

Form 990

Return of Organization Exempt From Income Tax

OMB No. 1545-0047

2022

Open to Public Inspection

Department of the Treasury Internal Revenue Service

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

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

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

A For the 2022 calendar year, or tax year beginning 07-01-2022, and ending 06-30-2023

- B Check if applicable: Address change, Name change, Initial return, Final return/terminated, Amended return, Application pending

C Name of organization: UNIVERSITY SETTLEMENT SOCIETY OF NEW YORK. Doing business as. Number and street (or P.O. box if mail is not delivered to street address): 184 ELDRIDGE STREET. Room/suite. City or town, state or province, country, and ZIP or foreign postal code: NEW YORK, NY 10002

D Employer identification number: 13-5562374. E Telephone number: (212) 674-9120. G Gross receipts \$ 56,001,980

F Name and address of principal officer: RABIYA AKHTAR, 184 ELDRIDGE STREET, NEW YORK, NY 10002

H(a) Is this a group return for subordinates? Yes No. H(b) Are all subordinates included? Yes No. H(c) Group exemption number

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

J Website: WWW.UNIVERSITYSETTLEMENT.ORG

K Form of organization: Corporation, Trust, Association, Other

L Year of formation: 1886. M State of legal domicile: NY

Part I Summary

Table with 4 main sections: Activities & Governance, Revenue, Expenses, and Net Assets or Fund Balances. Each section contains multiple rows of data with columns for Prior Year and Current Year.

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	
	RABIYA AKHTAR, CHIEF FIN. ADMINISTRATIVE OFFICER		2024-05-14	
Paid Preparer Use Only	Print/Type preparer's name		Preparer's signature	
	Date		Check <input type="checkbox"/> if self-employed	
	2024-05-14		PTIN P01603524	
	Firm's name ▶ PKF O'CONNOR DAVIES ADVISORY LLC		Firm's EIN ▶ 87-3231666	
Firm's address ▶ 245 PARK AVENUE 12TH FLOOR		Phone no. (212) 286-2600		
NEW YORK, NY 10167				

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

For Paperwork Reduction Act Notice, see the separate instructions. Cat. No. 11282Y Form 990 (2022)

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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:
 UNIVERSITY SETTLEMENT IS A NOT FOR PROFIT ORGANIZATION DEDICATED TO THE BETTERMENT OF FAMILIES LIVING AND WORKING ON THE LOWER EAST SIDE OF MANHATTAN AND BROOKLYN.

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 \$ 18,235,250 including grants of \$ 0) (Revenue \$ 7,935,266)
 CHILDCARE PROGRAMS UNIVERSITY SETTLEMENT HAS AN EXTENSIVE TRACK RECORD FOR PROVIDING STRENGTHS BASED SERVICES TO LOW INCOME CHILDREN AND FAMILIES. THE SETTLEMENTS COMPREHENSIVE APPROACH TO CHILD AND FAMILY SERVICES IS BASED ON CREATING TRUSTING RELATIONSHIPS WITH FAMILIES TO PROVIDE THEM WITH THE NECESSARY TOOLS AND SKILLS TO SUPPORT THEIR CHILDREN'S DEVELOPMENT. CHILDCARE PROGRAMS INCLUDE EARLY HEAD START, TWO EARLY CHILDHOOD CENTERS (THE EARLY CHILDHOOD CENTER AND CHILDREN'S CORNER), AND FAMILY CHILD CARE. FAMILY ENRICHMENT HOME VISITING PROGRAMS PROMOTE PARENT CHILD BONDING AND HEALTHY CHILD DEVELOPMENT. THE BUTTERFLIES PROGRAM PROVIDES MENTAL HEALTH SERVICES FOR YOUNG CHILDREN AND THEIR FAMILIES. WE ALSO PROVIDE INDIVIDUALIZED SERVICES FOR CHILDREN UNDER AGE THREE WITH DEVELOPMENTAL DELAYS AND DISABILITIES THROUGH OUR EARLY INTERVENTION PROGRAM. ALL PROGRAMS ENGAGE CHILDREN IN A RICH CURRICULUM THAT NURTURES THEIR INTELLECTUAL, SOCIAL AND EMOTIONAL DEVELOPMENT. ADDITIONALLY, THE AGENCY ENGAGES PARENTS THROUGH HOME VISITS, CENTER BASED CLASSROOM SESSIONS, SUPPORT GROUPS, WORKSHOPS, EDUCATIONAL/JOB TRAINING AND POLICY COUNCIL MEETINGS, ENABLING THEM TO GAIN THE SKILLS AND KNOWLEDGE TO SUPPORT THEIR CHILDREN'S DEVELOPMENT AND HELP THEM REACH THEIR FULL POTENTIAL. VISITS, CENTER BASED CLASSROOM SESSIONS, SUPPORT POTENTIAL.

4b (Code:) (Expenses \$ 14,424,585 including grants of \$ 0) (Revenue \$ 424,371)
 FAMILY SERVICES AND COUNSELING PROGRAMS UNIVERSITY SETTLEMENT HAS A WIDE RANGE OF FAMILY SERVICES AND COUNSELING PROGRAMS. FAMILY SERVICES INCLUDE COMPREHENSIVE EVICTION PREVENTION AND CASE MANAGEMENT, ADULT LITERACY SERVICES, A PUBLIC PERFORMANCE SERIES AND ARTS EDUCATION, ARTS IN HEALTHCARE, A BROAD RANGE OF SERVICES FOR SENIORS, AND TWO COMMUNITY CENTERS THAT OFFER A RANGE OF HEALTH, EDUCATIONAL AND RECREATIONAL OPPORTUNITIES. THE HUB OF THE SETTLEMENT'S MENTAL HEALTH AND COUNSELING PROGRAMS IS ITS CONSULTATION CENTER, A STATE LICENSED MENTAL HEALTH CLINIC, WHICH OFFERS COGNITIVE BEHAVIORAL THERAPY, CONJOINT AND MARITAL THERAPY, MEDICATION MANAGEMENT, AND PSYCHIATRIC EVALUATION AND CONSULTATION ONSITE. THE ORGANIZATION ALSO HAS MENTAL HEALTH PROGRAMS FOR YOUTH AND CHILDREN, INCLUDING CHILDREN'S BLENDED CASE MANAGEMENT AND THE HOMEBASED CRISIS INTERVENTION PROGRAM, WHICH ARE OFFERED IN CLIENTS' HOMES.

4c (Code:) (Expenses \$ 10,292,582 including grants of \$ 134,610) (Revenue \$ 0)
 YOUTH PROGRAMS UNIVERSITY SETTLEMENT'S YOUTH AFTER SCHOOL PROGRAMS STRESS LITERACY AND READING, BLENDING THESE ACTIVITIES WITH HOMEWORK HELP, TARGETED ACADEMIC AND PERSONAL SUPPORT, LEADERSHIP DEVELOPMENT AND COMMUNITY SERVICE OPPORTUNITIES, AND CREATIVE EXPERIENCES SUCH AS FIELD TRIPS, ARTS AND RECREATION. AFTER SCHOOL PROGRAMS ARE OFFERED IN BOTH SCHOOL BASED AND COMMUNITY BASED SETTINGS. PARENTS ARE FULLY INTEGRATED INTO THE PROGRAMS TO SUPPORT THEIR CRUCIAL ROLE IN THEIR CHILDRENS EDUCATIONAL AND PERSONAL DEVELOPMENT. DURING THE SUMMERS, UNIVERSITY SETTLEMENT RUNS STRUCTURED DAY CAMP PROGRAMS FOR CHILDREN AND YOUTH, WITH A MAJOR FOCUS ON LITERACY AND FIELD TRIPS. ADDITIONALLY, UNIVERSITY SETTLEMENT'S TALENT SEARCH PROGRAM PROVIDES COLLEGE ACCESS AND RETENTION SERVICES, INCLUDING INDIVIDUAL AND GROUP COUNSELING, WORKSHOPS, ASSISTANCE WITH COLLEGE APPLICATIONS AND FINANCIAL AID FORMS, COLLEGE FAIRS, GUEST SPEAKERS, AND COLLEGE VISITS FOR YOUNG PEOPLE INTERESTED IN PURSUING POSTSECONDARY EDUCATION.

4d Other program services (Describe in Schedule O.)
 (Expenses \$ including grants of \$) (Revenue \$)

4e Total program service expenses ▶ 42,952,417

Part IV Checklist of Required Schedules

Table with 3 columns: Question ID, Question Text, Yes, No. Contains 21 rows of questions regarding organizational requirements and schedules.

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Part IV Checklist of Required Schedules (continued)

Table with 3 columns: Question ID, Question Text, and Yes/No columns. Rows include questions 22 through 38 regarding grants, compensation, tax-exempt bonds, excess benefit transactions, and controlled entities.

Part V Statements Regarding Other IRS Filings and Tax Compliance

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

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

c Did the organization comply with backup withholding rules for reportable payments to vendors and reportable gaming (gambling) winnings to prize winners?

1c

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

Table with 4 columns: Question ID, Question Text, Answer Field, and Yes/No/Amount. Rows include 2a (880), 2b, 3a, 3b, 4a, 4b, 5a, 5b, 5c, 6a, 6b, 7 (Organizations that may receive deductible contributions under section 170(c)), 7a-7h, 8, 9, 10, 11, 12a, 12b, 13a, 13b, 13c, and 14a.

b If "Yes," has it filed a Form 720 to report these payments? <i>If "No," provide an explanation in 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		No
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		No
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		

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

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

Section A. Governing Body and Management

		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 in Schedule O.	1a 21		
b Enter the number of voting members included in line 1a, above, who are independent	1b 21		
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	Yes	
3 Did the organization delegate control over management duties customarily performed by or under the direct supervision of officers, directors or trustees, or key employees to a management company or other person?	3		No
4 Did the organization make any significant changes to its governing documents since the prior Form 990 was filed?	4		No
5 Did the organization become aware during the year of a significant diversion of the organization's assets?	5		No
6 Did the organization have members or stockholders?	6		No
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		No
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		No
8 Did the organization contemporaneously document the meetings held or written actions undertaken during the year by the following:			
a The governing body?	8a	Yes	
b Each committee with authority to act on behalf of the governing body?	8b	Yes	
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? <i>If "Yes," provide the names and addresses in Schedule O</i>	9		No

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		No
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	Yes	
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? <i>If "No," go to line 13</i>	12a	Yes	
b Were officers, directors, or trustees, and key employees required to disclose annually interests that could give rise to conflicts?	12b	Yes	
c Did the organization regularly and consistently monitor and enforce compliance with the policy? <i>If "Yes," describe on Schedule O how this was done</i>	12c	Yes	
13 Did the organization have a written whistleblower policy?	13	Yes	
14 Did the organization have a written document retention and destruction policy?	14	Yes	
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	Yes	
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		No
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		No
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			

in joint venture arrangements under applicable federal 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 NY
18 Section 6104 requires an organization to make its Form 1023 (1024 or 1024-A, if applicable), 990, and 990-T (section 501(c)(3)s only) available for public inspection. Indicate how you made these available. Check all that apply.
19 Describe in Schedule O whether (and if so, how) the organization made its governing documents, conflict of interest policy, and financial statements available to the public during the tax year.
20 State the name, address, and telephone number of the person who possesses the organization's books and records: RABIYA AKHTAR 184 ELDRIDGE STREET NEW YORK, NY 10002 (212) 674-9120

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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, or highest compensated employees who received more than \$100,000 of reportable compensation from the organization and any related organizations.
List all of the organization's former directors or trustees that received, in the capacity as a former director or trustee of the organization, more than \$10,000 of reportable compensation from the organization and any related organizations.
See the instructions for the order in which to list the persons above.
Check this box if neither the organization nor any related organization compensated any current officer, director, or trustee.

Table with 6 main columns: (A) Name and title, (B) Average hours per week, (C) Position, (D) Reportable compensation from the organization, (E) Reportable compensation from related organizations, (F) Estimated amount of other compensation. Rows include RENE EUBANKS, BENJAMIN SCHALL, EMMA BLOCH VICE, RONNI FISHER, RICHARD MEDOR, FREDERICK YEE, AVIVA WILL, and LEONARD BERMAN.

DIRECTOR											
(9) CHRISTINA CHIU DIRECTOR	2.00	X							0	0	0
(10) STEVEN GREEN DIRECTOR	2.00	X							0	0	0
(11) HALE GURLAND DIRECTOR	2.00	X							0	0	0
(12) KEN JOSEPH DIRECTOR	2.00	X							0	0	0
(13) DEBBIE MADDEN DIRECTOR	2.00	X							0	0	0
(14) PATRICK MICHEL DIRECTOR	2.00	X							0	0	0
(15) THOMAS MORGAN DIRECTOR	2.00	X							0	0	0
(16) AISHA OLIVER-STALEY DIRECTOR	2.00	X							0	0	0
(17) STEVE PERRICONE 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 dotted line)	(C) Position (do not check more than one box, unless person is both an officer and a director/trustee)						(D) Reportable compensation from the organization (W-2/1099-MISC/1099-NEC)	(E) Reportable compensation from related organizations (W-2/1099-MISC/1099-NEC)	(F) Estimated amount of other compensation from the organization and related organizations
		Individual trustee or director	Institutional trustee	Officer	Key employee	Highest compensated employee	Former			
(18) STEVEN M SCHALL DIRECTOR	2.00	X						0	0	0
(19) DAVID SHAPIRO DIRECTOR, THRU 12/14/22	2.00	X						0	0	0
(20) PETER SIROKA DIRECTOR	2.00	X						0	0	0
(21) HARLY STEVENS DIRECTOR	2.00	X						0	0	0
(22) ALAN P WINTERS DIRECTOR, THRU 6/8/23	2.00	X						0	0	0
(23) ANDREW ZHU DIRECTOR	2.00	X						0	0	0
(24) IAN ZILLA DIRECTOR	2.00	X						0	0	0
(25) MELISSA E AASE CHIEF EXECUTIVE OFFICER	35.00			X				238,415	0	38,017
(26) RABIYA AKHTAR CHIEF FINANCIAL ADMINISTRATIVE OFFICER	35.00			X				185,177	0	17,370
(27) LAIRA MCGINI FY										

CHIEF EXTERNAL RELATIONS OFFICER (28) MICHELLE A PAIGE CHIEF PRGM AND EQUITY OFFICER THRU JAN. 2023	35.00				X		184,450	0	25,489
CHIEF PEOPLE OFFICER (29) MICHELLE A GREEN	35.00				X		192,317	0	95
CHIEF PEOPLE OFFICER (30) MARY GRACE ADAMS	35.00				X		187,055	0	18,885
ASSOCIATE EXECUTIVE DIRECTOR (31) MONIQUE FLORES	35.00				X		145,819	0	27,470
ASSOCIATE EXECUTIVE DIRECTOR	35.00				X		169,743	0	22,312
1b Sub-Total									
c Total from continuation sheets to Part VII, Section A									
d Total (add lines 1b and 1c)							1,302,976	0	149,638

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 ▶ 24

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

Section B. Independent Contractors

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

(A) Name and business address	(B) Description of services	(C) Compensation
SOLID FDTN DAYCARE OF E NY AND CANARSIE 10548 AVENUE K BROOKLYN, NY 11236	DAYCARE SERVICES	328,949
FORVIS LLP 1155 AVENUE OF THE AMERICAS SUITE 1 NEW YORK, NY 10036	ACCOUNTING SERVICES	260,094
SOLOMON PAGE GROUP LLC PO BOX 75015 CHICAGO, IL 60675	RECRUITING SERVICES	146,410
ORQUIDEA GROUP FAMILY DAY CARE 199 CLEVELAND STREET 1ST FLOOR BROOKLYN, NY 11208	DAYCARE SERVICES	139,332
MUNDO DE COLORES GROUP FAMILY DAYCARE 383 ELDERT LANE BROOKLYN, NY 11208	DAYCARE SERVICES	134,541

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 ▶ 12

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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) Total revenue	(B) Related or exempt function revenue	(C) Unrelated business revenue	(D) Revenue excluded from tax under sections 512 - 514
Coordinated campaigns				
Membership dues				
Raising events	554,841			
Related organizations				

Contributions, Gifts, Grants or Similar Amounts

Contributions and Other	Government grants (contributions)	1e
	<u>38,205,170</u>	
	All other contributions, gifts, grants, and similar amounts not included above	1f
	<u>4,350,089</u>	
g Noncash contributions included in lines 1a - 1f:\$		1g

h Total. Add lines 1a-1f **43,110,100**

		Business Code			
Program Service Revenue	2a CLINIC AND OTHER PROGRAM FEES	624100	7,935,266	7,935,266	
	2b MEDICAID	624100	297,944	297,944	
	2c ARTISTS IN RESIDENCE FEES	624100	126,427	126,427	
	2d				
	2e				
	2f All other program service revenue.				
9 Total. Add lines 2a-2f.			8,359,637		

3 Investment income (including dividends, interest, and other similar amounts)			160,668		160,668	
4 Income from investment of tax-exempt bond proceeds						
5 Royalties						
Other Revenue	6a Gross rents	(i) Real	119,469			
		(ii) Personal				
	6b Less: rental expenses		0			
	6c Rental income or (loss)		119,469			
	d Net rental income or (loss)			119,469		119,469
	7a Gross amount from sales of assets other than inventory	(i) Securities	4,093,794			
		(ii) Other				
		7b Less: cost or other basis and sales expenses		4,404,775		
	7c Gain or (loss)		-310,981			
	d Net gain or (loss)			-310,981		-310,981
8a Gross income from fundraising events (not including \$ <u>554,841</u> of contributions reported on line 1c). See Part IV, line 18		62,750				
	8b Less: direct expenses		163,805			
	c Net income or (loss) from fundraising events			-101,055		-101,055
9a Gross income from gaming activities. See Part IV, line 19						
	9b Less: direct expenses					
	c Net income or (loss) from gaming activities					
10a Gross sales of inventory, less returns and allowances						
	10b Less: cost of goods sold					
	c Net income or (loss) from sales of inventory					

		Business Code			
11a	MISCELLANEOUS INCOME	900099	63,062		63,062
b	SETTLEMENT INCOME	900099	32,500		32,500
Other Revenue Misc Amt					
d	All other revenue				
e	Total. Add lines 11a-11d ▶		95,562		
12	Total revenue. See instructions ▶		51,433,400	8,359,637	0 -36,337

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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	134,610	134,610		
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	572,416		572,416	
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	28,147,695	23,488,079	3,721,711	937,905
8 Pension plan accruals and contributions (include section 401(k) and 403(b) employer contributions)	982,117	823,264	124,634	34,219
9 Other employee benefits	4,389,581	3,614,364	624,987	150,230
10 Payroll taxes	2,432,325	1,985,137	364,676	82,512
11 Fees for services (non-employees):				
a Management				
b Legal	244,716		244,716	
c Accounting	320,991		320,991	
d Lobbying				
e Professional fundraising services. See Part IV, line 17				
f Investment management fees	31,759		31,759	
g Other (If line 11g amount exceeds 10% of line 25, column (A) amount, list line 11g expenses on Schedule O)	7,145,518	6,672,806	426,449	46,263
12 Advertising and promotion	10,524	10,037	434	53
13 Office expenses	1,752,566	1,491,102	223,244	38,220
14 Information technology	459,136	375,276	61,099	22,761
15 Royalties				
16 Occupancy	1,120,170	623,018	458,984	38,168
17 Travel	109,579	97,085	11,065	1,429
18 Payments of travel or entertainment expenses for any federal, state, or local public officials				
19 Conferences, conventions, and meetings	529,448	511,128	17,645	675
20 Interest	237,179	596	233,005	3,578
21 Payments to affiliates				
22 Depreciation, depletion, and amortization	739,901	595,517	124,855	19,529

23 Insurance	233,401	165,116	68,285	
24 Other expenses. Itemize expenses not covered above (List miscellaneous expenses in line 24e. If line 24e amount exceeds 10% of line 25, column (A) amount, list line 24e expenses on Schedule O.)				
a FOOD	1,183,011	1,169,447	12,588	976
b YOUTH EVENTS	793,809	793,809		
c REPAIRS AND MAINTENANCE	248,310	140,522	99,099	8,689
d MEMBERSHIP DUES AND SUB	150,974	27,954	101,605	21,415
e All other expenses	245,905	233,550	10,458	1,897
25 Total functional expenses. Add lines 1 through 24e	52,215,641	42,952,417	7,854,705	1,408,519
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 IX

		(A) Beginning of year		(B) End of year
Assets	1 Cash-non-interest-bearing	1,551,586	1	34,139
	2 Savings and temporary cash investments	0	2	1,909,159
	3 Pledges and grants receivable, net	11,526,226	3	11,962,526
	4 Accounts receivable, net	647,059	4	1,576,528
	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	0	8	22,930
	9 Prepaid expenses and deferred charges	76,907	9	126,882
	10a Land, buildings, and equipment: cost or other basis. Complete Part VI of Schedule D	10a 31,879,451		
	b Less: accumulated depreciation	10b 8,731,977	23,684,775	10c 23,147,474
	11 Investments—publicly traded securities	6,817,945	11	3,517,084
	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	130,198	15	1,756,741
16 Total assets. Add lines 1 through 15 (must equal line 33)	44,434,696	16	44,053,463	
Liabilities	17 Accounts payable and accrued expenses	4,492,617	17	5,903,216
	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	5,357,674	24	4,003,567
	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	3,654,474	25	4,678,772
	26 Total liabilities. Add lines 17 through 25	13,504,765	26	14,585,555

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	28,049,774	27	24,935,957
	28	Net assets with donor restrictions	2,880,157	28	4,531,951
	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	30,929,931	32	29,467,908
	33	Total liabilities and net assets/fund balances	44,434,696	33	44,053,463

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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	51,433,400
2	Total expenses (must equal Part IX, column (A), line 25)	2	52,215,641
3	Revenue less expenses. Subtract line 2 from line 1	3	-782,241
4	Net assets or fund balances at beginning of year (must equal Part X, line 32, column (A))	4	30,929,931
5	Net unrealized gains (losses) on investments	5	626,792
6	Donated services and use of facilities	6	
7	Investment expenses	7	
8	Prior period adjustments	8	-581,495
9	Other changes in net assets or fund balances (explain in Schedule O)	9	-725,079
10	Net assets or fund balances at end of year. Combine lines 3 through 9 (must equal Part X, line 32, column (B))	10	29,467,908

Part XII Financial Statements and Reporting

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

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

Form 990 (2022)

Form 990 (2022)

Additional Data

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Software ID:

Software version:

Form 990, Special Condition Description:

SCHEDULE A (Form 990)

Department of the Treasury Internal Revenue Service

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

OMB No. 1545-0047

2022

Open to Public Inspection

Table with 2 columns: Name of the organization (UNIVERSITY SETTLEMENT SOCIETY OF NEW YORK) and Employer identification number (13-5562374)

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

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

- 1-12. Reason for public charity status options. Option 7 is checked: An organization that normally receives a substantial part of its support from a governmental unit or from the general public described in section 170(b)(1)(A)(vi).

Table with 6 columns: (i) Name of supported organization, (ii) EIN, (iii) Type of organization, (iv) Is the organization listed in your governing document?, (v) Amount of monetary support, (vi) Amount of other support. Includes a Total row.

For Paperwork Reduction Act Notice, see the Instructions for Form 990 or 990-EZ. Cat. No. 11285F Schedule A (Form 990) 2022

Part II Support Schedule for Organizations Described in Sections 170(b)(1)(A)(iv) and 170(b)(1)(A)(vi) (Complete only if you checked the box on line 5, 7, or 8 of Part I or if the organization failed to qualify under Part III. If the organization failed to qualify under the tests listed below, please complete Part III.)

Section A. Public Support

Calendar year (or fiscal year beginning in) ▶	(a) 2018	(b) 2019	(c) 2020	(d) 2021	(e) 2022	(f) Total
1 Gifts, grants, contributions, and membership fees received. (Do not include any "unusual grant.")	30,180,599	28,942,166	28,260,502	36,464,397	43,110,100	166,957,764
2 Tax revenues levied for the organization's benefit and either paid to or expended on its behalf						
3 The value of services or facilities furnished by a governmental unit to the organization without charge..						
4 Total. Add lines 1 through 3	30,180,599	28,942,166	28,260,502	36,464,397	43,110,100	166,957,764
5 The portion of total contributions by each person (other than a governmental unit or publicly supported organization) included on line 1 that exceeds 2% of the amount shown on line 11, column (f)						
6 Public support. Subtract line 5 from line 4.						166,957,764

Section B. Total Support

Calendar year (or fiscal year beginning in) ▶	(a) 2018	(b) 2019	(c) 2020	(d) 2021	(e) 2022	(f) Total
7 Amounts from line 4.	30,180,599	28,942,166	28,260,502	36,464,397	43,110,100	166,957,764
8 Gross income from interest, dividends, payments received on securities loans, rents, royalties and income from similar sources	899,986	532,324	131,764	233,891	280,137	2,078,102
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.).	619,568	61,532	44,686	41,104	95,562	862,452
11 Total support. Add lines 7 through 10						169,898,318
12 Gross receipts from related activities, etc. (see instructions)					12	32,144,858
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 2022 (line 6, column (f) divided by line 11, column (f))	14	98.270 %
15 Public support percentage for 2021 Schedule A, Part II, line 14	15	97.420 %
16a 33 1/3% support test—2022. If the organization did not check the box on line 13, and line 14 is 33 1/3% or more, check this box and stop here. The organization qualifies as a publicly supported organization <input checked="" type="checkbox"/>		
b 33 1/3% support test—2021. If the organization did not check a box on line 13 or 16a, and line 15 is 33 1/3% or more, check this box and stop here. The organization qualifies as a publicly supported organization <input type="checkbox"/>		
17a 10%-facts-and-circumstances test—2022. If the organization did not check a box on line 13, 16a, or 16b, and line 14 is 10% or more, and if the organization meets the "facts-and-circumstances" test, check this box and stop here. Explain in Part VI how the organization meets the "facts-and-circumstances" test. The organization qualifies as a publicly supported organization <input type="checkbox"/>		
b 10%-facts-and-circumstances test—2021. If the organization did not check a box on line 13, 16a, 16b, or 17a, and line 15 is 10% or more, and if the organization meets the "facts-and-circumstances" test, check this box and stop here. Explain in Part VI how the organization meets the "facts-and-circumstances" test. The organization qualifies as a publicly supported organization <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"/>		

Schedule A (Form 990) 2022

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

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

Section A. Public Support

Calendar year (or fiscal year beginning in) ▶	(a) 2018	(b) 2019	(c) 2020	(d) 2021	(e) 2022	(f) Total
1 Gifts, grants, contributions, and membership fees received. (Do not include any "unusual grants.")						
2 Gross receipts from admissions, merchandise sold or services performed, or facilities furnished in any activity that is related to the organization's tax-exempt purpose						
3 Gross receipts from activities that are not an unrelated trade or business						

4	not an unrelated trade or business under section 513					
5	Tax revenues levied for the organization's benefit and either paid to or expended on its behalf. . . .					
6	The value of services or facilities furnished by a governmental unit to the organization without charge					
7a	Total. Add lines 1 through 5					
7b	Amounts included on lines 1, 2, and 3 received from disqualified persons					
7c	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.					
8	Public support. (Subtract line 7c from line 6.)					

Section B. Total Support

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

Section C. Computation of Public Support Percentage

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

Section D. Computation of Investment Income Percentage

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

- 19a **33 1/3% support tests-2022.** If the organization did not check the box on line 14, and line 15 is more than 33 1/3%, and line 17 is not more than 33 1/3%, check this box and **stop here.** The organization qualifies as a publicly supported organization ▶
- b **33 1/3% support tests-2021.** If the organization did not check a box on line 14 or line 19a, and line 16 is more than 33 1/3% and line 18 is not more than 33 1/3%, check this box and **stop here.** The organization qualifies as a publicly supported organization ▶
- 20 **Private foundation.** If the organization did not check a box on line 14, 19a, or 19b, check this box and see instructions ▶

Schedule A (Form 990) 2022

Part IV Supporting Organizations

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

Section A. All Supporting Organizations

	Yes	No
1 Are all of the organization's supported organizations listed by name in the organization's governing documents? If "No," describe in Part VI how the supported organizations are designated. If designated by class or purpose, describe the designation. If historic and continuing relationship, explain.		
2 Did the organization have any supported organization that does not have an IRS determination of status under section 509(a)(1) or (2)? If "Yes," explain in Part VI how the organization determined that the supported organization was described in section 509(a)(1) or (2).		
3a Did the organization have a supported organization described in section 501(c)(4), (5), or (6)? If "Yes," answer lines 3b and 3c below.		
b Did the organization confirm that each supported organization qualified under section 501(c)(4), (5), or (6) and satisfied the public support tests under section 509(a)(2)? If "Yes," describe in Part VI when and how the organization made the		

determination.

- c** Did the organization ensure that all support to such organizations was used exclusively for section 170(c)(2)(B) purposes? *If "Yes," explain in **Part VI** what controls the organization put in place to ensure such use.*
- 4a** Was any supported organization not organized in the United States ("foreign supported organization")? *If "Yes" and if you checked box 12a or 12b in Part I, answer lines 4b and 4c below.*
 - b** Did the organization have ultimate control and discretion in deciding whether to make grants to the foreign supported organization? *If "Yes," describe in **Part VI** how the organization had such control and discretion despite being controlled or supervised by or in connection with its supported organizations.*
 - c** Did the organization support any foreign supported organization that does not have an IRS determination under sections 501(c)(3) and 509(a)(1) or (2)? *If "Yes," explain in **Part VI** what controls the organization used to ensure that all support to the foreign supported organization was used exclusively for section 170(c)(2)(B) purposes.*
- 5a** Did the organization add, substitute, or remove any supported organizations during the tax year? *If "Yes," answer lines 5b and 5c below (if applicable). Also, provide detail in **Part VI**, including (i) the names and EIN numbers of the supported organizations added, substituted, or removed; (ii) the reasons for each such action; (iii) the authority under the organization's organizing document authorizing such action; and (iv) how the action was accomplished (such as by amendment to the organizing document).*
 - b Type I or Type II only.** Was any added or substituted supported organization part of a class already designated in the organization's organizing document?
 - c Substitutions only.** Was the substitution the result of an event beyond the organization's control?
- 6** Did the organization provide support (whether in the form of grants or the provision of services or facilities) to anyone other than (i) its supported organizations, (ii) individuals that are part of the charitable class benefited by one or more of its supported organizations, or (iii) other supporting organizations that also support or benefit one or more of the filing organization's supported organizations? *If "Yes," provide detail in **Part VI**.*
- 7** Did the organization provide a grant, loan, compensation, or other similar payment to a substantial contributor (defined in section 4958(c)(3)(C)), a family member of a substantial contributor, or a 35% controlled entity with regard to a substantial contributor? *If "Yes," complete Part I of Schedule L (Form 990) .*
- 8** Did the organization make a loan to a disqualified person (as defined in section 4958) not described on line 7? *If "Yes," complete Part I of Schedule L (Form 990).*
- 9a** Was the organization controlled directly or indirectly at any time during the tax year by one or more disqualified persons, as defined in section 4946 (other than foundation managers and organizations described in section 509(a)(1) or (2))? *If "Yes," provide detail in **Part VI**.*
 - b** Did one or more disqualified persons (as defined on line 9a) hold a controlling interest in any entity in which the supporting organization had an interest? *If "Yes," provide detail in **Part VI**.*
 - c** Did a disqualified person (as defined on line 9a) have an ownership interest in, or derive any personal benefit from, assets in which the supporting organization also had an interest? *If "Yes," provide detail in **Part VI**.*
- 10a** Was the organization subject to the excess business holdings rules of section 4943 because of section 4943(f) (regarding certain Type II supporting organizations, and all Type III non-functionally integrated supporting organizations)? *If "Yes," answer line 10b below.*
 - b** Did the organization have any excess business holdings in the tax year? *(Use Schedule C, Form 4720, to determine whether the organization had excess business holdings).*

3b		
3c		
4a		
4b		
4c		
5a		
5b		
5c		
6		
7		
8		
9a		
9b		
9c		
10a		
10b		

Schedule A (Form 990) 2022

Part IV Supporting Organizations (continued)

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

Section B. Type I Supporting Organizations

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

Section C. Type II Supporting Organizations

		Yes	No
1	Were a majority of the organization's directors or trustees during the tax year also a majority of the directors or trustees of each of the organization's supported organization(s)? <i>If "No," describe in Part VI how control or management of the supporting organization was vested in the same persons that controlled or managed the supported organization(s).</i>		
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?		
1			
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>		
2			
3	By reason of the relationship described in line 2 above, did the organization's supported organizations have a significant voice in the organization's investment policies and in directing the use of the organization's income or assets at all times during the tax year? <i>If "Yes," describe in Part VI the role the organization's supported organizations played in this regard.</i>		
3			

Section E. Type III Functionally-Integrated Supporting Organizations

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

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

		Yes	No
a	Did substantially all of the organization's activities during the tax year directly further the exempt purposes of the supported organization(s) to which the organization was responsive? <i>If "Yes," then in Part VI identify those supported organizations and explain how these activities directly furthered their exempt purposes, how the organization was responsive to those supported organizations, and how the organization determined that these activities constituted substantially all of its activities.</i>		
2a			
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>		
2b			
3	Parent of Supported Organizations. Answer lines 3a and 3b below.		
a	Did the organization have the power to regularly appoint or elect a majority of the officers, directors, or trustees of each of the supported organizations? <i>If "Yes" or "No," provide details in Part VI.</i>		
3a			
b	Did the organization exercise a substantial degree of direction over the policies, programs and activities of each of its supported organizations? <i>If "Yes," describe in Part VI the role played by the organization in this regard.</i>		
3b			

Schedule A (Form 990) 2022

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

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

Section A - Adjusted Net Income		(A) Prior Year	(B) Current Year (optional)
1	Net short-term capital gain	1	
2	Recoveries of prior-year distributions	2	
3	Other gross income (see instructions)	3	
4	Add lines 1 through 3	4	
5	Depreciation and depletion	5	
6	Portion of operating expenses paid or incurred for production or collection of gross income or for management, conservation, or maintenance of property held for production of income (see instructions)	6	
7	Other expenses (see instructions)	7	
8	Adjusted Net Income (subtract lines 5, 6 and 7 from line 4)	8	
Section B - Minimum Asset Amount		(A) Prior Year	(B) Current Year (optional)
1	Aggregate fair market value of all non-exempt-use assets (see instructions for short tax year or assets held for part of year):	1	
a	Average monthly value of securities	1a	
b	Average monthly cash balances	1b	
c	Fair market value of other non-exempt-use assets	1c	

d Total (add lines 1a, 1b, and 1c)	1d		
e Discount claimed for blockage or other factors (explain in detail in Part VI):			
2 Acquisition indebtedness applicable to non-exempt use assets	2		
3 Subtract line 2 from line 1d	3		
4 Cash deemed held for exempt use. Enter 0.015 of line 3 (for greater amount, see instructions).	4		
5 Net value of non-exempt-use assets (subtract line 4 from line 3)	5		
6 Multiply line 5 by 0.035	6		
7 Recoveries of prior-year distributions	7		
8 Minimum Asset Amount (add line 7 to line 6)	8		
Section C - Distributable Amount			Current Year
1 Adjusted net income for prior year (from Section A, line 8, Column A)	1		
2 Enter 85% of line 1	2		
3 Minimum asset amount for prior year (from Section B, line 8, Column A)	3		
4 Enter greater of line 2 or line 3	4		
5 Income tax imposed in prior year	5		
6 Distributable Amount. Subtract line 5 from line 4, unless subject to emergency temporary reduction (see instructions)	6		
7 <input type="checkbox"/> Check here if the current year is the organization's first as a non-functionally-integrated Type III supporting organization (see instructions)			

Schedule A (Form 990) 2022

Schedule A (Form 990) 2022

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

Section D - Distributions		Current Year	
1 Amounts paid to supported organizations to accomplish exempt purposes	1		
2 Amounts paid to perform activity that directly furthers exempt purposes of supported organizations, in excess of income from activity	2		
3 Administrative expenses paid to accomplish exempt purposes of supported organizations	3		
4 Amounts paid to acquire exempt-use assets	4		
5 Qualified set-aside amounts (prior IRS approval required - provide details in Part VI)	5		
6 Other distributions (describe in Part VI). See instructions	6		
7 Total annual distributions. Add lines 1 through 6.	7		
8 Distributions to attentive supported organizations to which the organization is responsive (provide details in Part VI). See instructions	8		
9 Distributable amount for 2022 from Section C, line 6	9		
10 Line 8 amount divided by Line 9 amount	10		
Section E - Distribution Allocations (see instructions)	(i) Excess Distributions	(ii) Underdistributions Pre-2022	(iii) Distributable Amount for 2022
1 Distributable amount for 2022 from Section C, line 6			
2 Underdistributions, if any, for years prior to 2022 (reasonable cause required-- explain in Part VI). See instructions.			
3 Excess distributions carryover, if any, to 2022:			
a From 2017.			
b From 2018.			
c From 2019.			
d From 2020.			
e From 2021.			
f Total of lines 3a through e			
g Applied to underdistributions of prior years			
h Applied to 2022 distributable amount			
i Carryover from 2017 not applied (see instructions)			
j Remainder. Subtract lines 3g, 3h, and 3i from line 3f.			
4 Distributions for 2022 from Section D, line 7:			

a Applied to underdistributions of prior years			
b Applied to 2022 distributable amount			
c Remainder. Subtract lines 4a and 4b from line 4.			
5 Remaining underdistributions for years prior to 2022, if any. Subtract lines 3g and 4a from line 2. If the amount is greater than zero, <i>explain in Part VI</i> . See instructions.			
6 Remaining underdistributions for 2022. Subtract lines 3h and 4b from line 1. If the amount is greater than zero, <i>explain in Part VI</i> . See instructions.			
7 Excess distributions carryover to 2023. Add lines 3j and 4c.			
8 Breakdown of line 7:			
a Excess from 2018.			
b Excess from 2019.			
c Excess from 2020.			
d Excess from 2021.			
e Excess from 2022.			

Schedule A (Form 990) (2022)

Schedule A (Form 990) 2022

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

Facts And Circumstances Test

Return Reference	Explanation
SCHEDULE A, PART II, LINE 10, EXPLANATION OF OTHER INCOME:	MANAGEMENT FEES - 2018 AMOUNT: \$ 556,656. MISCELLANEOUS INCOME - 2018 AMOUNT: \$ 62,912. 2019 AMOUNT: \$ 61,532. 2020 AMOUNT: \$ 44,686. 2021 AMOUNT: \$ 41,104. 2022 AMOUNT: \$ 95,562.

Schedule A (Form 990) 2022

Additional Data

Return to Form

Schedule B

Schedule of Contributors

OMB No. 1545-0047

(Form 990) Department of the Treasury Internal Revenue Service

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

2022

Table with 2 columns: Name of the organization (UNIVERSITY SETTLEMENT SOCIETY OF NEW YORK) and Employer identification number (13-5562374)

Organization type (check one):

Filers of:

Section:

- Form 990 or 990-EZ: 501(c)() (enter number) organization, 4947(a)(1) nonexempt charitable trust not treated as a private foundation, 527 political organization
Form 990-PF: 501(c)(3) exempt private foundation, 4947(a)(1) nonexempt charitable trust treated as a private foundation, 501(c)(3) taxable private foundation

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

General Rule

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

Special Rules

- For an organization described in section 501(c)(3) filing Form 990 or 990-EZ that met the 33 1/3% support test...
For an organization described in section 501(c)(7), (8), or (10) filing Form 990 or 990-EZ that received from any one contributor...
For an organization described in section 501(c)(7), (8), or (10) filing Form 990 or 990-EZ that received from any one contributor...

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

Part I

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

(a) No.	(b) Name, address, and ZIP + 4	(c) Total contributions	(d) Type of contribution
RESTRICTED		\$ RESTRICTED	<input type="checkbox"/> Person <input type="checkbox"/> Payroll <input type="checkbox"/> Noncash (Complete Part II for noncash contributions.)
-		\$	<input type="checkbox"/> Person <input type="checkbox"/> Payroll <input type="checkbox"/> Noncash (Complete Part II for noncash contributions.)
-		\$	<input type="checkbox"/> Person <input type="checkbox"/> Payroll <input type="checkbox"/> Noncash (Complete Part II for noncash contributions.)
-		\$	<input type="checkbox"/> Person <input type="checkbox"/> Payroll <input type="checkbox"/> Noncash (Complete Part II for noncash contributions.)
-		\$	<input type="checkbox"/> Person <input type="checkbox"/> Payroll <input type="checkbox"/> Noncash (Complete Part II for noncash contributions.)
-		\$	<input type="checkbox"/> Person <input type="checkbox"/> Payroll <input type="checkbox"/> Noncash (Complete Part II for noncash contributions.)
-		\$	<input type="checkbox"/> Person <input type="checkbox"/> Payroll <input type="checkbox"/> Noncash (Complete Part II for noncash contributions.)

Schedule B (Form 990) (2022)

Schedule B (Form 990) (2022)

Page 3

Name of organization UNIVERSITY SETTLEMENT SOCIETY OF NEW YORK	Employer identification number 13-5562374
---	--

Part II **Noncash Property** (see instructions). Use duplicate copies of Part II if additional space is needed.

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

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

Schedule B (Form 990) (2022)

Schedule B (Form 990) (2022)

Page 4

Name of organization UNIVERSITY SETTLEMENT SOCIETY OF NEW YORK	Employer identification number 13-5562374
---	--

Part III Exclusively religious, charitable, etc., contributions to organizations described in section 501(c)(7), (8), or (10) that total more than \$1,000 for the year from any one contributor. Complete columns (a) through (e) and the following line entry. For organizations completing Part III, enter the total of exclusively religious, charitable, etc., contributions of \$1,000 or less for the year. (Enter this information once. See instructions.) ▶ \$ _____
Use duplicate copies of Part III if additional space is needed.

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

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

Schedule B (Form 990) (2022)

Additional Data

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Software ID:
Software Version:

SCHEDULE D (Form 990)

Supplemental Financial Statements

OMB No. 1545-0047

2022

Open to Public Inspection

Department of the Treasury Internal Revenue Service

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

Table with 2 columns: Name of the organization (UNIVERSITY SETTLEMENT SOCIETY OF NEW YORK) and Employer identification number (13-5562374)

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

Table with 3 columns: Question number, (a) Donor advised funds, (b) Funds and other accounts. Includes questions 1-6 regarding donor advised funds.

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

Table with 3 columns: Question number, description, and Yes/No options. Includes questions 1-9 regarding 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.

Table with 3 columns: Question number, description, and Yes/No options. Includes questions 1a-2b regarding collections of art and historical treasures.

Schedule D (Form 990) 2022

Page 2

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

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

Part IV Escrow and Custodial Arrangements.

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

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

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

	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	2,705,695	3,389,712	3,098,767	3,093,752	3,062,082
b Contributions					
c Net investment earnings, gains, and losses	444,638	-447,938	353,099	6,788	121,670
d Grants or scholarships					
e Other expenditures for facilities and programs	236,079	236,079	62,154	1,773	90,000
f Administrative expenses					
g End of year balance	2,914,254	2,705,695	3,389,712	3,098,767	3,093,752

- 2** Provide the estimated percentage of the current year end balance (line 1g, column (a)) held as:
- a** Board designated or quasi-endowment ▶ 0 %
 - b** Permanent endowment ▶ 56.953 %
 - c** Term endowment ▶ 43.047 %
- The percentages on lines 2a, 2b, and 2c should equal 100%.
- 3a** Are there endowment funds not in the possession of the organization that are held and administered for the organization by:
- | | Yes | No |
|--|------------------|----|
| (i) Unrelated organizations | 3a(i) Yes | |
| (ii) Related organizations | | No |
| b If "Yes" on 3a(ii), are the related organizations listed as required on Schedule R? | 3b | |
- 4** Describe in Part XIII the intended uses of the organization's endowment funds.

Part VI Land, Buildings, and Equipment.

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

Description of property	(a) Cost or other basis (investment)	(b) Cost or other basis (other)	(c) Accumulated depreciation	(d) Book value
1a Land		9,750,000		9,750,000
b Buildings		20,535,158	7,232,712	13,302,446
c Leasehold improvements				
d Equipment		1,529,243	1,499,265	29,978
e Other		65,050		65,050
Total. Add lines 1a through 1e. (Column (d) must equal Form 990, Part X, column (B), line 10(c).) . . . ▶				23,147,474

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.

Table with 3 columns: (a) Description of security or category, (b) Book value, (c) Method of valuation. Rows include (1) Financial derivatives, (2) Closely-held equity interests, (3) Other, (A) through (H), and a Total row.

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.

Table with 3 columns: (a) Description of investment, (b) Book value, (c) Method of valuation. Rows (1) through (9) and a Total row.

Part IX Other Assets.

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

Table with 2 columns: (a) Description, (b) Book value. Rows (1) through (9) and a Total row.

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.

Table with 2 columns: (a) Description of liability, (b) Book value. Row 1 includes Federal income taxes.

OPERATING LEASE LIABILITIES	1,703,304
DUE TO GOVERNMENT AGENCIES	620,885
ADVANCES FROM GOVERNMENT AGENCIES	2,354,583
Total. (Column (b) must equal Form 990, Part X, col.(B) line 25.)	4,678,772

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

Schedule D (Form 990) 2022

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	52,028,433
2	Amounts included on line 1 but not on Form 990, Part VIII, line 12:		
a	Net unrealized gains (losses) on investments	2a	626,792
b	Donated services and use of facilities	2b	
c	Recoveries of prior year grants	2c	
d	Other (Describe in Part XIII.)	2d	
e	Add lines 2a through 2d	2e	626,792
3	Subtract line 2e from line 1	3	51,401,641
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	31,759
b	Other (Describe in Part XIII.)	4b	
c	Add lines 4a and 4b	4c	31,759
5	Total revenue. Add lines 3 and 4c . (This must equal Form 990, Part I, line 12.)	5	51,433,400

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	52,908,961
2	Amounts included on line 1 but not on Form 990, Part IX, line 25:		
a	Donated services and use of facilities	2a	
b	Prior year adjustments	2b	
c	Other losses	2c	
d	Other (Describe in Part XIII.)	2d	725,079
e	Add lines 2a through 2d	2e	725,079
3	Subtract line 2e from line 1	3	52,183,882
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	31,759
b	Other (Describe in Part XIII.)	4b	
c	Add lines 4a and 4b	4c	31,759
5	Total expenses. Add lines 3 and 4c . (This must equal Form 990, Part I, line 18.)	5	52,215,641

Part XIII Supplemental Information

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

Return Reference	Explanation
PART V, LINE 4:	THE SETTLEMENT'S NET ASSETS WITH DONOR RESTRICTIONS INCLUDE ENDOWMENT FUND ASSETS TO BE HELD IN PERPETUITY. THE INCOME FROM THE ASSETS CAN BE USED TO SUPPORT VARIOUS PROGRAMS.
PART X, LINE 2:	THE SETTLEMENT RECOGNIZES THE EFFECT OF TAX POSITIONS ONLY WHEN THEY ARE MORE LIKELY THAN NOT TO BE SUSTAINED. MANAGEMENT HAS DETERMINED THAT THE SETTLEMENT HAD NO UNCERTAIN TAX POSITIONS THAT WOULD REQUIRE FINANCIAL STATEMENT RECOGNITION OR DISCLOSURE. THE SETTLEMENT IS NO LONGER SUBJECT TO EXAMINATIONS BY THE APPLICABLE TAXING JURISDICTIONS FOR PERIODS PRIOR TO JUNE 30, 2020.
PART XII, LINE 2D - OTHER ADJUSTMENTS:	WRITE-OFF OF UNCOLLECTIBLE PLEDGES REPORTED ON PART XI 725,079.

Additional Data

[Return to Form](#)

Software ID:
Software Version:

SCHEDULE G (Form 990)

Supplemental Information Regarding Fundraising or Gaming Activities

OMB No. 1545-0047

2022

Open to Public Inspection

Department of the Treasury Internal Revenue Service

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

Attach to Form 990 or Form 990-EZ.

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

Name of the organization UNIVERSITY SETTLEMENT SOCIETY OF NEW YORK

Employer identification number 13-5562374

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

1 Indicate whether the organization raised funds through any of the following activities. Check all that apply.

- a Mail solicitations b Internet and email solicitations c Phone solicitations d In-person solicitations e Solicitation of non-government grants f Solicitation of government grants g Special fundraising events

2a Did the organization have a written or oral agreement with any individual (including officers, directors, trustees or key employees listed in Form 990, Part VII) or entity in connection with professional fundraising services? Yes No

b If "Yes," list the 10 highest paid individuals or entities (fundraisers) pursuant to agreements under which the fundraiser is to be compensated at least \$5,000 by the organization.

Table with 6 columns: (i) Name and address of individual or entity (fundraiser), (ii) Activity, (iii) Did fundraiser have custody or control of contributions?, (iv) Gross receipts from activity, (v) Amount paid to (or retained by) fundraiser listed in col. (i), (vi) Amount paid to (or retained by) organization. Includes a Total row at the bottom.

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

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

		(a) Event #1	(b) Event #2	(c) Other events	(d) Total events
		CITY STORIES GALA (event type)	(event type)	(total number)	(add col. (a) through col. (c))
Revenue	1 Gross receipts	617,591			617,591
	2 Less: Contributions	554,841			554,841
	3 Gross income (line 1 minus line 2)	62,750			62,750
Direct Expenses	4 Cash prizes				
	5 Noncash prizes				
	6 Rent/facility costs	23,042			23,042
	7 Food and beverages	46,223			46,223
	8 Entertainment	12,400			12,400
	9 Other direct expenses	82,140			82,140
	10 Direct expense summary. Add lines 4 through 9 in column (d) ▶				163,805
11 Net income summary. Subtract line 10 from line 3, column (d) ▶				-101,055	

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))
		1 Gross revenue			
Direct Expenses	2 Cash prizes				
	3 Noncash prizes				
	4 Rent/facility costs				
	5 Other direct expenses				
6 Volunteer labor	<input type="checkbox"/> Yes _____ % <input type="checkbox"/> No	<input type="checkbox"/> Yes _____ % <input type="checkbox"/> No	<input type="checkbox"/> Yes _____ % <input type="checkbox"/> No		
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: _____

- 11** Does the organization conduct gaming activities with nonmembers? Yes No
- 12** Is the organization a grantor, beneficiary or trustee of a trust or a member of a partnership or other entity formed to administer charitable gaming? Yes No

13 Indicate the percentage of gaming activity conducted in:

a The organization's facility	13a	%
b An outside facility	13b	%

14 Enter the name and address of the person who prepares the organization's gaming/special events books and records:

Name ▶ -----

Address ▶ -----

15a Does the organization have a contract with a third party from whom the organization receives gaming revenue? Yes No

b If "Yes," enter the amount of gaming revenue received by the organization ▶ \$ _____ and the amount of gaming revenue retained by the third party ▶ \$ _____.

c If "Yes," enter name and address of the third party:

Name ▶ -----

Address ▶ -----

16 Gaming manager information:

Name ▶ -----

Gaming manager compensation ▶ \$ -----

Description of services provided ▶ -----

- Director/officer Employee Independent contractor

17 Mandatory distributions:

a Is the organization required under state law to make charitable distributions from the gaming proceeds to retain the state gaming license? Yes No

b Enter the amount of distributions required under state law distributed to other exempt organizations or spent in the organization's own exempt activities during the tax year ▶ \$ _____

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

Return Reference	Explanation
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Schedule G (Form 990) 2022

Additional Data

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Software ID:
Software Version:

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

Schedule I (Form 990)

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

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

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

OMB No. 1545-0047

2022

Open to Public Inspection

Department of the Treasury Internal Revenue Service

Name of the organization UNIVERSITY SETTLEMENT SOCIETY OF NEW YORK

Employer identification number 13-5562374

Part I General Information on Grants and Assistance

- 1 Does the organization maintain records to substantiate the amount of the grants or assistance, the grantees' eligibility for the grants or assistance, and the selection criteria used to award the grants or assistance?
2 Describe in Part IV the organization's procedures for monitoring the use of grant funds in the United States.

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

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

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

Part III Grants and Other Assistance to Domestic Individuals. Complete if the organization answered "Yes" on Form 990, Part IV, line 22. Part III can be duplicated if additional space is needed.

Table with 6 columns: (a) Type of grant or assistance, (b) Number of recipients, (c) Amount of cash grant, (d) Amount of noncash assistance, (e) Method of valuation (book, FMV, appraisal, other), (f) Description of noncash assistance. Row 1: (1) PARTICIPANT RENT ASSISTANCE, 63, 134,610.

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

Table with 2 columns: Return Reference, Explanation. Row 1: PART I, LINE 2: PARTICIPANTS IN OUR RENT ASSISTANCE PROGRAM ARE ELIGIBLE TO RECEIVE RENTAL ARREAR ASSISTANCE FOR UP TO THREE MONTHS AND/OR WITHIN \$3,500, WHICHEVER IS LESS, AS LONG AS 1) THEY HAVE FUTURE ABILITY TO PAY RENT MOVING FORWARD; 2) THE RENTAL ARREAR ASSISTANCE WILL BRING THEM TO A ZERO BALANCE; AND 3) ABLE TO REMAIN IN THEIR CURRENT HOUSING FOR AT LEAST ANOTHER 12 MONTHS.

Additional Data

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Software ID:
Software Version:

Schedule J (Form 990)

Compensation Information

OMB No. 1545-0047

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.

2022

Open to Public Inspection

Department of the Treasury Internal Revenue Service

Table with 2 columns: Name of the organization (UNIVERSITY SETTLEMENT SOCIETY OF NEW YORK) and Employer identification number (13-5562374)

Part I Questions Regarding Compensation

Form with multiple sections (1a-9) regarding compensation questions, including checkboxes for various benefits and reporting requirements.

For Paperwork Reduction Act Notice, see the Instructions for Form 990. Cat. No. 50053T Schedule J (Form 990) 2022

Schedule J (Form 990) 2022

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 are not 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.

Table with 7 columns: (A) Name and Title, (B) Breakdown of W-2, 1099-MISC compensation, and/or 1099-NEC, (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. Rows include Melissa E Aase, Laura McGinley, Michelle A Green, and Rabiya Akhtar.

5 MICHELLE A PAIGE CHIEF PRGM AND EQUITY OFFICER THRU JAN. 2023

(i)	192,317	0	0	0	95	192,412	0
(ii)	0	0	0	0	0	0	0

6 MONIQUE FLORES ASSOCIATE EXECUTIVE DIRECTOR

(i)	143,243	0	26,500	9,168	13,144	192,055	0
(ii)	0	0	0	0	0	0	0

7 MARY GRACE ADAMS ASSOCIATE EXECUTIVE DIRECTOR

(i)	145,819	0	0	9,168	18,302	173,289	0
(ii)	0	0	0	0	0	0	0

Schedule J (Form 990) 2022

Schedule J (Form 990) 2022

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.

Return Reference	Explanation
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Schedule J (Form 990) 2022

Additional Data

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Software ID:
Software Version:

SCHEDULE O
(Form 990)

Department of the Treasury
Internal Revenue Service

Supplemental Information to Form 990 or 990-EZ

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

▶ Attach to Form 990 or 990-EZ.

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

OMB No. 1545-0047

2022

Open to Public Inspection

Name of the organization
UNIVERSITY SETTLEMENT SOCIETY OF NEW YORK

Employer identification number

13-5562374

Return Reference	Explanation
FORM 990, PART VI, SECTION A, LINE 2	STEVEN M. SCHALL, BOARD MEMBER, AND BENJAMIN SCHALL, CO-CHAIR, HAVE A FAMILY RELATIONSHIP.
FORM 990, PART VI, SECTION B, LINE 11B	THE ORGANIZATION HAS ITS FORM 990 PREPARED BY AN OUTSIDE ACCOUNTING FIRM AND HAS ESTABLISHED THE FOLLOWING REVIEW PROCESS TO ENSURE THAT THE INFORMATION REPORTED IS COMPLETE AND ACCURATE. THE CHIEF FINANCIAL AND ADMINISTRATIVE OFFICER IS PRIMARILY RESPONSIBLE FOR THE REVIEW OF THE FORM 990. THE INFORMATION ON THE FORM 990 IS COMPARED TO THE AUDITED FINANCIAL STATEMENTS LINE BY LINE. SUPPLEMENTAL INFORMATION WHICH DOES NOT APPEAR IN THE AUDITED FINANCIAL STATEMENTS IS COMPARED TO THE SOURCE DOCUMENTATION WHICH WAS PREPARED FOR THE FORM 990 PREPARER. ALL OF THE OTHER QUESTIONS ARE REVIEWED FOR ACCURACY. AFTER THE FORM 990 IS APPROVED BY THE CHIEF FINANCIAL AND ADMINISTRATIVE OFFICER OR CONTROLLER, THE CHIEF EXECUTIVE OFFICER PERFORMS A CURSORY REVIEW OF THE FORM 990 AND IF IT IS SATISFACTORY, APPROVES IT FOR SUBMISSION. IN ADDITION, THE 990 IS SENT TO THE FULL BOARD PRIOR TO SUBMISSION, AND MEMBERS CAN PROVIDE INPUT BEFORE THE FORM IS FILED.
FORM 990, PART VI, SECTION B, LINE 12C	THE ORGANIZATION HAS A WRITTEN CONFLICT OF INTEREST POLICY THAT APPLIES TO OFFICERS, DIRECTORS, AND KEY EMPLOYEES WHO ARE REQUIRED TO DISCLOSE ANNUALLY INTERESTS THAT COULD GIVE RISE TO CONFLICT. THE ORGANIZATION REGULARLY AND CONSISTENTLY MONITORS AND ENFORCES COMPLIANCE WITH THE CONFLICT OF INTEREST POLICY. UPON JOINING THE BOARD, NEW MEMBERS ARE INFORMED OF THE AGENCY'S POLICY REGARDING CONFLICTS OF INTEREST AND ARE GIVEN A WRITTEN COPY OF THE POLICY. ON AN ANNUAL BASIS, A FORM IS DISTRIBUTED TO ALL BOARD MEMBERS WHEREBY MEMBERS ARE REQUIRED TO DISCLOSE ANY POTENTIAL CONFLICT OF INTEREST. THE EXECUTIVE TEAM IS ALSO REQUIRED TO COMPLETE THE CONFLICT OF INTEREST DISCLOSURE ON AN ANNUAL BASIS. IF A CONFLICT EMERGES, THE BOARD MEMBER MUST DISCLOSE THE CONFLICT TO THE BOARD AND THE BOARD MEMBER WITH THE CONFLICT MUST REFRAIN FROM VOTING ON THE MATTER.
FORM 990, PART VI, SECTION B, LINE 15A	THE BOARD COMPENSATION COMMITTEE DETERMINES THE SALARY OF THE CEO. THE COMPENSATION COMMITTEE UTILIZES A UNH SALARY SURVEY AND NATIONAL NON PROFIT SALARY SURVEY TO DETERMINE AND REVIEW THE CEO'S COMPENSATION. THE CEO DETERMINES ALL OTHER EXECUTIVE LEVEL COMPENSATION. THIS WAS LAST REVIEWED IN MAY 2023, THOUGH NO CHANGES WERE MADE TO THE CEO OR EXECUTIVE TEAM SALARIES AT THAT TIME. THE REVIEW AND APPROVAL PROCESS IS DOCUMENTED IN THE COMPENSATION COMMITTEE EMAILS.
FORM 990, PART VI, SECTION C, LINE 19	THE ORGANIZATION MAKES ITS FORM 990 AVAILABLE FOR PUBLIC INSPECTION AS REQUIRED UNDER SECTION 6104 OF THE INTERNAL REVENUE CODE. THE RETURN IS ALSO POSTED ON GUIDESTAR.ORG AND OTHER SIMILAR TYPES OF WEBSITES. IN ADDITION, THE FINANCIAL STATEMENTS, CONFLICT OF INTEREST POLICY, ARTICLES OF INCORPORATION AND BY-LAWS ARE ALSO AVAILABLE UPON WRITTEN REQUEST OR BY CALLING THE ORGANIZATION DIRECTLY. AN ANNUAL REPORT IS ALSO AVAILABLE ON THE ORGANIZATION'S WEBSITE.
FORM 990, PART IX, LINE 11G	MAINTENANCE CONTRACTS: PROGRAM SERVICE EXPENSES 196,733. MANAGEMENT AND GENERAL EXPENSES 146,491. FUNDRAISING EXPENSES 12,182. TOTAL EXPENSES 355,406. PAYROLL SERVICE FEES: PROGRAM SERVICE EXPENSES 344,080. MANAGEMENT AND GENERAL EXPENSES 14,874. FUNDRAISING EXPENSES 1,811. TOTAL EXPENSES 360,765. PROVIDER MOTHER STIPENDS: PROGRAM SERVICE EXPENSES 4,167,889. MANAGEMENT AND GENERAL EXPENSES 180,176. FUNDRAISING EXPENSES 21,934. TOTAL EXPENSES 4,369,999. TEMPORARY HELP: PROGRAM SERVICE EXPENSES 171,829. MANAGEMENT AND GENERAL EXPENSES 7,428. FUNDRAISING EXPENSES 904. TOTAL EXPENSES 180,161. CONSULTANTS: PROGRAM SERVICE EXPENSES 1,503,375. MANAGEMENT AND GENERAL EXPENSES 64,990. FUNDRAISING EXPENSES 7,912. TOTAL EXPENSES 1,576,277. OTHER PROFESSIONAL FEES: PROGRAM SERVICE EXPENSES 88,755. MANAGEMENT AND GENERAL EXPENSES 12,490. FUNDRAISING EXPENSES 1,520. TOTAL EXPENSES 102,765. ARTIST IN RESIDENCE: PROGRAM SERVICE EXPENSES 111,810. MANAGEMENT AND GENERAL EXPENSES 0. FUNDRAISING EXPENSES 0. TOTAL EXPENSES 111,810. RECRUITMENT FEES: PROGRAM SERVICE EXPENSES 88,335. MANAGEMENT AND GENERAL EXPENSES 0. FUNDRAISING EXPENSES 0. TOTAL EXPENSES 88,335.
FORM 990, PART XI, LINE 9:	WRITE-OFF OF UNCOLLECTIBLE PLEDGES -725,079.
FORM 990, PART XII, LINE 2C:	THE ORGANIZATION HAS A COMMITTEE THAT ASSUMES RESPONSIBILITY FOR OVERSIGHT OF THE AUDIT OF ITS FINANCIAL STATEMENTS AND SELECTION OF AN INDEPENDENT ACCOUNTANT. THIS PROCESS HAS NOT CHANGED FROM THE PRIOR YEAR.

Additional Data

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