Net income or (loss) from gaming activities							
10 a 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							
Miscellaneous Revenue	11 a REIMBURSEMENTS/HONORARIUMS	Business Code					
		900099	57,064.	57,064.			
	b						
	c						
	d All other revenue						
e Total. Add lines 11a-11d		57,064.					
12 Total revenue. See instructions		8,550,213.	1,299,394.	0.	1438518.		

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Part IX Statement of Functional Expenses

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

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

Do not include amounts reported on lines 6b, 7b, 8b, 9b, and 10b of Part VIII.	(A) Total expenses	(B) Program service expenses	(C) Management and general expenses	(D) Fundraising expenses
1 Grants and other assistance to domestic organizations and domestic governments. See Part IV, line 21 ...				
2 Grants and other assistance to domestic individuals. See Part IV, line 22				
3 Grants and other assistance to foreign organizations, foreign governments, and foreign individuals. See Part IV, lines 15 and 16				
4 Benefits paid to or for members				
5 Compensation of current officers, directors, trustees, and key employees	241,271.	72,383.	84,444.	84,444.
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	2,964,922.	1,963,176.	408,047.	593,699.
8 Pension plan accruals and contributions (include section 401(k) and 403(b) employer contributions)	65,843.	39,204.	9,137.	17,502.
9 Other employee benefits	393,442.	269,824.	62,650.	60,968.
10 Payroll taxes	281,746.	182,011.	41,101.	58,634.
11 Fees for services (nonemployees):				
a Management				
b Legal	5,611.	3,258.	2,353.	
c Accounting	55,330.		55,330.	
d Lobbying				
e Professional fundraising services. See Part IV, line 17	26,793.			26,793.
f Investment management fees	108,593.		108,593.	
g Other. (If line 11g amount exceeds 10% of line 25, column (A), amount, list line 11g expenses on Sch O.)	1,403,123.	1,403,123.		
12 Advertising and promotion				
13 Office expenses	190,618.	23,731.	115,860.	51,027.
14 Information technology	104,631.	57,486.	35,477.	11,668.
15 Royalties				
16 Occupancy				
17 Travel				
18 Payments of travel or entertainment expenses for any federal, state, or local public officials ...				
19 Conferences, conventions, and meetings				
20 Interest				
21 Payments to affiliates				
22 Depreciation, depletion, and amortization	845,429.	829,797.	7,273.	8,359.
23 Insurance	179,992.	163,538.	15,866.	588.
24 Other expenses. Itemize expenses not covered above. (List miscellaneous expenses on line 24e. If line 24e amount exceeds 10% of line 25, column (A), amount, list line 24e expenses on Schedule O.)				
a DIRECT EXPENSE	1,165,500.	1,165,500.		
b OUTREACH	91,680.	91,680.		
c _____				
d _____				
e All other expenses _____				
25 Total functional expenses. Add lines 1 through 24e	8,124,524.	6,264,711.	946,131.	913,682.
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)				

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Part X Balance Sheet

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

		(A) Beginning of year		(B) End of year
Assets	1 Cash - non-interest-bearing	591,917.	1	507,193.
	2 Savings and temporary cash investments	1,050,085.	2	1,430,528.
	3 Pledges and grants receivable, net	1,487,769.	3	1,241,890.
	4 Accounts receivable, net	57,136.	4	28,611.
	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	459,770.	9	229,932.
	10a Land, buildings, and equipment: cost or other basis. Complete Part VI of Schedule D	10a 14,640,503.		
	b Less: accumulated depreciation	10b 6,419,348.	10c	8,221,155.
	11 Investments - publicly traded securities	20,992,428.	11	24,044,362.
	12 Investments - other securities. See Part IV, line 11		12	
	13 Investments - program-related. See Part IV, line 11		13	
	14 Intangible assets		14	
	15 Other assets. See Part IV, line 11		15	
16 Total assets. Add lines 1 through 15 (must equal line 33)	32,773,342.	16	35,703,671.	
Liabilities	17 Accounts payable and accrued expenses	535,421.	17	691,748.
	18 Grants payable		18	
	19 Deferred revenue		19	
	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	964,191.	25	1,014,304.
	26 Total liabilities. Add lines 17 through 25	1,499,612.	26	1,706,052.
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	10,195,692.	27	10,329,895.
	28 Net assets with donor restrictions	21,078,038.	28	23,667,724.
	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	31,273,730.	32	33,997,619.
	33 Total liabilities and net assets/fund balances	32,773,342.	33	35,703,671.

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Part XI Reconciliation of Net Assets

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

1	Total revenue (must equal Part VIII, column (A), line 12)	1	8,550,213.
2	Total expenses (must equal Part IX, column (A), line 25)	2	8,124,524.
3	Revenue less expenses. Subtract line 2 from line 1	3	425,689.
4	Net assets or fund balances at beginning of year (must equal Part X, line 32, column (A))	4	31,273,730.
5	Net unrealized gains (losses) on investments	5	2,298,200.
6	Donated services and use of facilities	6	
7	Investment expenses	7	
8	Prior period adjustments	8	
9	Other changes in net assets or fund balances (explain on Schedule O)	9	0.
10	Net assets or fund balances at end of year. Combine lines 3 through 9 (must equal Part X, line 32, column (B))	10	33,997,619.

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 on Schedule O.
- 3a As a result of a federal award, was the organization required to undergo an audit or audits as set forth in the Uniform Guidance, 2 C.F.R. Part 200, Subpart F?
- b If "Yes," did the organization undergo the required audit or audits? If the organization did not undergo the required audit or audits, explain why on Schedule O and describe any steps taken to undergo such audits

	Yes	No
1		
2a		X
2b	X	
2c	X	
3a		X
3b		

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

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

Section A. Public Support

Calendar year (or fiscal year beginning in)	(a) 2021	(b) 2022	(c) 2023	(d) 2024	(e) 2025	(f) Total
1 Gifts, grants, contributions, and membership fees received. (Do not include any "unusual grants.")	5380579.	6022020.	6205156.	6677178.	5812301.	30097234.
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	236,893.	280,942.	272,874.	355,077.	315,409.	1461195.
4 Total. Add lines 1 through 3	5617472.	6302962.	6478030.	7032255.	6127710.	31558429.
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)						8344684.
6 Public support. Subtract line 5 from line 4.						23213745.

Section B. Total Support

Calendar year (or fiscal year beginning in)	(a) 2021	(b) 2022	(c) 2023	(d) 2024	(e) 2025	(f) Total
7 Amounts from line 4	5617472.	6302962.	6478030.	7032255.	6127710.	31558429.
8 Gross income from interest, dividends, payments received on securities loans, rents, royalties, and income from similar sources	2231724.	167,940.	501,907.	623,015.	587,379.	4111965.
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						35670394.
12 Gross receipts from related activities, etc. (see instructions)					12	5,844,085.
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						<input type="checkbox"/>

Section C. Computation of Public Support Percentage

14 Public support percentage for 2025 (line 6, column (f), divided by line 11, column (f))	14	65.08 %
15 Public support percentage from 2024 Schedule A, Part II, line 14	15	64.44 %
16a 33 1/3% support test - 2025. 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		<input checked="" type="checkbox"/>
b 33 1/3% support test - 2024. 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		<input type="checkbox"/>
17a 10% -facts-and-circumstances test - 2025. 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		<input type="checkbox"/>
b 10% -facts-and-circumstances test - 2024. 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		<input type="checkbox"/>
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		<input type="checkbox"/>

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

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

Section A. Public Support

Calendar year (or fiscal year beginning in)	(a) 2021	(b) 2022	(c) 2023	(d) 2024	(e) 2025	(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) 2021	(b) 2022	(c) 2023	(d) 2024	(e) 2025	(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 2025 (line 8, column (f), divided by line 13, column (f))	15	%
16 Public support percentage from 2024 Schedule A, Part III, line 15	16	%

Section D. Computation of Investment Income Percentage

17 Investment income percentage for 2025 (line 10c, column (f), divided by line 13, column (f))	17	%
18 Investment income percentage from 2024 Schedule A, Part III, line 17	18	%

19a 33 1/3% support tests - 2025. 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 - 2024. If the organization did not check a box on line 14 or line 19a, and line 16 is more than 33 1/3%, and line 18 is not more than 33 1/3%, check this box and **stop here**. The organization qualifies as a publicly supported organization

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

Part IV Supporting Organizations

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

Section A. All Supporting Organizations

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

Part IV Supporting Organizations (continued)

	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 line 11a above?		
c A 35% controlled entity of a person described on line 11a or 11b above? <i>If "Yes" to line 11a, 11b, or 11c, provide detail in Part VI.</i>		
11a		
11b		
11c		

Section B. Type I Supporting Organizations

	Yes	No
1 Did the governing body, members of the governing body, officers acting in their official capacity, or membership of one or more supported organizations have the power to regularly appoint or elect at least a majority of the organization's officers, directors, or trustees at all times during the tax year? <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 officers, directors, or trustees were allocated among the supported organizations and what conditions or restrictions, if any, applied to such powers during the tax year.</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>		
1		
2		

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>		
1		

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 on line 2, above, did the organization's supported organizations have a significant voice in the organization's investment policies and in directing the use of the organization's income or assets at all times during the tax year? <i>If "Yes," describe in Part VI the role the organization's supported organizations played in this regard.</i>		
1		
2		
3		

Section E. Type III Functionally Integrated Supporting Organizations

1 Check the box next to the method that the organization used to satisfy the Integral Part Test during the year (see instructions).			
a <input type="checkbox"/> The organization satisfied the Activities Test. Complete line 2 below.			
b <input type="checkbox"/> The organization is the parent of each of its supported organizations. Complete line 3 below.			
c <input type="checkbox"/> The organization supported a governmental supported organization. Describe in Part VI how you supported a governmental supported organization (see instructions).			
2 Activities Test. Answer lines 2a and 2b below.			
a Did substantially all of the organization's activities during the tax year directly further the exempt purposes of its supported organization(s)? <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 each of its 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, 3b, and 3c below.			
a Are the organization and its supported organization(s) part of an integrated system (for example, a hospital system)? <i>If "Yes," provide details in Part VI.</i>			
b Did the organization direct 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>			
c Did the organization have the power to regularly appoint or elect (and remove) 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>			
2a			
2b			
3a			
3b			
3c			

ROSE FITZGERALD KENNEDY GREENWAY
CONSERVANCY, INC.

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

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

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

Section B - Minimum Asset Amount	(A) Prior Year	(B) Current Year (optional)
1 Aggregate fair market value of all non-exempt-use assets (see instructions for short tax year or assets held for part of year):		
a Average monthly value of securities	1a	
b Average monthly cash balances	1b	
c Fair market value of other non-exempt-use assets	1c	
d Total (add lines 1a, 1b, and 1c)	1d	
e Discount claimed for blockage or other factors (<i>explain in detail in 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	(A) Prior Year	(B) Current Year (optional)
1 Adjusted net income for prior year (from Section A, line 8, column A)	1	Current Year
2 Enter 0.85 of line 1.	2	
3 Minimum asset amount for prior year (from Section B, line 8, column A)	3	
4 Enter greater of line 2 or line 3.	4	
5 Income tax imposed in prior year	5	
6 Distributable Amount. Subtract line 5 from line 4, unless subject to emergency temporary reduction (see instructions).	6	
7 <input type="checkbox"/> Check here if the current year is the organization's first as a non-functionally integrated Type III supporting organization (see instructions).		

SCHEDULE D
(Form 990)

(Rev. December 2024)

Department of the Treasury
Internal Revenue Service

Supplemental Financial Statements

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

Attach to Form 990.

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

OMB No. 1545-0047

**Open to Public
Inspection**

Name of the organization **ROSE FITZGERALD KENNEDY GREENWAY
CONSERVANCY, INC.**

Employer identification number
20-1678932

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

(ii) Assets included in Form 990, Part X

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

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

b Assets included in Form 990, Part X

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

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

LHA 532051 04-01-25

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

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

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

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

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

	(a) Current year	(b) Prior year	(c) Two years back	(d) Three years back	(e) Four years back
1a Beginning of year balance	18,449,726.	17,411,326.	15,914,207.	19,534,849.	17,876,345.
b Contributions					
c Net investment earnings, gains, and losses	3,607,788.	1,829,883.	2,289,640.	-2,844,048.	2,398,594.
d Grants or scholarships					
e Other expenditures for facilities and programs	818,881.	791,483.	792,521.	776,594.	740,090.
f Administrative expenses					
g End of year balance	21,238,633.	18,449,726.	17,411,326.	15,914,207.	19,534,849.

- 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 66.6500%
 - c Term endowment 33.3500%
- The percentages on lines 2a, 2b, and 2c should equal 100%.
- 3a Are there endowment funds not in the possession of the organization that are held and administered for the organization by:
- | | Yes | No |
|---|-----|----|
| (i) Unrelated organizations? | | X |
| (ii) Related organizations? | | X |
| b If "Yes" on line 3a(ii), are the related organizations listed as required on Schedule R? <input type="checkbox"/> | 3b | |
- 4 Describe in Part XIII the intended uses of the organization's endowment funds.

Part VI Land, Buildings, and Equipment

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

Description of property	(a) Cost or other basis (investment)	(b) Cost or other basis (other)	(c) Accumulated depreciation	(d) Book value
1a Land				
b Buildings				
c Leasehold improvements		13,828,649.	5,775,169.	8,053,480.
d Equipment		446,806.	303,649.	143,157.
e Other		365,048.	340,530.	24,518.
Total. Add lines 1a through 1e. (Column (d) must equal Form 990, Part X, line 10c, column (B))				8,221,155.

Part VII Investments - Other Securities

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

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

Part VIII Investments - Program Related.

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

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

Part IX Other Assets

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

(a) Description	(b) Book value
(1)	
(2)	
(3)	
(4)	
(5)	
(6)	
(7)	
(8)	
(9)	
Total. (Column (b) must equal Form 990, Part X, line 15, col. (B))	

Part X Other Liabilities

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

1. (a) Description of liability	(b) Book value
(1) Federal income taxes	
(2) CONDITIONAL GRANT ADVANCES	1,014,304.
(3)	
(4)	
(5)	
(6)	
(7)	
(8)	
(9)	
Total. (Column (b) must equal Form 990, Part X, line 25, col. (B))	1,014,304.

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

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

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

1	Total revenue, gains, and other support per audited financial statements		1	11,229,390.
2	Amounts included on line 1 but not on Form 990, Part VIII, line 12:			
a	Net unrealized gains (losses) on investments	2a	2,298,200.	
b	Donated services and use of facilities	2b	489,570.	
c	Recoveries of prior year grants	2c		
d	Other (Describe in Part XIII.)	2d		
e	Add lines 2a through 2d	2e	2,787,770.	
3	Subtract line 2e from line 1	3	8,441,620.	
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	108,593.	
b	Other (Describe in Part XIII.)	4b		
c	Add lines 4a and 4b	4c	108,593.	
5	Total revenue. Add lines 3 and 4c. (This must equal Form 990, Part I, line 12.)	5	8,550,213.	

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	8,505,501.
2	Amounts included on line 1 but not on Form 990, Part IX, line 25:			
a	Donated services and use of facilities	2a	489,570.	
b	Prior year adjustments	2b		
c	Other losses	2c		
d	Other (Describe in Part XIII.)	2d		
e	Add lines 2a through 2d	2e	489,570.	
3	Subtract line 2e from line 1	3	8,015,931.	
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	108,593.	
b	Other (Describe in Part XIII.)	4b		
c	Add lines 4a and 4b	4c	108,593.	
5	Total expenses. Add lines 3 and 4c. (This must equal Form 990, Part I, line 18.)	5	8,124,524.	

Part XIII Supplemental Information

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

PART V, LINE 4:

THE CONSERVANCY ADHERES TO THE UNIFORM PRUDENT MANAGEMENT OF INSTITUTIONAL FUNDS ACT (UPMIFA). THE ASSETS IN ITS PERMANENTLY RESTRICTED ENDOWMENT FUND ARE DONOR-RESTRICTED ASSETS UNTIL APPROPRIATED ACCORDING TO THE DONOR STIPULATION FOR EXPENDITURE BY THE CONSERVANCY. THE CONSERVANCY HAS ADOPTED AN INVESTMENT AND SPENDING POLICY FOR ITS ENDOWMENT ASSETS AND FOR ANY BOARD DESIGNATED NET-ASSETS THAT IS DESIGNED TO PRESERVE CAPITAL THROUGH RISK MANAGEMENT WHILE PROVIDING A LEVEL OF SUPPORT FOR THE CONSERVANCY AND ITS PROGRAMS.

PART X, LINE 2:

THE CONSERVANCY ACCOUNTS FOR UNCERTAINTY IN INCOME TAXES IN ACCORDANCE WITH ASC TOPIC, INCOME TAXES. THIS STANDARD CLARIFIES THE ACCOUNTING FOR UNCERTAINTY IN TAX POSITIONS AND PRESCRIBES A RECOGNITION THRESHOLD AND MEASUREMENT ATTRIBUTE FOR THE FINANCIAL STATEMENTS REGARDING A TAX POSITION TAKEN OR EXPECTED TO BE TAKEN IN A TAX RETURN. THE CONSERVANCY HAS DETERMINED THAT THERE ARE NO UNCERTAIN TAX POSITIONS WHICH QUALIFY FOR RECOGNITION OR DISCLOSURE IN THE FINANCIAL STATEMENTS AT DECEMBER 31, 2025. THE CONSERVANCY'S INFORMATION RETURNS ARE SUBJECT TO EXAMINATION BY THE FEDERAL AND STATE JURISDICTIONS.

ROSE FITZGERALD KENNEDY GREENWAY

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

		(a) Event #1	(b) Event #2	(c) Other events	(d) Total events (add col. (a) through col. (c))
		GALA (event type)	GLOW (event type)	NONE (total number)	
Revenue	1	751,511.	81,370.		832,881.
	2	707,031.	68,820.		775,851.
	3	44,480.	12,550.		57,030.
Direct Expenses	4				
	5				
	6				
	7	94,420.	24,928.		119,348.
	8	900.	2,110.		3,010.
	9	198,386.	14,422.		212,808.
	10	Direct expense summary. Add lines 4 through 9 in column (d)			
11	Net income summary. Subtract line 10 from line 3, column (d)				-278,136.

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

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

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

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

**SCHEDULE J
(Form 990)**

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

Compensation Information

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

OMB No. 1545-0047

Open to Public
Inspection

Name of the organization **ROSE FITZGERALD KENNEDY GREENWAY
CONSERVANCY, INC.** Employer identification number
20-1678932

Part I Questions Regarding Compensation

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

	Yes	No
1b		
2		
4a		<input checked="" type="checkbox"/>
4b		<input checked="" type="checkbox"/>
4c		<input checked="" type="checkbox"/>
5a		<input checked="" type="checkbox"/>
5b		<input checked="" type="checkbox"/>
6a		<input checked="" type="checkbox"/>
6b		<input checked="" type="checkbox"/>
7		<input checked="" type="checkbox"/>
8		<input checked="" type="checkbox"/>
9		

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

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

ROSE FITZGERALD KENNEDY GREENWAY

Schedule J (Form 990) (Rev. 12-2024) CONSERVANCY, INC.

20-1678932

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

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

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

(A) Name and Title		(B) Breakdown of W-2 and/or 1099-MISC and/or 1099-NEC compensation			(C) Retirement and other deferred compensation	(D) Nontaxable benefits	(E) Total of columns (B)(i)-(D)	(F) Compensation in column (B) reported as deferred on prior Form 990
		(i) Base compensation	(ii) Bonus & incentive compensation	(iii) Other reportable compensation				
(1) CHRIS COOK EXECUTIVE DIRECTOR	(i)	232,660.	0.	0.	9,325.	2,061.	244,046.	0.
	(ii)	0.	0.	0.	0.	0.	0.	0.
(2) ALEXANDRA ROGERS PITTMAN DIR. OF DEVELOPMENT	(i)	161,815.	0.	0.	6,667.	26,136.	194,618.	0.
	(ii)	0.	0.	0.	0.	0.	0.	0.
(3) DAVID DALENA SENIOR DEVELOPMENT OFFICER	(i)	140,282.	0.	0.	5,741.	16,476.	162,499.	0.
	(ii)	0.	0.	0.	0.	0.	0.	0.
	(i)							
	(ii)							
	(i)							
	(ii)							
	(i)							
	(ii)							
	(i)							
	(ii)							
	(i)							
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	(ii)							
	(i)							
	(ii)							
	(i)							
	(ii)							
	(i)							
	(ii)							
	(i)							
	(ii)							

Part III Supplemental Information

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

PART I, LINE 4:

SEE ATTACHED SCHEDULE O FOR DESCRIPTION OF COMPENSATION REVIEW PROCEDURES.

**SCHEDULE O
(Form 990)**

(Rev. December 2024)

Department of the Treasury
Internal Revenue Service

Supplemental Information to Form 990 or 990-EZ

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

Attach to Form 990 or Form 990-EZ.

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

OMB No. 1545-0047

**Open to Public
Inspection**

Name of the organization	ROSE FITZGERALD KENNEDY GREENWAY CONSERVANCY, INC.	Employer identification number	20-1678932
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FORM 990, PART I, LINE 1, DESCRIPTION OF ORGANIZATION MISSION:

THE CONSERVANCY HAS SOLE RESPONSIBILITY FOR MANAGING ALL ASPECTS OF THE ROSE KENNEDY GREENWAY, INCLUDING HORTICULTURE, PROGRAMMING, PUBLIC ART, MAINTENANCE, AND CAPITAL IMPROVEMENTS.

WE ENVISION A VIBRANT, INCLUSIVE, AND EVOLVING GATHERING PLACE THAT OFFERS

- HEALTHY GREEN SPACE,
- FUN, ENGAGING, AND THOUGHT-PROVOKING EXPERIENCES, AND
- A TESTING GROUND FOR NEW IDEAS.

WE PURSUE OUR MISSION THROUGH

- PARK CARE THAT SUSTAINS YEAR-ROUND BEAUTY, ENSURES SAFETY, AND MODELS ENVIRONMENTAL STEWARDSHIP;
- ROBUST PROGRAMMING THAT SHOWCASES AND SUPPORTS THE INGENUITY AND BREADTH OF OUR COMMUNITY; AND
- TEMPORARY EXHIBITIONS OF CONTEMPORARY PUBLIC ART THAT FACILITATE ARTISTIC EXPERIMENTATION AND SPEAK TO OUR CURRENT MOMENT;
- RAISING THE STANDARD OF EXCELLENCE FOR URBAN PARK MANAGEMENT.

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

THE GREENWAY IS A CONTEMPORARY PUBLIC PARK IN THE HEART OF BOSTON, WELCOMING MILLIONS OF VISITORS TO ENJOY OPEN SPACE, GORGEOUS GARDENS, PUBLIC ART, AND FREE PROGRAMMING. THE GREENWAY CONSERVANCY IS THE NON-PROFIT RESPONSIBLE FOR THE MANAGEMENT AND CARE OF THE GREENWAY. THE MAJORITY OF THE PUBLIC PARK'S ANNUAL BUDGET IS GENEROUSLY PROVIDED BY PRIVATE SOURCES.

IN 2025, THE CONSERVANCY CONTINUED ITS EXCEPTIONAL CARE AND IMPROVEMENT OF THE GREENWAY:

- THE HORTICULTURE PROGRAM IS EVOLVING TOWARD LONG-TERM SOIL HEALTH THROUGH IMPROVED SOIL STRUCTURE AND ORGANIC MATTER MANAGEMENT, REDUCING THE NEED FOR INTENSIVE INTERVENTIONS. THE CONSERVANCY HAS FULLY TRANSITIONED TO BATTERY-POWERED EQUIPMENT AND IS NEARING CERTIFIED ARBORETUM STATUS, WHICH COULD LEAD TO NEW OPPORTUNITIES FOR RECOGNITION AND FUNDING. THE VOLUNTEER BUTTERFLY MONITORING PROGRAM, WHICH DEEPENS THE UNDERSTANDING OF POLLINATOR HABITATS AND MIGRATORY PATTERNS ALSO EXPANDED.
- THE MAINTENANCE AND CAPITAL PROJECTS TEAMS COMPLETED SIGNIFICANT REPAIRS AND PREVENTATIVE MAINTENANCE ACROSS THE PARK, ACHIEVING ZERO DAYS OF FOUNTAIN DOWNTIME AND ENSURING A HIGH-QUALITY GUEST EXPERIENCE. MAJOR UPGRADES REPAIRED THE RINGS FOUNTAIN AND CHIN PARK WATERFALL, WHILE PLANNING ADVANCED FOR FUTURE MASONRY PROJECTS. AFTER MANY YEARS OF PLANNING, WORK ON THE LIGHTING AND PATHWAYS PROJECT BEGAN IN DECEMBER 2025 TO ENHANCE ACCESSIBILITY, SAFETY, AND INFRASTRUCTURE FOR COMMUNITY USE.
- THE GREENWAY WAS ONCE AGAIN FULL OF PROGRAMMING AND FESTIVALS, HOSTING 400+ EVENTS THAT WERE FREE AND OPEN TO THE PUBLIC. THE GREENWAY CAROUSEL, BEVERAGE GARDENS, MARKETS, FITNESS PROGRAM, AND SLATE OF RETURNING AND NEW SPECIAL EVENTS, MOVIES, MUSIC, AND MORE, ATTRACTED DIVERSE AUDIENCES TO GATHER IN OUR BEAUTIFUL AND WELCOMING SPACE.

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

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

LHA 532211 04-01-25

Name of the organization	ROSE FITZGERALD KENNEDY GREENWAY CONSERVANCY, INC.	Employer identification number	20-1678932
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-THE CONSERVANCY PRESENTED A ROBUST SEASON OF PUBLIC ART FEATURING 6 PROJECTS THAT ENGAGED RESTORATIVE HISTORIES AND CHARTED NEW COSMOLOGIES THAT CENTERED JOY, INTERDEPENDENCE, ABUNDANCE, AND WONDER, ASKING BOSTON TO RECONSIDER AND REIMAGINE ITS SENSE OF SELF AS A CITY. TOGETHER, THESE WORKS SPOKE TO THE POWER OF COLLECTIVE IMAGINATION TO ENVISION AND CREATE MORE JUST AND INCLUSIVE WORLDS, BEGINNING WITH OUR PUBLIC SPACES.

-THE OUTREACH TEAM ADVANCED A COORDINATED COMMUNICATIONS STRATEGY TO STRENGTHEN ENGAGEMENT AND ALIGNMENT ACROSS DEPARTMENTS. STAFF COMPLETED A COMMUNICATIONS AUDIT TO IMPROVE BRAND CONSISTENCY AND ACCESSIBILITY, LED A MAJOR PHOTOGRAPHY RFP WITH BROAD PARTICIPATION, AND LAUNCHED THE MULTILINGUAL "EXPLORE" BANNER CAMPAIGN TO EXPAND LINGUISTIC ACCESS AND INTEGRATE SPONSOR RECOGNITION. THE TEAM PRODUCED NEW STORYTELLING TOOLS, INCLUDING A GREENWAY MARKETING VIDEO AND THE PLAYWAY FAMILY ENGAGEMENT SUITE, TO SUPPORT SELF-GUIDED PARK EXPERIENCES. A VISUAL IDENTITY REFRESH INTRODUCED NEW TEMPLATES AND STAFF TRAININGS TO ENSURE CONSISTENT USE, WHILE WEBSITE UPDATES STREAMLINED NAVIGATION AND SIMPLIFIED CONTENT MANAGEMENT. MEDIA RELATIONS SECURED MORE THAN 120 PRESS PLACEMENTS, COMPLEMENTED BY ONGOING WORK ACROSS SOCIAL MEDIA, EDUCATIONAL CONTENT, AND COMMUNITY OUTREACH TO SUPPORT VISIBILITY AND STRATEGIC PLANNING GOALS.

HORTICULTURE

OUR GOAL OF BECOMING A CERTIFIED ARBORETUM IS WITHIN REACH AND THE APPLICATION WILL BE SUBMITTED BY THE END OF MARCH 2026. THE TEAM COLLABORATED TO DIGITALLY MAP AND LABEL 25 SEPARATE TREE SPECIES TO SUPPORT OUR APPLICATION. BEING RECOGNIZED AS AN ACCREDITED ARBORETUM WILL ELEVATE THE HORTICULTURAL STANDING OF THE GREENWAY, AND ALSO PROVIDE NEW OPPORTUNITIES FOR RECOGNITION, FUNDING, AND INCLUSION WITHIN NOTABLE HORTICULTURAL CIRCLES.

OUR VOLUNTEER PROGRAM SUPPORTS OUR HORTICULTURE INITIATIVES AND OFFERS OPPORTUNITIES FOR BOTH INDIVIDUALS AND CORPORATE, NON-PROFIT, ACADEMIC, AND OTHER COMMUNITY GROUPS TO EXPERIENCE HANDS-ON LEARNING WHILE THEY ASSIST US WITH PARK STEWARDSHIP. IN 2025, 536 INDIVIDUAL VOLUNTEERS CONTRIBUTED 3,180 HOURS TO PROVIDE ESSENTIAL ASSISTANCE. THROUGH OUR VOLUNTEER PROGRAM, THE GREENWAY CONSERVANCY INCREASES THE PUBLIC'S AWARENESS AND UNDERSTANDING OF SUSTAINABLE GARDENING PRACTICES.

MAINTENANCE AND CAPITAL PROJECTS

OUTSTANDING CARE OF THE PARK WAS OVERSEEN AND EXECUTED BY OUR GREENWAY MAINTENANCE AND CAPITAL PROJECTS TEAM TO INCLUDE:

MAINTENANCE

-THE GREENWAY CONSERVANCY'S MAINTENANCE TEAM ACHIEVED ZERO DAYS OF FOUNTAIN DOWNTIME, ENSURING AN UNINTERRUPTED GUEST EXPERIENCE AND MAINTAINING FULL OPERATIONAL RELIABILITY THROUGHOUT THE SEASON.

-THE MAINTENANCE TEAM ALSO ACHIEVED AN UNINTERRUPTED SEASON DUE TO MECHANICAL ISSUES FOR THE GREENWAY CAROUSEL.

CAPITAL PROJECTS

-SIGNIFICANT CAPITAL REPAIRS WERE COMPLETED ON PARK MASONRY, TRASH/RECYCLING BARRELS, AND CAROUSEL LIGHTING, WOOD FEATURES, AND PAINTING

-CHIN PARK WATERFALL AND STREAMBED REPAIRS: ORIGINAL MEXICAN BEACH PEBBLES AND MORTAR BED WERE FULLY REMOVED, AND THE GRANITE STONES AT THE WATERFALL WERE CAREFULLY DEINSTALLED TO ALLOW ACCESS FOR A NEW,

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HIGH-PERFORMANCE WATERPROOFING LAYER TO BE APPLIED TO THE CONCRETE BASE SLAB. THIS NEW LAYER NOW EXTENDS CONTINUOUSLY INTO ALL THREE WATERFALL BASINS THAT FEED THE STREAM, FORMING A DURABLE BARRIER TO PROTECT AGAINST WATER INFILTRATION. ONCE THE WATERPROOFING WAS COMPLETE, OUR TEAM INSTALLED NEW MORTAR AND MEXICAN BEACH PEBBLES TO RECREATE THE STREAM'S NATURAL CONTOURS, GIVING IT A REFRESHED LOOK WHILE HONORING THE ORIGINAL DESIGN. THE GRANITE WATERFALL STONES WERE THEN REINSTALLED IN THEIR EXACT LOCATIONS TO PRESERVE THE ICONIC CASCADE EFFECT

-WORK BEGAN ON THE LIGHTING AND PATHWAYS PROJECT IN DECEMBER 2025 FOR PARCELS 19, 21 AND 22. HIGHLIGHTS INCLUDE NEW PERMEABLE PATHWAYS FOR IMPROVED ACCESSIBILITY AND STORMWATER MANAGEMENT, INSTALLATION OF NEW LIGHTING TO ENHANCE EVENING SAFETY AND PROVIDE ILLUMINATION OF THE MURAL WALL ON PARCEL 22, INSTALLATION OF ELECTRICAL OUTLETS AND HIGH CAPACITY PERFORMANCE PANELS TO SUPPORT MORE COMMUNITY EVENTS AND ACTIVITIES ON THE GREENWAY. FINALLY, UPGRADING THE IRRIGATION SYSTEM ON PARCELS 19 AND 21 TO INCREASE WATER PRESSURE AND REDUCE RUN-TIMES.

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

PROGRAMS

MANY POPULAR PROGRAMS RETURNED TO THE GREENWAY IN 2025

- THE CAROUSEL WAS OPERATIONAL FROM MARCH 21, 2025, TO JANUARY 4, 2026, WITH A YTD RIDERSHIP OF 83,077
- THE GREENWAY ARTISAN MARKET WAS ACTIVE SATURDAYS AND SUNDAYS FROM MAY 5 TO OCTOBER 25, 2025, WITH 5000 REPORTED VISITORS EACH DAY.
- OUR GREENWAY FITNESS PROGRAM SAW ONE OF ITS MOST WELL-ATTENDED SEASONS TO DATE, WITH 206 CLASSES OFFERED FROM MAY TO OCTOBER AND ATTENDED BY 2,604 PARTICIPANTS.
- OUR GREENWAY FOOD TRUCK PROGRAM FEATURED 22 FOOD TRUCKS, WITH 73% OF THE PARTNERS BEING WOMEN, BIPOC, AND LGBTQIA-OWNED BUSINESSES
- OUR GREENWAY BEVERAGE GARDEN PROGRAM FEATURED NIGHT SHIFT BREWING AT DEWEY SQUARE AND TRILLIUM BREWING AT HIGH STREET AND ATLANTIC AVENUE. OUR BEVERAGE GARDENS WERE OPERATIONAL FROM MID-APRIL THROUGH EARLY NOVEMBER AND SAW OVER 70,000 PURCHASES MADE.
- MORE THAN 500 UNIQUE VOLUNTEERS WORKED IN THE PARK TO SUPPORT HORTICULTURE, PROGRAMMING, MAINTENANCE, AND RESEARCH EFFORTS. GROUP VOLUNTEERS JOINED THE CONSERVANCY FOR THE FIRST-EVER RANGERS VOLUNTEER PROJECTS, WHICH ENTAILED DETAILED TRASH PICK UP IN THE PARK, AND A DEEPER LOOK AT THE RANGER ROLE IN PUBLIC SAFETY. VOLUNTEERS CONTINUE TO MONITOR BLOOM CYCLES FOR PLANTS IN THE PARK THROUGH THE PHENOLOGY PROGRAM AND MIGRATORY PATTERNS OF BUTTERFLIES IN THE BUTTERFLY MONITORING PROGRAM.
- THE GREENWAY CONSERVANCY HOSTED MORE THAN 400 EVENTS, INCLUDING COMMUNITY EVENTS, FESTIVALS, RECURRING EVENT-BASED PROGRAMS, EDUCATIONAL AND FAMILY-FRIENDLY PROGRAMS, AND CONSERVANCY EVENTS, INCLUDING SPRING FEST 2025, TRUCK AND TRACTOR DAY, AND FALL FEST 2025.

OUR PUBLIC ART PROGRAM ALSO PROGRAMMED MORE CONSISTENT AND COMPREHENSIVE COMMUNITY ENGAGEMENT EVENTS THROUGH HOSTING A VARIETY OF OPENING AND CLOSING CEREMONIES FOR THE COMMUNITY AS WELL AS EDUCATIONAL AND HANDS-ON ENGAGEMENT OPPORTUNITIES THROUGHOUT THE PARK. EXAMPLES OF THESE PROGRAMS INCLUDE CYANOTYPE PRINTING WORKSHOPS, A ZINE MAKING WORKSHOP, THE "WELCOME TO THE COOKOUT" OPENING EVENT FOR BIG HOOPS TO FILL WHICH DREW 400+ GUESTS, AND A DIA DE LOS MUERTOS CLOSING EVENT FOR ELEVAR LA CULTURA.

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

PUBLIC ART

OUR PUBLIC ART PROGRAM HOSTED MORE PUBLIC ART INSTALLATIONS IN 2025 (BOTH GREENWAY-CURATED AND HOSTED PIECES) IN THE PARK THAN EVER BEFORE:

1. WESLEY WOFFORD, FNSS: "HOPE OUT OF DARKNESS", 2025 (HOSTED)
2. VICTOR "MARKA27" QUIONEZ: "ELEVAR LA CULTURA", 2025 (HOSTED)
3. JACKIE AMZQUITA, "SLIPS OF BREATH THROUGH CRACKS OF TIME: TO BURN, TO FLOW, TO RISE, TO HOLD RESPIROS QUE SE ESCAPAN A TRAVS DE LAS GRIETAS DEL TIEMPO: PARA ARDER, FLUIR, SURGIR Y SOSTENER," 2025 (NEW COMMISSION)
4. ECOSISTEMA URBANO: "PLANTABLE", 2025 (NEW COMMISSION)
5. MISA CHHAN: "YEAR OF THE SNAKE", 2025 (NEW COMMISSION)
6. JA'HARI ORTEGA: "BIG HOOPS TO FILL", 2025 (NEW COMMISSION)
7. MAGGIE POOST: "EARTHWRITING", 2025 (COMMISSIONED PUBLICATION)
8. JEFFREY GIBSON: "YOUR SPIRIT WHISPERING IN MY EAR" 2024
9. LARISSA ROGERS: "GOING TO GROUND," 2024
10. LANI ASUNCIN: "SONG/LAND/SEA: WAI WATER WARNING & BINAKOL BLESSING," 2024
11. ZHIDONG ZHANG: "FAR AWAY, FROM HOME," 2024
12. PONNAPA PRAKKAMAKUL: "YEAR OF THE DRAGON", 2024
13. MARIA MOLteni: "GATEWAY TO INFINITY (AN ANTI-MONUMENT)", 2023
14. ARTISTS FOR HUMANITY: "LOVE LANGUAGE", 2023 (ARTWORK CREATED BY A YOUTH-LED TEAM FROM ARTISTS FOR HUMANITY'S 3D DESIGN STUDIO)
15. NAICOB: "ACKNOWLEDGE + LISTEN: UNDOING COLONIAL DESIGN IN MASSACHUSETTS", 2022

INTERACTIVE DESIGN

THE PROGRAM INTRODUCED DESIGNS THAT INVITE PUBLIC ENGAGEMENT AND ARE INTENDED TO INCREASE INTERACTIVITY WITH FAMILY AND YOUTH COMMUNITY MEMBERS THROUGH HANDS-ON ELEMENTS SUCH AS SWINGS, COMMUNITY SEATING, KALEIDOSCOPES, A NAUTICAL BELL, AND MUSICAL INSTRUMENTS. ARTWORKS THAT INCORPORATED THESE INTERACTIVE ELEMENTS INCLUDE YEAR OF THE DRAGON, 2024, SONG/LAND/SEA, 2024, BIG HOOPS TO FILL, 2025, AND PLANTABLE, 2025.

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

OUTREACH

- COMPLETED A FULL COMMUNICATIONS AUDIT, STRENGTHENING BRAND CONSISTENCY, ACCESSIBILITY, AND CROSS-DEPARTMENT MESSAGING ALIGNMENT.
- LED A MAJOR GREENWAY PHOTOGRAPHY RFP, REVIEWING 100+ SUBMISSIONS, COORDINATING INCLUSIVE OUTREACH, AND MANAGING FINALIST SELECTION, INTERVIEWS, CONTRACTING, AND ONBOARDING.
- DIRECTED, DESIGNED, AND EXECUTED THE MULTILINGUAL "EXPLORE" BANNER CAMPAIGN, FROM CONCEPT THROUGH INSTALLATION, ADVANCING LINGUISTIC ACCESSIBILITY AND SUPPORTING DEVELOPMENT THROUGH SPONSOR LOGO INTEGRATION.
- OVERSAW A COMPLETE VISUAL BRANDING REFRESH FOR THE GREENWAY AND CONSERVANCY, CREATING TEMPLATES FOR IN-HOUSE USE, LEADING TRAININGS, AND HOSTING STAFF SESSIONS TO EXPLAIN THE INTEGRATION OF NEW DESIGN ELEMENTS AND PROMOTE BRAND CONSISTENCY.
- MANAGED THE CREATION OF THE PLAYWAY FAMILY ENGAGEMENT SUITE INCLUDING PRINTED MAP, STICKER SET, WINTER EDITION, SOCIAL CONTENT, WEBPAGE, AND BLOG EXPANDING SELF-GUIDED, FAMILY-FRIENDLY PARK EXPERIENCES.

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THE GREENWAY CONTINUES TO GROW AND EXPAND ITS PRESENCE WITHIN THE CITY OF BOSTON. EMBARKING ON THE IMPLEMENTATION OF AN UPDATED STRATEGIC PLAN, WHICH WILL GUIDE ITS GROWTH AND IMPACT FOR THE NEXT FIVE YEARS, IT IS EXPECTED THAT EACH YEAR WILL BRING NEW OPPORTUNITIES FOR EXPANSION AND COLLABORATION WITH LOCAL PARTNERS.
EXPENSES \$ 582,547. INCLUDING GRANTS OF \$ 0. REVENUE \$ 20,500.

FORM 990, PART VI, SECTION A, LINE 7A:
PER COMMONWEALTH LAW, AND THE ACTS OF 2008, CERTAIN MEMBERS OF THE BOARD OF DIRECTORS ARE NOMINATED BY ELECTED OFFICIALS OR BY GOVERNMENT AGENCIES.

FORM 990, PART VI, SECTION B, LINE 11B:
AFTER INTERNAL REVIEW BY THE CONSERVANCY'S FINANCE DEPARTMENT AS WELL AS BY ITS EXECUTIVE DIRECTOR, A DRAFT OF THE FORM 990 IS DELIVERED TO THE FINANCE, AUDIT, AND RISK MANAGEMENT COMMITTEE (FARMC) OF THE BOARD OF DIRECTORS FOR ITS REVIEW AND COMMENT. THE FARMC MEETS WITH THE CONSERVANCY'S INDEPENDENT ACCOUNTING FIRM TO REVIEW ANY QUESTIONS IT MAY HAVE. ONCE THE FARMC APPROVES THE DRAFT FORM 990, THE INDEPENDENT AUDITING FIRM PROVIDES A FINAL VERSION FOR REVIEW BY THE FULL BOARD PRIOR TO THE RETURN BEING FILED.

FORM 990, PART VI, SECTION B, LINE 12C:
THE CONSERVANCY'S BOARD OF DIRECTORS SIGN THE CONFLICT OF INTEREST POLICY YEARLY. DISCLOSURES ARE FILED WITH THE CONSERVANCY AUDIT COMMITTEE WHICH REVIEWS AND REPORTS TO THE BOARD OF DIRECTORS.

FORM 990, PART VI, SECTION B, LINE 15A:
THE EXECUTIVE DIRECTOR'S COMPENSATION WAS APPROVED BY THE BOARD OF DIRECTORS AND BASED ON MARKET DATA FOR COMPARABLE POSITIONS IN THE SECTOR.

FORM 990, PART VI, SECTION C, LINE 19:
THE CONSERVANCY'S GOVERNING DOCUMENTS, CONFLICT OF INTEREST POLICY, FORM 990, AND AUDITED FINANCIAL STATEMENTS ARE AVAILABLE UPON REQUEST AND POSTED ON THE CONSERVANCY'S WEBSITE - WWW.ROSEKENNEDYGREENWAY.ORG.

FORM 990, PART VI, SECTION B, LINE 15B:
THE CONSERVANCY DOES NOT HAVE ANY OTHER OFFICERS OR KEY EMPLOYEES.

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

CONTRACTED SERVICES:	
PROGRAM SERVICE EXPENSES	1,403,123.
MANAGEMENT AND GENERAL EXPENSES	0.
FUNDRAISING EXPENSES	0.
TOTAL EXPENSES	1,403,123.
TOTAL OTHER FEES ON FORM 990, PART IX, LINE 11G, COL A	1,403,123.

FORM 990, PART XII, LINE 2C:
THIS PROCESS HAS NOT CHANGED FROM THE PRIOR YEAR.