Form **990**

Department of the Treasury
Internal Revenue Service

Return of Organization Exempt From Income Tax

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

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

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

OMB No. 1545-0047

2021

Open to Public Inspection

A For the 2021 calendar year, or tax year beginning 05-01-2021 , and ending 04-30-2022

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

C Name of organization
AMERICAN JEWISH WORLD SERVICE INC

Doing business as

Number and street (or P.O. box if mail is not delivered to street address) 45 WEST 36TH STREET
Room/suite

City or town, state or province, country, and ZIP or foreign postal code
NEW YORK, NY 10018

D Employer identification number
22-2584370

E Telephone number
(212) 792-2900

G Gross receipts $ 62,309,340

F Name and address of principal officer:
ROBERT BANK
45 WEST 36TH STREET
NEW YORK,NY 10018

H(a) Is this a group return for subordinates? ☐ Yes ☑ No

H(b) Are all subordinates included? ☐ Yes ☐ No
If "No," attach a list. See instructions.

H(c) Group exemption number ▶

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

J Website: ▶ WWW.AJWS.ORG

K Form of organization: ☑ Corporation ☐ Trust ☐ Association ☐ Other ▶

L Year of formation: 1985 **M** State of legal domicile: NY

Part I Summary

Activities & Governance

1 Briefly describe the organization's mission or most significant activities:
WE WORK TO REALIZE HUMAN RIGHTS AND END POVERTY IN AFRICA, ASIA, LATIN AMERICA AND THE CARIBBEAN.

2 Check this box ▶☐ 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	29
4	Number of independent voting members of the governing body (Part VI, line 1b)	4	28
5	Total number of individuals employed in calendar year 2021 (Part V, line 2a)	5	115
6	Total number of volunteers (estimate if necessary)	6	31
7a	Total unrelated business revenue from Part VIII, column (C), line 12	7a	0
b	Net unrelated business taxable income from Form 990-T, Part I, line 11	7b	0

			Prior Year	Current Year
Revenue	8	Contributions and grants (Part VIII, line 1h)	62,879,514	45,509,275
	9	Program service revenue (Part VIII, line 2g)	0	0
	10	Investment income (Part VIII, column (A), lines 3, 4, and 7d)	2,328,033	395,697
	11	Other revenue (Part VIII, column (A), lines 5, 6d, 8c, 9c, 10c, and 11e)	126,069	92,200
	12	Total revenue—add lines 8 through 11 (must equal Part VIII, column (A), line 12)	65,333,616	45,997,172
Expenses	13	Grants and similar amounts paid (Part IX, column (A), lines 1–3)	22,869,514	21,792,170
	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)	14,823,560	15,043,803
	16a	Professional fundraising fees (Part IX, column (A), line 11e)	725,399	817,065
	b	Total fundraising expenses (Part IX, column (D), line 25) ▶6,852,539		
	17	Other expenses (Part IX, column (A), lines 11a–11d, 11f–24e)	7,867,792	9,338,262
	18	Total expenses. Add lines 13–17 (must equal Part IX, column (A), line 25)	46,286,265	46,991,300
	19	Revenue less expenses. Subtract line 18 from line 12	19,047,351	-994,128

			Beginning of Current Year	End of Year
Net Assets or Fund Balances	20	Total assets (Part X, line 16)	78,564,070	71,781,906
	21	Total liabilities (Part X, line 26)	8,784,880	6,010,608
	22	Net assets or fund balances. Subtract line 21 from line 20	69,779,190	65,771,298

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 2022-11-15

ROBERT BANK PRESIDENT AND CEO
Type or print name and title

Paid Preparer Use Only

Print/Type preparer's name	Preparer's signature	Date	Check ☐ if self-employed	PTIN P00741490
Firm's name ▶ GRANT THORNTON LLP			Firm's EIN ▶ 36-6055558	
Firm's address ▶ 757 THIRD AVENUE 3RD FLOOR NEW YORK, NY 100172013			Phone no. (212) 599-0100	

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

Part III **Statement of Program Service Accomplishments**

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

1 Briefly describe the organization's mission:

INSPIRED BY THE JEWISH COMMITMENT TO JUSTICE, AMERICAN JEWISH WORLD SERVICE WORKS TO FIGHT POVERTY AND REALIZE HUMAN RIGHTS IN AFRICA, ASIA, LATIN AMERICA AND THE CARIBBEAN. (SEE SCHEDULE O)

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 $ 32,564,949 including grants of $ 21,792,170) (Revenue $ 0)

PROGRAMS DIVISION: THE PROGRAMS DIVISION (PD) OVERSEES AND IMPLEMENTS AJWS'S INTERNATIONAL GRANTMAKING. IN FY2022, AJWS AWARDED 696 GRANTS TO 542 HUMAN RIGHTS ORGANIZATIONS WORKING TO DEFEND CIVIL AND POLITICAL RIGHTS, ADVANCE SEXUAL HEALTH AND RIGHTS, PROTECT LAND AND WATER RIGHTS AND PROMOTE CLIMATE JUSTICE, AND RESPOND TO DISASTERS. AJWS FOCUSES ITS CORE WORK IN 18 COUNTRIES AND SUPPORTS AN ADDITIONAL 24 GRANTEES IN 10 ADDITIONAL COUNTRIES VIA A DONOR-ADVISED FUND. IN PARTICULAR, THE PROGRAMS DIVISION CONTINUED YEAR SEVEN OF A 10-YEAR INITIATIVE TO END EARLY AND CHILD MARRIAGE IN INDIA; SUPPORTED INDIAN PARTNERS TO CREATE A MEDIA CAMPAIGN HIGHLIGHTING WOMEN'S EXPERIENCES IN THE COVID-19 PANDEMIC, WHICH WON THE PRESTIGIOUS (SEE SCH. O)LAADLI MEDIA AWARD FOR GENDER SENSITIVITY; CONTINUED TO SUPPORT PARTNERS RESPONDING TO THE COVID-19 PANDEMIC IN THEIR COUNTRIES, INCLUDING THE PROVISION OF LIVELIHOOD SUPPORT, FOOD AID, PERSONAL PROTECTIVE EQUIPMENT, ACCESS TO PHYSICAL AND MENTAL MEDICAL CARE, HYGIENE MATERIALS, AND CRITICAL INFORMATION TO PROTECT AGAINST VIRAL SPREAD AND VACCINE SAFETY. ADDITIONALLY, AJWS SUPPORTED A DELEGATION OF HAITIAN PARTNERS TO APPEAR AT A VIRTUAL U.S. CONGRESSIONAL HEARING, WHERE THEY SPOKE TO MEMBERS OF CONGRESS ABOUT HAITI'S DIRE POLITICAL INSTABILITY, RAMPANT GANG VIOLENCE, AND EGREGIOUS HUMAN RIGHTS ABUSES.THE PROGRAMS DIVISION ALSO ENGAGED IN DOMESTIC AND GLOBAL ADVOCACY FOR HUMAN RIGHTS. THE WASHINGTON, D.C.-BASED GOVERNMENT AFFAIRS OFFICE BROUGHT PARTNERS FROM SEVERAL OF AJWS'S PRIORITY COUNTRIES TO ADVOCATE TO U.S. LAW MAKERS FOR THE PASSAGE OF LEGISLATION THAT PROVIDES CRITICAL HUMAN RIGHTS FUNDING AND HOLDS GOVERNMENTS ACCOUNTABLE FOR CORRUPTION AND HUMAN RIGHTS VIOLATIONS; SUCCESSFULLY INFLUENCED MEMBERS OF CONGRESS TO BLOCK LEGISLATION THAT WOULD HAVE SEVERELY HARMED MARGINALIZED COMMUNITIES, PARTICULARLY WOMEN AND THE LGBTQI+ COMMUNITY; AND WROTE SEVERAL LETTERS SIGNED BY HUNDREDS OF LEADERS IN THE AMERICAN JEWISH COMMUNITY TO U.S. POLICYMAKERS ON KEY ISSUES AFFECTING PARTNERS ACROSS THE GLOBE. THE PROGRAMS DIVISION ALSO COLLABORATED WITH THE STRATEGIC LEARNING, RESEARCH AND EVALUATION (SLRE) DIVISION TO MONITOR AND EVALUATE THE PROGRESS OF AJWS'S GRANTEES USING THEMATIC AND REGIONAL STRATEGIES, COLLABORATIVE MULTI-YEAR BENCHMARKS, AND CASE STUDIES.

4b (Code:) (Expenses $ 3,282,095 including grants of $ 0) (Revenue $ 0)

COMMUNICATIONS DIVISION: THE COMMUNICATIONS DIVISION IS RESPONSIBLE FOR COMMUNICATING ABOUT AJWS TO DIVERSE AUDIENCES IN ORDER TO RAISE AJWS'S PROFILE ON THE NATIONAL AND GLOBAL STAGE. IN FY2022, COMMUNICATIONS STAFF MEMBERS MAINTAINED AND DEVELOPED THE AJWS WEBSITE AS A VEHICLE FOR EDUCATING AND MOBILIZING OUR AUDIENCE, CONDUCTED ONLINE FUNDRAISING AND ADVOCACY INITIATIVES, SUPPORTED AND PROMOTED VIRTUAL EVENTS TO EDUCATE AND INSPIRE OUR COMMUNITY, AND PROMOTED AJWS THROUGH TRADITIONAL MEDIA RELATIONS AND THROUGH SOCIAL MEDIA. COMMUNICATIONS ALSO PRODUCED AND DESIGNED AN ARRAY OF CONTENT AND PUBLICATIONS INCLUDING AN ANNUAL REPORT AND STORIES THAT HIGHLIGHTED AND ADVANCED THE WORK AND IMPACT OF OUR GRANTEES AND ACTIVISTS. (SEE SCH. O)WE USED THESE STRATEGIES TO AMPLIFY THE IMPACT OF OUR GRANTEES' WORK IN THE DEVELOPING WORLD, INCREASE AWARENESS OF HUMAN RIGHTS ISSUES AMONG THE AMERICAN JEWISH COMMUNITY AND GENERAL PUBLIC, INSPIRE ACTIVISM TO PROMOTE SOCIAL CHANGE, AND POSITION AJWS AS A THOUGHT LEADER IN THE HUMAN RIGHTS ARENA AND IN JEWISH COMMUNITIES. IN PARTICULAR IN 2021, COMMUNICATIONS WAS INTEGRAL TO ADVANCING AN ORGANIZATION-WIDE CAMPAIGN TO RESPOND TO THE COVID-19 CRISIS WORLDWIDE; SUPPORTED AJWS'S INITIATIVE TO END CHILD MARRIAGE IN INDIA; PROMOTED AJWS'S GLOBAL JUSTICE CHAVURAH MOBILIZING JEWISH CLERGY FOR SOCIAL CHANGE; AND CREATED NEW HOLIDAY RESOURCES TO INSPIRE AMERICAN JEWS TO TAKE ACTION ON GLOBAL JUSTICE ISSUES.ACROSS OUR WHOLE PORTFOLIO, COMMUNICATIONS WORKED CLOSELY WITH DIVISIONS THROUGHOUT AJWS TO ENSURE THAT OUR MESSAGES ACCURATELY REFLECTED HUMAN RIGHTS ISSUES, THE SITUATION IN EACH COUNTRY, AND THE WORK OF OUR GRANTEES; AND ADVANCED THE ORGANIZATION'S REPUTATION, BRAND AND MISSION.

4c (Code:) (Expenses $ 1,155,555 including grants of $ 0) (Revenue $ 0)

STRATEGIC LEARNING, RESEARCH AND EVALUATION (SLRE): THE STRATEGIC LEARNING, RESEARCH AND EVALUATION DIVISION IS RESPONSIBLE FOR YIELDING NEW INSIGHTS THAT CAN BE USED TO STRATEGICALLY IMPROVE AJWS'S WORK TO ADVANCE HUMAN RIGHTS IN THE 18 COUNTRIES WHERE WE WORK. SLRE GUIDES ONGOING STRATEGY MANAGEMENT AND INVESTIGATES KEY QUESTIONS ABOUT AJWS'S STRATEGIES INCLUDING HOW WE CREATE SUSTAINED HUMAN RIGHTS CHANGE AND WHAT IMPACT WE HAVE HAD. IN ADDITION TO DESIGNING RESEARCH AND EVALUATION THAT ANSWERS THESE QUESTIONS, SLRE ALSO HELPS AJWS'S PROGRAMMATIC STAFF SEEK AND APPLY LESSONS LEARNED AND CREATE INNOVATIVE, EVIDENCE-BASED INITIATIVES. (SEE SCH. O)IN FY2022, SLRE HAS FURTHERED ITS WORK IN THE FOLLOWING AREAS OF REPORTING, MONITORING, EVALUATION, LEARNING AND RESEARCH: -IN FY2022, SLRE SUPPORTED PROGRAMMATIC STAFF TO INITIATE STRATEGY DEVELOPMENT. SLRE LED THE DEVELOPMENT OF GUIDELINES FOR THIS INITIATIVE, INCLUDING KEY REFLECTION QUESTIONS, AND PROVIDED NUMEROUS SPACES FOR STAFF TO DEEPEN THEIR UNDERSTANDING AND APPROACH TO STRATEGY DEVELOPMENT. FOR EXAMPLE, SLRE FACILITATED THE CO-CREATION OF A MATRIX TO MAKE VISIBLE THINKING ABOUT WHO IS ENGAGED IN STRATEGY DEVELOPMENT, TO WHAT EXTENT, AND TO WHAT END. -SLRE WORKED WITH STAFF TO IDENTIFY POWERFUL LEARNING QUESTIONS WHICH NEEDED TO BE ANSWERED IN ORDER TO HONE THEIR STRATEGIC APPROACH. AFTER LEARNING QUESTIONS WERE PRIORITIZED, SLRE SUPPORTED DATA GATHERING, OFTEN THROUGH PRIMARY RESEARCH, AND DIALOGUE ON STRATEGIC IMPLICATIONS OF THE EVIDENCE. - SLRE AND PROGRAMS FACILITATED A SERIES OF FEMINIST LEARNING LABS AS A SPACE TO ENGAGE IN DEEPENING PERSPECTIVES AND PROVIDING TOOLS AND PRACTICAL SUPPORT FOR STAFF TO INTEGRATE OUR COLLECTIVE FEMINIST ASPIRATIONS INTO STRATEGY DEVELOPMENT. - SLRE CONTINUES TO REFINE AND UTILIZE AJWS'S MEASUREMENT FRAMEWORK TO MONITOR AND MANAGE PROGRAMMATIC STRATEGY. AS PART OF STRATEGY DEVELOPMENT, SLRE SHARED STATISTICAL ANALYSIS ON PATTERNS THAT EMERGED FROM OUR MEASUREMENT SYSTEMS ABOUT PROGRESS TO INFORM STRATEGIC DECISION-MAKING. IN FY2022, SLRE BEGAN TO PROVIDE SUPPORT TO PROGRAMMATIC STAFF TO WRITE STRONG OUTCOMES THAT THEY WILL TRACK PROGRESS TOWARDS MOVING FORWARD. SLRE HAS CONTINUED TO ENSURE TIMELY OUTCOME MONITORING, DATA ANALYSIS AND DISSEMINATION, AND SUPPORT FOR BIANNUAL REFLECTION SPACES FOR LEARNING AND ACTION. SLRE ENGAGED ORGANIZATIONAL LEADERSHIP AND BOARD IN THE UNDERSTANDING OF AJWS'S PROGRAMMATIC WORK BY SHARING DATA FROM OUR MEASUREMENT SYSTEMS, AND IN FY2022 INITIATED A BOARD LEARNING AGENDA FOCUSED ON STRATEGY DEVELOPMENT.- SLRE CONTINUED ITS PARTNERSHIP WITH INSTITUTIONAL GIVING AND PROGRAMS TEAMS TO FULFILL REPORTING REQUIREMENTS FOR INSTITUTIONAL GRANTS AND TO SEEK ADDITIONAL FUNDS TO SUPPORT OUR WORK IN PRIORITY COUNTRIES. OUR SUPPORT INCLUDED PREPARING QUARTERLY MONITORING REPORTS FOR EXISTING GRANTS, FACILITATING PROJECT DESIGN CONVERSATIONS FOR NEW PROPOSALS, AND COMMISSIONING A BASELINE EVALUATION FOR A NEW PROJECT.-SLRE SUPPORTED RESEARCH TO ASSESS PROGRESS TOWARDS OUR STRATEGIC GOALS WITHIN OUR ADOLESCENT GIRLS AND YOUNG WOMEN PORTFOLIO IN INDIA THAT INCLUDED ANALYSIS OF SECONDARY DATA SOURCES IN WHICH PARTNERS HAVE PROVIDED EXAMPLES OF SUCCESS AND CHALLENGES RELATED TO PARTICULAR ASPECTS OF THEIR WORK. SLRE ALSO SUPPORTED A LARGE-SCALE SURVEY OF GLOBAL ADVOCATES TO UNDERSTAND DRIVERS AND THE EFFECTS OF HOW THEY FRAME THEIR WORK ON CHILD, EARLY, AND FORCED MARRIAGE.- SLRE ADVANCED THE WORK TO FURTHER OUR UNDERSTANDING OF OUR ACCOMPANIMENT MODEL. AN INTERNAL WORKING GROUP WITH AN EXTERNAL EVALUATOR DEVELOPED A FRAMEWORK AND GUIDANCE DOCUMENT THAT DETAILS OUR MODEL'S OBJECTIVES, CLARIFIES OUR TERMINOLOGY, AND OUTLINES A DRAFT TOOL TO SYSTEMATICALLY CAPTURE THE SUPPORT WE PROVIDE TO OUR GRANTEE PARTNERS. THIS TOOL WAS PILOTED WITH AJWS STAFF IN FY2022, AND PILOTING WILL CONTINUE IN FY2023. THE DATA WILL BE ANALYZED TO FURTHER OUR UNDERSTANDING OF OUR PARTNER NEEDS, ACTIONS TAKEN TO ADDRESS THEIR NEEDS, AND THE CHANGES THAT RESULT TO INFORM AND IMPROVE OUR PRACTICE.- SLRE, IN COLLABORATION WITH THE PROGRAMS AND INSTITUTIONAL GIVING TEAMS, FURTHERED OUR WORK TO REFINE OUR SOCIAL MOVEMENT TOOL AND DEVELOP A PARTICIPATORY METHODOLOGY FOR USE WITH MOVEMENT ACTORS. AN EXTERNAL ADVISORY BODY WAS ESTABLISHED TO SERVE AS A POINT OF REFLECTION, EXCHANGE AND JOINT LEARNING. IN FY2022, SLREWITH AN EXTERNAL CONSULTANTHELD THE SECOND PILOT OF OUR TOOL AND PARTICIPATORY METHODOLOGY WITH A MOVEMENT'S ACTORS. THESE ACTORS HELD A JOINT DISCUSSION AROUND THE RESPONSES TO THE TOOL AND IDENTIFIED WAYS THEY CAN MOVE THEIR MOVEMENT FORWARD. THE TOOL WAS ALSO LAUNCHED WITH AJWS PROGRAMS STAFF TO REFLECT ON AJWS GRANTEES' MOVEMENTS AS ONE INPUT TO INFORM STRATEGY DEVELOPMENT. IN FY2023, THE TOOL AND METHODOLOGY WILL CONTINUE TO BE IMPROVED BASED ON FURTHER PILOTS WITH ADDITIONAL SOCIAL MOVEMENTS AND ANALYSIS AND FEEDBACK FROM AJWS STAFF. -SLRE HAS DEEPLY PRIORITIZED DIVERSITY, EQUITY, AND INCLUSION AND TAKEN STEPS TO BUILD STANDARDIZED ROUTINE SPACES FOR DIVISIONAL EDUCATION, REFLECTION, AND CONVERSATION THAT SUPPORT OUR PERSONAL AND PROFESSIONAL GOALS TO BE MORE INCLUSIVE AND ANTI-RACIST. SLRE TEAM MEMBERS SUPPORT FOUR ORGANIZATIONAL SUBGROUPS THAT HAVE BEEN FORMED TO ADDRESS ACTION STEPS NAMED IN THE ORGANIZATIONAL DEI ROADMAP. SLRE HAS SUPPORTED ONGOING CONVERSATIONS WITH THE DEI DIRECTOR ABOUT LEARNING FROM AND MEASURING OUR DEI WORK. SLRE FUNDED AND MANAGED A DEI CONSULTANT WHO SUPPORTED INTERNAL QUALITATIVE RESEARCH TO INFORM DEVELOPMENT OF A NEW PROCESS FOR REPORTING AND ACCOUNTABILITY WHEN BIAS, MICROAGGRESSIONS, AND DISCRIMINATION OCCUR.

4d Other program services (Describe in Schedule O.)

(Expenses $ including grants of $) (Revenue $)

4e **Total program service expenses** ▶ 37,002,599

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)? *If "Yes," complete Schedule A*	1	Yes	
2	Is the organization required to complete *Schedule B, Schedule of Contributors*? See instructions.	2	Yes	
3	Did the organization engage in direct or indirect political campaign activities on behalf of or in opposition to candidates for public office? *If "Yes," complete Schedule C, Part I*	3		No
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? *If "Yes," complete Schedule C, Part II*	4	Yes	
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? *If "Yes," complete Schedule C, Part III*	5		No
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? *If "Yes," complete Schedule D,* Part I	6	Yes	
7	Did the organization receive or hold a conservation easement, including easements to preserve open space, the environment, historic land areas, or historic structures? *If "Yes," complete Schedule D, Part II*	7		No
8	Did the organization maintain collections of works of art, historical treasures, or other similar assets? *If "Yes," complete Schedule D,* Part III	8		No
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? *If "Yes," complete Schedule D, Part IV*	9		No
10	Did the organization, directly or through a related organization, hold assets in temporarily restricted endowments, permanent endowments, or quasi endowments? *If "Yes," complete Schedule D, Part V*	10	Yes	
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? *If "Yes," complete Schedule D,* Part VI.	11a	Yes	
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? *If "Yes," complete Schedule D, Part VII*	11b		No
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? *If "Yes," complete Schedule D, Part VIII*	11c		No
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? *If "Yes," complete Schedule D, Part IX*	11d		No
e	Did the organization report an amount for other liabilities in Part X, line 25? *If "Yes," complete Schedule D, Part X*	11e	Yes	
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)? *If "Yes," complete Schedule D, Part X*	11f	Yes	
12a	Did the organization obtain separate, independent audited financial statements for the tax year? *If "Yes," complete Schedule D, Parts XI and XII*	12a	Yes	
b	Was the organization included in consolidated, independent audited financial statements for the tax year? *If "Yes," and if the organization answered "No" to line 12a, then completing Schedule D, Parts XI and XII is optional*	12b		No
13	Is the organization a school described in section 170(b)(1)(A)(ii)? *If "Yes," complete Schedule E*	13		No
14a	Did the organization maintain an office, employees, or agents outside of the United States?	14a	Yes	
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? *If "Yes," complete Schedule F, Parts I and IV*	14b	Yes	
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? *If "Yes," complete Schedule F, Parts II and IV*	15	Yes	
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? *If "Yes," complete Schedule F, Parts III and IV*	16	Yes	
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? *If "Yes," complete Schedule G, Part I.* See instructions.	17	Yes	
18	Did the organization report more than $15,000 total of fundraising event gross income and contributions on Part VIII, lines 1c and 8a? *If "Yes," complete Schedule G, Part II*	18		No
19	Did the organization report more than $15,000 of gross income from gaming activities on Part VIII, line 9a? *If "Yes," complete Schedule G, Part III*	19		No
20a	Did the organization operate one or more hospital facilities? *If "Yes," complete Schedule H*	20a		No
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? *If "Yes," complete Schedule I, Parts I and II*	21	Yes	

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? *If "Yes," complete Schedule I, Parts I and III*	22	Yes	
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? *If "Yes," complete Schedule J*	23	Yes	
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? *If "Yes," answer lines 24b through 24d and complete Schedule K. If "No," go to line 25a*	24a		No
b	Did the organization invest any proceeds of tax-exempt bonds beyond a temporary period exception?	24b		
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?	24c		
d	Did the organization act as an "on behalf of" issuer for bonds outstanding at any time during the year?	24d		
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? *If "Yes," complete Schedule L,* Part I	25a		No
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? *If "Yes," complete Schedule L,* Part I	25b		No
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? *If "Yes," complete Schedule L, Part II*	26		No
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? *If "Yes," complete Schedule L,* Part III	27		No
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? *If "Yes," complete Schedule L, Part IV*	28a		No
b	A family member of any individual described in line 28a? *If "Yes," complete Schedule L, Part IV*	28b		No
c	A 35% controlled entity of one or more individuals and/or organizations described in line 28a or 28b? *If "Yes," complete Schedule L, Part IV*	28c		No
29	Did the organization receive more than $25,000 in non-cash contributions? *If "Yes," complete Schedule M*	29	Yes	
30	Did the organization receive contributions of art, historical treasures, or other similar assets, or qualified conservation contributions? *If "Yes," complete Schedule M*	30		No
31	Did the organization liquidate, terminate, or dissolve and cease operations? *If "Yes," complete Schedule N, Part I*	31		No
32	Did the organization sell, exchange, dispose of, or transfer more than 25% of its net assets? *If "Yes," complete Schedule N, Part II*	32		No
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? *If "Yes," complete Schedule R, Part I*	33		No
34	Was the organization related to any tax-exempt or taxable entity? *If "Yes," complete Schedule R, Part II, III, or IV, and Part V, line 1*	34		No
35a	Did the organization have a controlled entity within the meaning of section 512(b)(13)?	35a		No
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)? *If "Yes," complete Schedule R, Part V, line 2*	35b		
36	**Section 501(c)(3) organizations.** Did the organization make any transfers to an exempt non-charitable related organization? *If "Yes," complete Schedule R, Part V, line 2*	36		No
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? *If "Yes," complete Schedule R, Part VI*	37		No
38	Did the organization complete Schedule O and provide explanations on Schedule O for Part VI, lines 11b and 19? **Note.** All Form 990 filers are required to complete Schedule O.	38	Yes	

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	1a	68			
b	Enter the number of Forms W-2G included on line 1a. Enter -0- if not applicable	1b	0			
c	Did the organization comply with backup withholding rules for reportable payments to vendors and reportable gaming (gambling) winnings to prize winners?			1c	Yes	

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

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 115			
b	If at least one is reported on line 2a, did the organization file all required federal employment tax returns? **Note.** If the sum of lines 1a and 2a is greater than 250, you may be required to e-file. See instructions.		2b	Yes	
3a	Did the organization have unrelated business gross income of $1,000 or more during the year?		3a		No
b	If "Yes," has it filed a Form 990-T for this year? *If "No" to line 3b, provide an explanation in Schedule O*		3b		
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)?		4a		No
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?		5a		No
b	Did any taxable party notify the organization that it was or is a party to a prohibited tax shelter transaction?		5b		No
c	If "Yes," to line 5a or 5b, did the organization file Form 8886-T?		5c		
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?		6a		No
b	If "Yes," did the organization include with every solicitation an express statement that such contributions or gifts were not tax deductible?		6b		
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?		7a		No
b	If "Yes," did the organization notify the donor of the value of the goods or services provided?		7b		
c	Did the organization sell, exchange, or otherwise dispose of tangible personal property for which it was required to file Form 8282?		7c		No
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?		7e		No
f	Did the organization, during the year, pay premiums, directly or indirectly, on a personal benefit contract?		7f		No
g	If the organization received a contribution of qualified intellectual property, did the organization file Form 8899 as required?		7g		
h	If the organization received a contribution of cars, boats, airplanes, or other vehicles, did the organization file a Form 1098-C?		7h		
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?		8		No
9	**Sponsoring organizations maintaining donor advised funds.**				
a	Did the sponsoring organization make any taxable distributions under section 4966?		9a		No
b	Did the sponsoring organization make a distribution to a donor, donor advisor, or related person?		9b		No
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?		14a		No
b	If "Yes," has it filed a Form 720 to report these payments? *If "No," provide an explanation in Schedule O*		14b		
15	Is the organization subject to the section 4960 tax on payment(s) of more than $1,000,000 in remuneration or excess parachute payment(s) during the year? If "Yes," see 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, any disqualified person, or mine operator 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		

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	29		
b	Enter the number of voting members included in line 1a, above, who are independent	1b	28		
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		No
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? *If "Yes," provide the names and addresses in Schedule O*		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? *If "No," go to line 13*	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? *If "Yes," describe on Schedule O how this was done*	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	15b	Yes	
	If "Yes" to line 15a or 15b, describe the process on Schedule O. See instructions.			
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 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 ▶ AL,AK,AR,CA,CO,CT,DC,FL,GA,HI,IL,KS,KY,ME,MD,MA,MI,MN,MS,NH,NJ,NM,NY,NC,ND,OH,OK,OR,PA,RI,SC,TN,UT,VA,WA,WV,WI

18 Section 6104 requires an organization to make its Form 1023 (1024 or 1024-A, if applicable), 990, and 990-T (section 501(c)(3)s only) available for public inspection. Indicate how you made these available. Check all that apply.

☑ Own website ☐ Another's website ☑ Upon request ☐ Other (explain in Schedule O)

19 Describe in Schedule O whether (and if so, how) the organization made its governing documents, conflict of interest policy, and financial statements available to the public during the tax year.

20 State the name, address, and telephone number of the person who possesses the organization's books and records:
▶DANIELLE EDWARDS 45 WEST 36TH STREET 11TH FLOOR NEW YORK,NY 10018 (212) 792-2838

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, Form 1099-MISC, and/or box 1 of Form 1099-NEC) of more than $100,000 from the organization and any related organizations.
- List all of the organization's **former** officers, key employees, or highest compensated employees who received more than $100,000 of reportable compensation from the organization and any related organizations.
- List all of the organization's **former directors or trustees** that received, in the capacity as a former director or trustee of the organization, more than $10,000 of reportable compensation from the organization and any related organizations.

See the instructions for the order in which to list the persons above.

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

(A) Name and title	(B) Average hours per week (list any hours for related organizations below dotted line)	(C) Position: Individual trustee or director	Institutional Trustee	Officer	Key employee	Highest compensated employee	Former	(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
(1) ROBERT BANK PRESIDENT & CEO	45.00 0.00	X		X				374,042	0	27,411
(2) BRAD ABELOW CHAIR	1.00 0.00	X		X				0	0	0
(3) SHARON LESLIE VICE CHAIR	1.00 0.00	X		X				0	0	0
(4) ERIC SAHN VICE CHAIR	1.00 0.00	X		X				0	0	0
(5) BRUCE ROSENBLUM TRUSTEE/TREASURER (AS OF 06/21)	1.00 0.00	X		X				0	0	0
(6) JAMES KOSHLAND TREASURER (THRU 06/21)/TRUSTEE	1.00 0.00	X		X				0	0	0
(7) CAROL YANOWITZ MILLER SECRETARY	1.00 0.00	X		X				0	0	0
(8) ELANA BILDNER TRUSTEE	1.00 0.00	X						0	0	0
(9) JAY COHAN TRUSTEE	1.00 0.00	X						0	0	0
(10) MONTE DUBE TRUSTEE	1.00 0.00	X						0	0	0
(11) THOMAS DUBIN TRUSTEE (THRU 06/21)	1.00 0.00	X						0	0	0
(12) EILEEN EPSTEIN TRUSTEE (THRU 06/21)	1.00 0.00	X						0	0	0
(13) MARTY FRIEDMAN TRUSTEE	1.00 0.00	X						0	0	0
(14) ELIZABETH GALATIN SETH TRUSTEE	1.00 0.00	X						0	0	0
(15) JULIE GOLDSTEIN TRUSTEE	1.00 0.00	X						0	0	0
(16) MARC GREENWALD TRUSTEE	1.00 0.00	X						0	0	0
(17) CAROL JOSEPH TRUSTEE (THRU 10/21)	1.00 0.00	X						0	0	0

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

(A) Name and title	(B) Average hours per week (list any hours for related organizations below dotted line)	(C) Position (do not check more than one box, unless person is both an officer and a director/trustee): Individual trustee or director	Institutional Trustee	Officer	Key employee	Highest compensated employee	Former	(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
(18) DEREK KAUFMAN TRUSTEE (AS OF 06/21)	1.00 0.00	X						0	0	0
(19) PAUL LEHMAN TRUSTEE	1.00 0.00	X						0	0	0
(20) EUNICE LIM TRUSTEE (AS OF 06/21)	1.00 0.00	X						0	0	0
(21) JAYNE LIPMAN TRUSTEE	1.00 0.00	X						0	0	0
(22) HOWARD MANDEL TRUSTEE	1.00 0.00	X						0	0	0
(23) STACY MASON TRUSTEE (AS OF 06/21)	1.00 0.00	X						0	0	0
(24) JILL MINNEMAN TRUSTEE	1.00 0.00	X						0	0	0
(25) SUZANNE OFFIT TRUSTEE	1.00 0.00	X						0	0	0
(26) GAMAL PALMER TRUSTEE	1.00 0.00	X						0	0	0
(27) IDA POSNER TRUSTEE (AS OF 06/21)	1.00 0.00	X						0	0	0
(28) WILLIAM RESNICK TRUSTEE	1.00 0.00	X						0	0	0
(29) NATHALIE RUBENS TRUSTEE	1.00 0.00	X						0	0	0
(30) SUZANNE SCHECTER TRUSTEE	1.00 0.00	X						0	0	0
(31) JUDITH STERN TRUSTEE	1.00 0.00	X						0	0	0
(32) SCOTT WAXMAN TRUSTEE	1.00 0.00	X						0	0	0
(33) DANIELLE EDWARDS VP FOR FINANCE & ADMIN	45.00 0.00			X				247,332	0	24,196
(34) MARGO BLOOM VP FOR DEVELOPMENT	45.00 0.00				X			339,782	0	39,234
(35) SHARI TURITZ VP FOR PROGRAMS	45.00 0.00				X			266,863	0	48,042
(36) STUART SCHEAR VP FOR COMMUNICATIONS (THRU 12/21)	45.00 0.00				X			285,181	0	25,227
(37) IRIT HOUVRAS VP FOR STRATEGIC LEARNING & EVAL.	45.00 0.00				X			189,786	0	34,774
(38) COREY LUTSKY DIRECTOR OF INFO. TECH. (THRU 04/22)	45.00 0.00					X		179,545	0	43,165
(39) ALON SHALEV EXECUTIVE DIR SAN FRANCISCO	45.00 0.00					X		176,272	0	44,576
(40) BRADLEY SUGAR DIRECTOR OF MIDWEST REGION	45.00 0.00					X		169,295	0	44,980
(41) TRACEY GURD SR. DIR. CPR AND ADVOCACY	45.00 0.00					X		179,540	0	34,621
(42) EVA KOLODNER DIRECTOR OF EASTERN REGION	45.00 0.00					X		164,749	0	37,732
(43) RUTH MESSINGER GLOBAL AMBASSADOR	20.00 0.00						X	120,000	0	0

	(D)	(E)	(F)
1b Sub-Total . . . . . ▶			
c Total from continuation sheets to Part VII, Section A . . . . ▶			
d Total (add lines 1b and 1c) . . . . ▶	2,692,387	0	403,958

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 ▶ 45

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

Section B. Independent Contractors

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

(A) Name and business address	(B) Description of services	(C) Compensation
MAL WARWICK & ASSOCIATES INC 2550 NINTH ST 103 BERKLEY, CA 94710	DIRECT MAIL CAMPAIGN	1,023,111
BLUE STATE DIGITAL INC 41 FLATBUSH AVE BROOKLYN, NY 11217	DIGITAL CAMPAIGN	929,805
SAFEGUARD WORLD INT'L LTD STE 24-25 EDWIN FODEN BUS CNTR SANDBACH, MOSS LANE UK	GLOBAL EMP OUTSOURCE	736,969
PROSKAUER ROSE LLC 11 TIMES SQUARE NEW YORK, NY 10036	LEGAL SUPPORT	518,574
COLLABORATIVE COACHING LLC 26 NORTH TERRACE MAPLEWOOD, NJ 07040	INT LDRSHP & STAFF SUPPORT	506,948

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 ▶ 15

Part VIII Statement of Revenue

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

		(A) Total revenue	(B) Related or exempt function revenue	(C) Unrelated business revenue	(D) Revenue excluded from tax under sections 512 - 514
Contributions, Gifts, Grants, and Other Similar Amounts					
1a Federated campaigns	1a				
b Membership dues	1b				
c Fundraising events	1c				
d Related organizations	1d				
e Government grants (contributions)	1e 2,985,050				
f All other contributions, gifts, grants, and similar amounts not included above	1f 42,524,225				
g Noncash contributions included in lines 1a - 1f:$	1g 1,754,718				
h **Total.** Add lines 1a-1f	▶	45,509,275			
Program Service Revenue	Business Code				
2a					
b					
c					
d					
e					
f All other program service revenue.					
g **Total.** Add lines 2a–2f	▶				
Other Revenue					
3 Investment income (including dividends, interest, and other similar amounts)	▶	506,962			506,962
4 Income from investment of tax-exempt bond proceeds	▶				
5 Royalties	▶				

		(i) Real	(ii) Personal
6a Gross rents	6a	88,939	
b Less: rental expenses	6b	0	
c Rental income or (loss)	6c	88,939	

	(A)	(B)	(C)	(D)
d Net rental income or (loss) ▶	88,939			88,939

		(i) Securities	(ii) Other
7a Gross amount from sales of assets other than inventory	7a	16,200,903	
b Less: cost or other basis and sales expenses	7b	16,312,168	
c Gain or (loss)	7c	-111,265	

		(A)	(B)	(C)	(D)
d Net gain or (loss)	▶	-111,265			-111,265
8a Gross income from fundraising events (not including $ ________ of contributions reported on line 1c). See Part IV, line 18	8a				
b Less: direct expenses	8b				
c Net income or (loss) from fundraising events	▶				
9a Gross income from gaming activities. See Part IV, line 19	9a				
b Less: direct expenses	9b				
c Net income or (loss) from gaming activities	▶				
10a Gross sales of inventory, less returns and allowances	10a				
b Less: cost of goods sold	10b				
c Net income or (loss) from sales of inventory	▶				
Miscellaneous Revenue	**Business Code**				
11a MISCELLANEOUS INCOME	900099	3,261			3,261
b					
c					
d All other revenue					
e **Total.** Add lines 11a–11d	▶	3,261			
12 **Total revenue.** See instructions	▶	45,997,172	0	0	487,897

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	1,549,944	1,549,944		
2 Grants and other assistance to domestic individuals. See Part IV, line 22	39,542	39,542		
3 Grants and other assistance to foreign organizations, foreign governments, and foreign individuals. See Part IV, lines 15 and 16.	20,202,684	20,202,684		
4 Benefits paid to or for members				
5 Compensation of current officers, directors, trustees, and key employees	2,860,101	1,813,838	250,875	795,388
6 Compensation not included above, to disqualified persons (as defined under section 4958(f)(1)) and persons described in section 4958(c)(3)(B)	120,000	90,000		30,000
7 Other salaries and wages	9,418,362	5,957,341	1,285,095	2,175,926
8 Pension plan accruals and contributions (include section 401(k) and 403(b) employer contributions)	328,108	204,292	40,594	83,222
9 Other employee benefits	1,478,418	856,207	289,166	333,045
10 Payroll taxes	838,814	514,039	111,209	213,566
11 Fees for services (non-employees):				
a Management				
b Legal	1,006,142	650,223	139,343	216,576
c Accounting	121,150		121,150	
d Lobbying				
e Professional fundraising services. See Part IV, line 17	817,065			817,065
f Investment management fees	205,166		205,166	
g Other (If line 11g amount exceeds 10% of line 25, column (A) amount, list line 11g expenses on Schedule O)	3,232,312	2,685,296	177,675	369,341
12 Advertising and promotion	328,865	102,187	785	225,893
13 Office expenses	877,236	143,869	36,493	696,874
14 Information technology	758,192	473,054	73,508	211,630
15 Royalties . .				
16 Occupancy	1,569,766	1,012,876	194,139	362,751
17 Travel	76,630	68,366	5,062	3,202
18 Payments of travel or entertainment expenses for any federal, state, or local public officials .				
19 Conferences, conventions, and meetings	71,363	59,920	5,139	6,304
20 Interest				
21 Payments to affiliates				
22 Depreciation, depletion, and amortization . .	260,521	167,991	31,485	61,045
23 Insurance . . .	141,774	94,559	15,502	31,713
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 PAYROLL PROCESSING	140,987	134,563	2,108	4,316
b MAIL PROCESSING FEES	106,664			106,664
c MEMBERSHIP DUES	98,034	61,042	10,766	26,226
d CREDIT CARD FEES	90,097	60	90,037	
e All other expenses	253,363	120,706	50,865	81,792
25 **Total functional expenses.** Add lines 1 through 24e	46,991,300	37,002,599	3,136,162	6,852,539
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 ▶ ☑ if following SOP 98-2 (ASC 958-720).	1,341,671	412,708	15,383	913,580

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		13,675,213	1	20,849,343
	2	Savings and temporary cash investments		1,720,514	2	1,715,724
	3	Pledges and grants receivable, net		27,656,553	3	14,700,474
	4	Accounts receivable, net			4	
	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		794,262	9	938,738
	10a	Land, buildings, and equipment: cost or other basis. Complete Part VI of Schedule D	10a 4,850,290			
	b	Less: accumulated depreciation	10b 3,792,222	1,236,508	10c	1,058,068
	11	Investments—publicly traded securities		33,395,341	11	32,379,428
	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		85,679	15	140,131
	16	**Total assets.** Add lines 1 through 15 (must equal line 33)		78,564,070	16	71,781,906
Liabilities	17	Accounts payable and accrued expenses		815,514	17	1,019,573
	18	Grants payable		4,407,808	18	3,507,894
	19	Deferred revenue		6,950	19	14,274
	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		3,554,608	25	1,468,867
	26	**Total liabilities.** Add lines 17 through 25		8,784,880	26	6,010,608
Net Assets or Fund Balances		**Organizations that follow FASB ASC 958, check here ▶ ☑ and complete lines 27, 28, 32, and 33.**				
	27	Net assets without donor restrictions		39,807,067	27	42,491,270
	28	Net assets with donor restrictions		29,972,123	28	23,280,028
		Organizations that do not follow FASB ASC 958, check here ▶ ☐ 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		69,779,190	32	65,771,298
	33	Total liabilities and net assets/fund balances		78,564,070	33	71,781,906

Part XI Reconcilliation 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	45,997,172
2	Total expenses (must equal Part IX, column (A), line 25)	2	46,991,300
3	Revenue less expenses. Subtract line 2 from line 1	3	-994,128
4	Net assets or fund balances at beginning of year (must equal Part X, line 32, column (A))	4	69,779,190
5	Net unrealized gains (losses) on investments	5	-3,042,764
6	Donated services and use of facilities	6	
7	Investment expenses	7	
8	Prior period adjustments	8	
9	Other changes in net assets or fund balances (explain in Schedule O)	9	29,000
10	Net assets or fund balances at end of year. Combine lines 3 through 9 (must equal Part X, line 32, column	10	65,771,298

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: ☐ 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?	2a		No
	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?	2b	Yes	
	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?	2c	Yes	
	If the organization changed either its oversight process or selection process during the tax year, explain in Schedule O.			
3a	As a result of a federal award, was the organization required to undergo an audit or audits as set forth in the Single Audit Act and OMB Circular A-133?	3a	Yes	
b	If "Yes," did the organization undergo the required audit or audits? If the organization did not undergo the required audit or audits, explain why in Schedule O and describe any steps taken to undergo such audits.	3b	Yes	

Additional Data

Return to Form

Software ID:

Software Version:

Form 990, Special Condition Description:

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
2021
Open to Public Inspection

Name of the organization
AMERICAN JEWISH WORLD SERVICE INC

Employer identification number
22-2584370

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

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

1 ☐ A church, convention of churches, or association of churches described in **section 170(b)(1)(A)(i).**

2 ☐ A school described in **section 170(b)(1)(A)(ii).** (Attach Schedule E (Form 990).)

3 ☐ A hospital or a cooperative hospital service organization described in **section 170(b)(1)(A)(iii).**

4 ☐ A medical research organization operated in conjunction with a hospital described in **section 170(b)(1)(A)(iii).** Enter the hospital's name, city, and state:

5 ☐ An organization operated for the benefit of a college or university owned or operated by a governmental unit described in **section 170(b)(1)(A)(iv).** (Complete Part II.)

6 ☐ A federal, state, or local government or governmental unit described in **section 170(b)(1)(A)(v).**

7 ☑ An organization that normally receives a substantial part of its support from a governmental unit or from the general public described in **section 170(b)(1)(A)(vi).** (Complete Part II.)

8 ☐ A community trust described in **section 170(b)(1)(A)(vi)**. (Complete Part II.)

9 ☐ An agricultural research organization described in **170(b)(1)(A)(ix)** operated in conjunction with a land-grant college or university or a non-land grant college of agriculture. See instructions. Enter the name, city, and state of the college or university:

10 ☐ An organization that normally receives: (1) more than 33 1/3% of its support from contributions, membership fees, and gross receipts from activities related to its exempt functions—subject to certain exceptions, and (2) no more than 33 1/3% of its support from gross investment income and unrelated business taxable income (less section 511 tax) from businesses acquired by the organization after June 30, 1975. See **section 509(a)(2).** (Complete Part III.)

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

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

a ☐ **Type I.** A supporting organization operated, supervised, or controlled by its supported organization(s), typically by giving the supported organization(s) the power to regularly appoint or elect a majority of the directors or trustees of the supporting organization. **You must complete Part IV, Sections A and B.**

b ☐ **Type II.** A supporting organization supervised or controlled in connection with its supported organization(s), by having control or management of the supporting organization vested in the same persons that control or manage the supported organization(s). **You must complete Part IV, Sections A and C.**

c ☐ **Type III functionally integrated.** A supporting organization operated in connection with, and functionally integrated with, its supported organization(s) (see instructions). **You must complete Part IV, Sections A, D, and E.**

d ☐ **Type III non-functionally integrated.** A supporting organization operated in connection with its supported organization(s) that is not functionally integrated. The organization generally must satisfy a distribution requirement and an attentiveness requirement (see instructions). **You must complete Part IV, Sections A and D, and Part V.**

e ☐ Check this box if the organization received a written determination from the IRS that it is a Type I, Type II, Type III functionally integrated, or Type III non-functionally integrated supporting organization.

f Enter the number of supported organizations . . . .

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

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

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

Section A. Public Support

Calendar year (or fiscal year beginning in) ▶	(a) 2017	(b) 2018	(c) 2019	(d) 2020	(e) 2021	(f) Total
1 Gifts, grants, contributions, and membership fees received. (Do not include any "unusual grant.") . .	63,664,162	38,692,397	44,004,528	62,879,514	45,509,275	254,749,876
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	63,664,162	38,692,397	44,004,528	62,879,514	45,509,275	254,749,876
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) . .						111,395,963
6 **Public support.** Subtract line 5 from line 4.						143,353,913

Section B. Total Support

Calendar year (or fiscal year beginning in) ▶	(a) 2017	(b) 2018	(c) 2019	(d) 2020	(e) 2021	(f) Total
7 Amounts from line 4. .	63,664,162	38,692,397	44,004,528	62,879,514	45,509,275	254,749,876
8 Gross income from interest, dividends, payments received on securities loans, rents, royalties and income from similar sources . . .	543,550	729,461	864,362	585,967	595,901	3,319,241
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.). .	53,233	48,103	34,475	13,363	3,261	152,435
11 **Total support.** Add lines 7 through 10						258,221,552

12 Gross receipts from related activities, etc. (see instructions) . . . . | 12 | 660,550

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

Section C. Computation of Public Support Percentage

14 Public support percentage for 2021 (line 6, column (f) divided by line 11, column (f)) . . . . | 14 | 55.520 %

15 Public support percentage for 2020 Schedule A, Part II, line 14 . . . . | 15 | 70.010 %

16a **33 1/3% support test—2021.** If the organization did not check the box on line 13, and line 14 is 33 1/3% or more, check this box and **stop here.** The organization qualifies as a publicly supported organization . . . . ▶☑

b **33 1/3% support test—2020.** If the organization did not check a box on line 13 or 16a, and line 15 is 33 1/3% or more, check this box and **stop here.** The organization qualifies as a publicly supported organization . . . . ▶☐

17a **10%-facts-and-circumstances test—2021.** If the organization did not check a box on line 13, 16a, or 16b, and line 14 is 10% or more, and if the organization meets the "facts-and-circumstances" test, check this box and **stop here.** Explain in Part VI how the organization meets the "facts-and-circumstances" test. The organization qualifies as a publicly supported organization . . . . ▶☐

b **10%-facts-and-circumstances test—2020.** If the organization did not check a box on line 13, 16a, 16b, or 17a, and line 15 is 10% or more, and if the organization meets the "facts-and-circumstances" test, check this box and **stop here.** Explain in Part VI how the organization meets the "facts-and-circumstances" test. The organization qualifies as a publicly supported organization . . . . ▶☐

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

Part III **Support Schedule for Organizations Described in Section 509(a)(2)**
(Complete only if you checked the box on line 10 of Part I or if the organization failed to qualify under Part II. If the organization fails to qualify under the tests listed below, please complete Part II.)

Section A. Public Support

Calendar year (or fiscal year beginning in) ▶	(a) 2017	(b) 2018	(c) 2019	(d) 2020	(e) 2021	(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) 2017	(b) 2018	(c) 2019	(d) 2020	(e) 2021	(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 2021 (line 8, column (f) divided by line 13, column (f))	15	
16 Public support percentage from 2020 Schedule A, Part III, line 15	16	

Section D. Computation of Investment Income Percentage

17 Investment income percentage for **2021** (line 10c, column (f) divided by line 13, column (f))	17	
18 Investment income percentage from **2020** Schedule A, Part III, line 17	18	

19a **33 1/3% support tests—2021.** 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—2020.** If the organization did not check a box on line 14 or line 19a, and line 16 is more than 33 1/3% and line 18 is not more than 33 1/3%, check this box and **stop here.** The organization qualifies as a publicly supported organization . . . . ▶☐

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

Part IV Supporting Organizations

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

Section A. All Supporting Organizations

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

Part IV Supporting Organizations (continued)

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

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? *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.*	1		
2	Did the organization operate for the benefit of any supported organization other than the supported organization(s) that operated, supervised, or controlled the supporting organization? *If "Yes," explain in **Part VI** how providing such benefit carried out the purposes of the supported organization(s) that operated, supervised or controlled the supporting organization.*	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)? *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).*	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? *If "No," explain in **Part VI** how the organization maintained a close and continuous working relationship with the supported organization(s).*	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? *If "Yes," describe in **Part VI** the role the organization's supported organizations played in this regard.*	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? *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.*	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? *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.*	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?*If "Yes" or "No", provide details in **Part VI.***	3a		
b	Did the organization exercise a substantial degree of direction over the policies, programs and activities of each of its supported organizations? *If "Yes," describe in **Part VI.** the role played by the organization in this regard.*	3b		

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

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

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

	Section B - Minimum Asset Amount		(A) Prior Year	(B) Current Year (optional)
1	Aggregate fair market value of all non-exempt-use assets (see instructions for short tax year or assets held for part of year):	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 ☐ Check here if the current year is the organization's first as a non-functionally-integrated Type III supporting organization (see instructions)

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

Section D - Distributions		Current Year
1 Amounts paid to supported organizations to accomplish exempt purposes	1	
2 Amounts paid to perform activity that directly furthers exempt purposes of supported organizations, in excess of income from activity	2	
3 Administrative expenses paid to accomplish exempt purposes of supported organizations	3	
4 Amounts paid to acquire exempt-use assets	4	
5 Qualified set-aside amounts (*prior IRS approval required - provide details in **Part VI***)	5	
6 Other distributions (*describe in **Part VI***). See instructions	6	
7 **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 2021 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-2021	**(iii)** Distributable Amount for 2021
1 Distributable amount for 2021 from Section C, line 6			
2 Underdistributions, if any, for years prior to 2021 (reasonable cause required-- *explain in **Part VI***). See instructions.			
3 Excess distributions carryover, if any, to 2021:			
a From 2016.			
b From 2017.			
c From 2018.			
d From 2019.			
e From 2020.			
f **Total** of lines 3a through e			
g Applied to underdistributions of prior years			
h Applied to 2021 distributable amount			
i Carryover from 2016 not applied (see instructions)			
j Remainder. Subtract lines 3g, 3h, and 3i from line 3f.			
4 Distributions for 2021 from Section D, line 7: $			
a Applied to underdistributions of prior years			
b Applied to 2021 distributable amount			
c Remainder. Subtract lines 4a and 4b from line 4.			
5 Remaining underdistributions for years prior to 2021, if any. Subtract lines 3g and 4a from line 2. If the amount is greater than zero, *explain in **Part VI***. See instructions.			
6 Remaining underdistributions for 2021. Subtract lines 3h and 4b from line 1. If the amount is greater than zero, *explain in **Part VI***. See instructions.			
7 **Excess distributions carryover to 2022.** Add lines 3j and 4c.			
8 Breakdown of line 7:			
a Excess from 2017.			
b Excess from 2018.			
c Excess from 2019.			
d Excess from 2020.			
e Excess from 2021.			

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:	SPECIAL EVENT INCOME - 2017 AMOUNT: $ 53,233. 2018 AMOUNT: $ 0. 2019 AMOUNT: $ 0. 2020 AMOUNT: $ 0. 2021 AMOUNT: $ 0. MISCELLANEOUS INCOME - 2017 AMOUNT: $ 0. 2018 AMOUNT: $ 48,103. 2019 AMOUNT: $ 34,475. 2020 AMOUNT: $ 13,363. 2021 AMOUNT: $ 3,261.

Additional Data

Return to Form

Software ID:

Software Version:

SCHEDULE C (Form 990)

Department of the Treasury
Internal Revenue Service

Political Campaign and Lobbying Activities

For Organizations Exempt From Income Tax Under section 501(c) and section 527

▶Complete if the organization is described below. ▶Attach to Form 990 or Form 990-EZ.
▶Go to www.irs.gov/Form990 for instructions and the latest information.

OMB No. 1545-0047

2021

Open to Public Inspection

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

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

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

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

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

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

Name of the organization
AMERICAN JEWISH WORLD SERVICE INC

Employer identification number
22-2584370

Part I-A Complete if the organization is exempt under section 501(c) or is a section 527 organization.

1 Provide a description of the organization's direct and indirect political campaign activities in Part IV. See instructions for definition of "political campaign activities."

2 Political campaign activity expenditures. See instructions ▶ $

3 Volunteer hours for political campaign activities. See instructions

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

1 Enter the amount of any excise tax incurred by the organization under section 4955 ▶ $

2 Enter the amount of any excise tax incurred by organization managers under section 4955 ▶ $

3 If the organization incurred a section 4955 tax, did it file Form 4720 for this year? ☐ Yes ☐ No

4a Was a correction made? ☐ Yes ☐ No

b If "Yes," describe in Part IV.

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

1 Enter the amount directly expended by the filing organization for section 527 exempt function activities ▶ $

2 Enter the amount of the filing organization's funds contributed to other organizations for section 527 exempt function activities ▶ $

3 Total exempt function expenditures. Add lines 1 and 2. Enter here and on Form 1120-POL, line 17b ▶ $

4 Did the filing organization file **Form 1120-POL** for this year? ☐ Yes ☐ No

5 Enter the names, addresses and employer identification number (EIN) of all section 527 political organizations to which the filing organization made payments. For each organization listed, enter the amount paid from the filing organization's funds. Also enter the amount of political contributions received that were promptly and directly delivered to a separate political organization, such as a separate segregated fund or a political action committee (PAC). If additional space is needed, provide information in Part IV.

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

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

A Check ▶ ☐ if the filing organization belongs to an affiliated group (and list in Part IV each affiliated group member's name, address, EIN, expenses, and share of excess lobbying expenditures).

B Check ▶ ☐ if the filing organization checked box A and "limited control" provisions apply.

Limits on Lobbying Expenditures (The term "expenditures" means amounts paid or incurred.)	**(a)** Filing organization's totals	**(b)** Affiliated group totals
1a Total lobbying expenditures to influence public opinion (grass roots lobbying)	47,835	
b Total lobbying expenditures to influence a legislative body (direct lobbying)	134,812	
c Total lobbying expenditures (add lines 1a and 1b)	182,647	
d Other exempt purpose expenditures	46,779,653	
e Total exempt purpose expenditures (add lines 1c and 1d)	46,962,300	
f Lobbying nontaxable amount. Enter the amount from the following table in both columns.	1,000,000	

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

	(a)	(b)
g Grassroots nontaxable amount (enter 25% of line 1f)	250,000	
h Subtract line 1g from line 1a. If zero or less, enter -0-.	0	
i Subtract line 1f from line 1c. If zero or less, enter -0-.	0	

j If there is an amount other than zero on either line 1h or line 1i, did the organization file Form 4720 reporting section 4911 tax for this year? ☐ **Yes** ☐ **No**

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

Lobbying Expenditures During 4-Year Averaging Period

Calendar year (or fiscal year beginning in)	**(a)** 2018	**(b)** 2019	**(c)** 2020	**(d)** 2021	**(e)** Total
2a Lobbying nontaxable amount	1,000,000	1,000,000	1,000,000	1,000,000	4,000,000
b Lobbying ceiling amount (150% of line 2a, column(e))					6,000,000
c Total lobbying expenditures	144,218	163,642	124,868	182,647	615,375
d Grassroots nontaxable amount	250,000	250,000	250,000	250,000	1,000,000
e Grassroots ceiling amount (150% of line 2d, column (e))					1,500,000
f Grassroots lobbying expenditures	37,485	45,641	46,941	47,835	177,902

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

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

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

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

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

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

Part IV Supplemental Information

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

Return Reference	Explanation

Additional Data

Return to Form

Software ID:

Software Version:

SCHEDULE D
(Form 990)

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
2021
Open to Public Inspection

Name of the organization
AMERICAN JEWISH WORLD SERVICE INC

Employer identification number
22-2584370

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	1	
2	Aggregate value of contributions to (during year)	2,100,000	
3	Aggregate value of grants from (during year)	2,906,120	
4	Aggregate value at end of year	732,536	

5 Did the organization inform all donors and donor advisors in writing that the assets held in donor advised funds are the organization's property, subject to the organization's exclusive legal control? ☑ Yes ☐ No

6 Did the organization inform all grantees, donors, and donor advisors in writing that grant funds can be used only for charitable purposes and not for the benefit of the donor or donor advisor, or for any other purpose conferring impermissible private benefit? ☑ Yes ☐ No

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

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

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

			Held at the End of the Year
a	Total number of conservation easements	2a	
b	Total acreage restricted by conservation easements	2b	
c	Number of conservation easements on a certified historic structure included in (a)	2c	
d	Number of conservation easements included in (c) acquired after 7/25/06, and not on a historic structure listed in the National Register	2d	

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

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

5 Does the organization have a written policy regarding the periodic monitoring, inspection, handling of violations, and enforcement of the conservation easements it holds? ☐ Yes ☐ No

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

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

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

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

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

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

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

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

(ii) Assets included in Form 990, Part X ▶ $

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

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

b Assets included in Form 990, Part X ▶ $

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

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

a ☐ Public exhibition
d ☐ Loan or exchange programs
b ☐ Scholarly research
e ☐ Other ....
c ☐ Preservation for future generations

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

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

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

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

			Amount
b	If "Yes," explain the arrangement in Part XIII and complete the following table:		
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	14,988	13,785	13,815	12,903	12,882
b	Contributions . . .	27,614				
c	Net investment earnings, gains, and losses	-3,187	1,266	-1	937	21
d	Grants or scholarships . . .					
e	Other expenditures for facilities and programs . . .					
f	Administrative expenses	66	63	29	25	
g	End of year balance	39,349	14,988	13,785	13,815	12,903

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 ▶ 93.810 %

c Term endowment ▶ 6.190 %

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)		No
	(ii) Related organizations	3a(ii)		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				
b Buildings				
c Leasehold improvements		2,156,718	1,862,396	294,322
d Equipment		681,915	585,306	96,609
e Other		2,011,657	1,344,520	667,137

Total. Add lines 1a through 1e. *(Column (d) must equal Form 990, Part X, column (B), line 10(c).)* . . ▶ 1,058,068

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. *(Column (b) must equal Form 990, Part X, col. (B) line 12.)* ▶		

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

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

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

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

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	
(3)	
(4)	
(5)	
(6)	
(7)	
(8)	
(9)	
Total. *(Column (b) must equal Form 990, Part X, col.(B) line 25.)* ▶	1,468,867

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

Part XI **Reconciliation of Revenue per Audited Financial Statements With Revenue per Return.**
Complete if the organization answered 'Yes' on Form 990, Part IV, line 12a.

1	Total revenue, gains, and other support per audited financial statements			1	43,421,180
2	Amounts included on line 1 but not on Form 990, Part VIII, line 12:				
a	Net unrealized gains (losses) on investments	2a	-3,042,764		
b	Donated services and use of facilities	2b	671,938		
c	Recoveries of prior year grants	2c			
d	Other (Describe in Part XIII.)	2d			
e	Add lines **2a** through **2d**			2e	-2,370,826
3	Subtract line **2e** from line **1**			3	45,792,006
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	205,166		
b	Other (Describe in Part XIII.)	4b			
c	Add lines **4a** and **4b**			4c	205,166
5	Total revenue. Add lines **3** and **4c.** (This must equal Form 990, Part I, line 12.)			5	45,997,172

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	47,429,072
2	Amounts included on line 1 but not on Form 990, Part IX, line 25:				
a	Donated services and use of facilities	2a	671,938		
b	Prior year adjustments	2b			
c	Other losses	2c			
d	Other (Describe in Part XIII.)	2d	-29,000		
e	Add lines **2a** through **2d**			2e	642,938
3	Subtract line **2e** from line **1**			3	46,786,134
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	205,166		
b	Other (Describe in Part XIII.)	4b			
c	Add lines **4a** and **4b**			4c	205,166
5	Total expenses. Add lines **3** and **4c.** (This must equal Form 990, Part I, line 18.)			5	46,991,300

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 BOARD OF TRUSTEES HAS DETERMINED THAT WHEN AJWS RECEIVES A CONTRIBUTION AND THE DONOR RESTRICTS AJWS FROM SPENDING THE PRINCIPAL, NEW YORK LAW REQUIRES AJWS TO MAINTAIN THE ORIGINAL HISTORICAL DOLLAR VALUE OF THE CONTRIBUTION RECEIVED AS AN ENDOWMENT. THIS AMOUNT AND INCOME FROM INTEREST AND DIVIDENDS ARE RECORDED AS NET ASSETS WITH DONOR RESTRICTIONS. AJWS HAS ADOPTED INVESTMENT AND SPENDING POLICIES FOR ENDOWMENT ASSETS THAT ATTEMPT TO PROVIDE A PREDICTABLE STREAM OF FUNDING TO PROGRAMS SUPPORTED BY ITS ENDOWMENT, WHILE SEEKING TO MAINTAIN THE PURCHASING POWER OF THE ENDOWMENT ASSETS.
PART X, LINE 2:	FIN 48 FOOTNOTE AJWS FOLLOWS GUIDANCE THAT CLARIFIES THE ACCOUNTING FOR UNCERTAINTY IN TAX POSITIONS TAKEN OR EXPECTED TO BE TAKEN IN A TAX RETURN, INCLUDING ISSUES RELATING TO FINANCIAL STATEMENT RECOGNITION AND MEASUREMENT. THIS GUIDANCE PROVIDES THAT THE TAX EFFECTS FROM AN UNCERTAIN TAX POSITION CAN ONLY BE RECOGNIZED IN THE FINANCIAL STATEMENTS IF THE POSITION IS "MORE LIKELY THAN NOT" TO BE SUSTAINED IF THE POSITION WERE TO BE CHALLENGED BY A TAXING AUTHORITY. THE ASSESSMENT OF THE TAX POSITION IS BASED SOLELY ON THE TECHNICAL MERITS OF THE POSITION, WITHOUT REGARD TO THE LIKELIHOOD THAT THE TAX POSITION MAY BE CHALLENGED. AJWS IS EXEMPT FROM FEDERAL INCOME TAX UNDER INTERNAL REVENUE CODE (THE "CODE") SECTION 501(C)(3), THOUGH IT IS SUBJECT TO TAX ON INCOME UNRELATED TO ITS EXEMPT PURPOSE, UNLESS THAT INCOME IS OTHERWISE EXCLUDED BY THE CODE. AJWS HAS PROCESSES PRESENTLY IN PLACE TO ENSURE THE MAINTENANCE OF ITS TAX-EXEMPT STATUS; TO IDENTIFY AND REPORT UNRELATED BUSINESS INCOME; TO DETERMINE ITS FILING AND TAX OBLIGATIONS IN JURISDICTIONS FOR WHICH IT HAS NEXUS; AND TO IDENTIFY AND EVALUATE OTHER MATTERS THAT MAY BE CONSIDERED TAX POSITIONS. AJWS HAS DETERMINED THAT THERE ARE NO MATERIAL UNCERTAIN TAX POSITIONS THAT REQUIRE RECOGNITION OR DISCLOSURE IN THE FINANCIAL STATEMENTS. IN ADDITION, AJWS HAS NOT RECORDED A PROVISION FOR INCOME TAXES AS IT HAS NO MATERIAL TAX LIABILITY FROM UNRELATED BUSINESS INCOME ACTIVITIES.
PART XII, LINE 2D - OTHER ADJUSTMENTS:	RESCINDED GRANTS -29,000.

Additional Data

Return to Form

Software ID:

Software Version:

SCHEDULE F (Form 990)

Department of the Treasury
Internal Revenue Service

Statement of Activities Outside the United States

▶ Complete if the organization answered "Yes" to Form 990, Part IV, line 14b, 15, or 16.
▶ Attach to Form 990.
▶ Go to *www.irs.gov/Form990* for instructions and the latest information.

OMB No. 1545-0047

2021

Open to Public Inspection

Name of the organization
AMERICAN JEWISH WORLD SERVICE INC

Employer identification number
22-2584370

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

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

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

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

	(a) Region	**(b)** Number of offices in the region	**(c)** Number of employees, agents, and independent contractors in the region	**(d)** Activities conducted in region (by type) (such as, fundraising, program services, investments, grants to recipients located in the region)	**(e)** If activity listed in (d) is a program service, describe specific type of service(s) in the region	**(f)** Total expenditures for and investments in the region
(1)	CENTRAL AMERICA AND THE CARIBBEAN - ANTIGUA & BARBUDA, ARUBA, BAHAMAS,	0	6	PROGRAM SERVICES	SUPPORT GRANTEE	532,690
(2)	EAST ASIA AND THE PACIFIC - AUSTRALIA, BRUNEI, BURMA, CAMBODIA,	0	5	PROGRAM SERVICES	SUPPORT GRANTEE	230,439
(3)	EUROPE (INCLUDING ICELAND & GREENLAND) - ALBANIA, ANDORRA, AUSTRIA, BELGIUM	0	0	PROGRAM SERVICES	SUPPORT GRANTEE	149,102
(4)	SOUTH ASIA - AFGHANISTAN, BANGLADESH, BHUTAN, INDIA, MALDIVES, NEPAL,	0	7	PROGRAM SERVICES	SUPPORT GRANTEE	578,484
(5)	SUB-SAHARAN AFRICA - ANGOLA, BENIN, BOTSWANA, BURKINA FASO,	0	9	PROGRAM SERVICES	SUPPORT GRANTEE	576,130
(6)	NORTH AMERICA - CANADA AND MEXICO, BUT NOT THE UNITED STATES	0	2	PROGRAM SERVICES	SUPPORT GRANTEE	100,992
(7)	SOUTH AMERICA - ARGENTINA, BOLIVIA, BRAZIL, CHILE, COLUMBIA, ECUADOR,	0	0	PROGRAM SERVICES	SUPPORT GRANTEE	15,646
(8)	MIDDLE EAST AND NORTH AFRICA - ALGERIA, BAHRAIN, DJIBOUTI, EGYPT,	0	2	PROGRAM SERVICES	SUPPORT DIVERSE AUDIENCES	187,591
(9)	CENTRAL AMERICA AND THE CARIBBEAN - ANTIGUA & BARBUDA, ARUBA, BAHAMAS,	0	0	GRANTMAKING		4,084,533
(10)	EAST ASIA AND THE PACIFIC - AUSTRALIA, BRUNEI, BURMA, CAMBODIA,	0	0	GRANTMAKING		2,859,322
(11)	EUROPE (INCLUDING ICELAND & GREENLAND) - ALBANIA, ANDORRA, AUSTRIA, BELGIUM	0	0	GRANTMAKING		902,082
(12)	NORTH AMERICA - CANADA AND MEXICO, BUT NOT THE UNITED STATES	0	0	GRANTMAKING		1,179,500
(13)	SOUTH AMERICA - ARGENTINA, BOLIVIA, BRAZIL, CHILE, COLUMBIA, ECUADOR,	0	0	GRANTMAKING		305,000
(14)	SOUTH ASIA - AFGHANISTAN, BANGLADESH, BHUTAN, INDIA, MALDIVES, NEPAL,	0	0	GRANTMAKING		4,497,963
(15)	SUB-SAHARAN AFRICA - ANGOLA, BENIN, BOTSWANA, BURKINA FASO,	0	0	GRANTMAKING		6,374,284
(16)						
(17)						
3a	Sub-total	0	31			2,371,074
b	Total from continuation sheets to Part I . . .	0	0			20,202,684
c	**Totals** (add lines 3a and 3b)	0	31			22,573,758

Part II — Grants and Other Assistance to Organizations or Entities Outside the United States (continued)

(a) Name of organization	(b) IRS code section and EIN (if applicable)	(c) Region	(d) Purpose of grant	(e) Amount of cash grant	(f) Manner of cash disbursement	(g) Amount of non-cash assistance	(h) Description of non-cash assistance	(i) Method of valuation (book, FMV, appraisal, other)
(39)		CENTRAL AMERICA AND THE CARIBBEAN	GENERAL PURPOSE	45,000	WIRE TRANSFER	0		
(40)		CENTRAL AMERICA AND THE CARIBBEAN	GENERAL PURPOSE	51,000	WIRE TRANSFER	0		
(41)		CENTRAL AMERICA AND THE CARIBBEAN	GENERAL PURPOSE	45,000	WIRE TRANSFER	0		
(42)		CENTRAL AMERICA AND THE CARIBBEAN	GENERAL PURPOSE	15,000	WIRE TRANSFER	0		
(43)		CENTRAL AMERICA AND THE CARIBBEAN	GENERAL PURPOSE	52,500	WIRE TRANSFER	0		
(44)		CENTRAL AMERICA AND THE CARIBBEAN	GENERAL PURPOSE	20,000	WIRE TRANSFER	0		
(45)		CENTRAL AMERICA AND THE CARIBBEAN	GENERAL PURPOSE	85,000	WIRE TRANSFER	0		
(46)		SUB-SAHARAN AFRICA	GENERAL PURPOSE	30,000	WIRE TRANSFER	0		
(47)		SUB-SAHARAN AFRICA	GENERAL PURPOSE	15,000	WIRE TRANSFER	0		
(48)		SUB-SAHARAN AFRICA	GENERAL PURPOSE	30,000	WIRE TRANSFER	0		
(49)		SOUTH ASIA	GENERAL PURPOSE	30,500	WIRE TRANSFER	0		
(50)		SUB-SAHARAN AFRICA	GENERAL PURPOSE	20,000	WIRE TRANSFER	0		
(51)		SOUTH ASIA	GENERAL PURPOSE	25,000	WIRE TRANSFER	0		
(52)		CENTRAL AMERICA AND THE CARIBBEAN	GENERAL PURPOSE	35,000	WIRE TRANSFER	0		
(53)		SOUTH ASIA	GENERAL PURPOSE	50,000	WIRE TRANSFER	0		
(54)		CENTRAL AMERICA AND THE CARIBBEAN	GENERAL PURPOSE	190,200	WIRE TRANSFER	0		
(55)		SOUTH ASIA	GENERAL PURPOSE	120,000	WIRE TRANSFER	0		
(56)		SOUTH ASIA	GENERAL PURPOSE	7,500	WIRE TRANSFER	0		
(57)		EAST ASIA AND THE PACIFIC	GENERAL PURPOSE	20,000	WIRE TRANSFER	0		
(58)		SUB-SAHARAN AFRICA	GENERAL PURPOSE	60,000	WIRE TRANSFER	0		
(59)		SUB-SAHARAN AFRICA	GENERAL PURPOSE	10,000	WIRE TRANSFER	0		
(60)		CENTRAL AMERICA AND THE CARIBBEAN	GENERAL PURPOSE	47,100	WIRE TRANSFER	0		
(61)		SOUTH ASIA	GENERAL PURPOSE	60,000	WIRE TRANSFER	0		
(62)		EUROPE (INCLUDING ICELAND & GREENLAND)	GENERAL PURPOSE	189,000	WIRE TRANSFER	0		
(63)		SUB-SAHARAN AFRICA	GENERAL PURPOSE	17,000	WIRE TRANSFER	0		
(64)		SOUTH ASIA	GENERAL PURPOSE	56,315	WIRE TRANSFER	0		
(65)		SOUTH ASIA	GENERAL PURPOSE	90,000	WIRE TRANSFER	0		
(66)		SOUTH ASIA	GENERAL PURPOSE	22,200	WIRE TRANSFER	0		
(67)		SOUTH ASIA	GENERAL PURPOSE	138,479	WIRE TRANSFER	0		
(68)		SOUTH ASIA	GENERAL PURPOSE	15,000	WIRE TRANSFER	0		
(69)		CENTRAL AMERICA AND THE CARIBBEAN	GENERAL PURPOSE	25,000	WIRE TRANSFER	0		
(70)		SUB-SAHARAN AFRICA	GENERAL PURPOSE	40,000	WIRE TRANSFER	0		
(71)		EAST ASIA AND THE PACIFIC	GENERAL PURPOSE	20,000	WIRE TRANSFER	0		
(72)		NORTH AMERICA	GENERAL PURPOSE	10,000	WIRE TRANSFER	0		
(73)		CENTRAL AMERICA AND THE CARIBBEAN	GENERAL PURPOSE	35,000	WIRE TRANSFER	0		
(74)		CENTRAL AMERICA AND THE CARIBBEAN	GENERAL PURPOSE	115,000	WIRE TRANSFER	0		
(75)		EAST ASIA AND THE PACIFIC	GENERAL PURPOSE	27,976	WIRE TRANSFER	0		
(76)		SUB-SAHARAN AFRICA	GENERAL PURPOSE	21,500	WIRE TRANSFER	0		
(77)		SUB-SAHARAN AFRICA	GENERAL PURPOSE	35,000	WIRE TRANSFER	0		
(78)		SUB-SAHARAN AFRICA	GENERAL PURPOSE	54,087	WIRE TRANSFER	0		
(79)		SUB-SAHARAN AFRICA	GENERAL PURPOSE	29,381	WIRE TRANSFER	0		
(80)		EAST ASIA AND THE PACIFIC	GENERAL PURPOSE	15,000	WIRE TRANSFER	0		
(81)		EAST ASIA AND THE PACIFIC	GENERAL PURPOSE	25,000	WIRE TRANSFER	0		
(82)		EAST ASIA AND THE PACIFIC	GENERAL PURPOSE	30,000	WIRE TRANSFER	0		
(83)		EAST ASIA AND THE PACIFIC	GENERAL PURPOSE	30,000	WIRE TRANSFER	0		
(84)		EAST ASIA AND THE PACIFIC	GENERAL PURPOSE	25,000	WIRE TRANSFER	0		
(85)		EAST ASIA AND THE PACIFIC	GENERAL PURPOSE	25,000	WIRE TRANSFER	0		
(86)		SOUTH AMERICA	GENERAL PURPOSE	75,000	WIRE TRANSFER	0		
(87)		EAST ASIA AND THE PACIFIC	GENERAL PURPOSE	67,281	WIRE TRANSFER	0		
(88)		SOUTH ASIA	GENERAL PURPOSE	20,000	WIRE TRANSFER	0		
(89)		CENTRAL AMERICA AND THE CARIBBEAN	GENERAL PURPOSE	22,000	WIRE TRANSFER	0		
(90)		SUB-SAHARAN AFRICA	GENERAL PURPOSE	30,000	WIRE TRANSFER	0		
(91)		SUB-SAHARAN AFRICA	GENERAL PURPOSE	20,000	WIRE TRANSFER	0		
(92)		CENTRAL AMERICA AND THE CARIBBEAN	GENERAL PURPOSE	49,600	WIRE TRANSFER	0		
(93)		SUB-SAHARAN AFRICA	GENERAL PURPOSE	7,300	WIRE TRANSFER	0		
(94)		EAST ASIA AND THE PACIFIC	GENERAL PURPOSE	20,000	WIRE TRANSFER	0		
(95)		SOUTH ASIA	GENERAL PURPOSE	30,000	WIRE TRANSFER	0		
(96)		SOUTH ASIA	GENERAL PURPOSE	97,000	WIRE TRANSFER	0		
(97)		SUB-SAHARAN AFRICA	GENERAL PURPOSE	38,649	WIRE TRANSFER	0		
(98)		CENTRAL AMERICA AND THE CARIBBEAN	GENERAL PURPOSE	12,000	WIRE TRANSFER	0		
(99)		CENTRAL AMERICA AND THE CARIBBEAN	GENERAL PURPOSE	25,000	WIRE TRANSFER	0		
(100)		NORTH AMERICA	GENERAL PURPOSE	75,000	WIRE TRANSFER	0		
(101)		NORTH AMERICA	GENERAL PURPOSE	20,000	WIRE TRANSFER	0		
(102)		NORTH AMERICA	GENERAL PURPOSE	30,000	WIRE TRANSFER	0		
(103)		NORTH AMERICA	GENERAL PURPOSE	30,000	WIRE TRANSFER	0		
(104)		NORTH AMERICA	GENERAL PURPOSE	10,500	WIRE TRANSFER	0		
(105)		CENTRAL AMERICA AND THE CARIBBEAN	GENERAL PURPOSE	21,000	WIRE TRANSFER	0		
(106)		CENTRAL AMERICA AND THE CARIBBEAN	GENERAL PURPOSE	25,000	WIRE TRANSFER	0		
(107)		CENTRAL AMERICA AND THE CARIBBEAN	GENERAL PURPOSE	48,000	WIRE TRANSFER	0		
(108)		CENTRAL AMERICA AND THE CARIBBEAN	GENERAL PURPOSE	35,000	WIRE TRANSFER	0		
(109)		CENTRAL AMERICA AND THE CARIBBEAN	GENERAL PURPOSE	41,250	WIRE TRANSFER	0		
(110)		NORTH AMERICA	GENERAL PURPOSE	25,000	WIRE TRANSFER	0		
(111)		EUROPE (INCLUDING ICELAND & GREENLAND)	GENERAL PURPOSE	20,000	WIRE TRANSFER	0		
(112)		SOUTH ASIA	GENERAL PURPOSE	25,000	WIRE TRANSFER	0		
(113)		SUB-SAHARAN AFRICA	GENERAL PURPOSE	20,000	WIRE TRANSFER	0		
(114)		SOUTH ASIA	GENERAL PURPOSE	25,000	WIRE TRANSFER	0		
(115)		SOUTH ASIA	GENERAL PURPOSE	60,000	WIRE TRANSFER	0		
(116)		SUB-SAHARAN AFRICA	GENERAL PURPOSE	199,851	WIRE TRANSFER	0		
(117)		SUB-SAHARAN AFRICA	GENERAL PURPOSE	25,000	WIRE TRANSFER	0		
(118)		SUB-SAHARAN AFRICA	GENERAL PURPOSE	21,500	WIRE TRANSFER	0		
(119)		CENTRAL AMERICA AND THE CARIBBEAN	GENERAL PURPOSE	15,000	WIRE TRANSFER	0		
(120)		NORTH AMERICA	GENERAL PURPOSE	10,000	WIRE TRANSFER	0		
(121)		CENTRAL AMERICA AND THE CARIBBEAN	GENERAL PURPOSE	25,050	WIRE TRANSFER	0		

Part III **Grants and Other Assistance to Individuals Outside the United States.** Complete if the organization answered "Yes" on Form 990, Part IV, line 16. Part III can be duplicated if additional space is needed.

	(a) Type of grant or assistance	**(b)** Region	**(c)** Number of recipients	**(d)** Amount of cash grant	**(e)** Manner of cash disbursement	**(f)** Amount of noncash assistance	**(g)** Description of noncash assistance	**(h)** Method of valuation (book, FMV, appraisal, other)
(1)	CAPACITY BUILDING SUPPORT FOR (AGYW)-FOCUSED GRANTEES IN THE DOMINICAN REPUBLIC.	EUROPE (INCLUDING ICELAND & GREENLAND)	1	20,012	WIRE TRANSFER			
(2)	ROHINGYA ADVOCACY TRAVEL & OPPORTUNITY GRANT (TOG)	NORTH AMERICA	1	10,000	WIRE TRANSFER			
(3)	FROM DARKNESS TO LIGHT: PROMOTING HISTORIC MEMORY	NORTH AMERICA	1	15,000	WIRE TRANSFER			
(4)	ACCOMPANIMENT FOR (AGYW)-FOCUSED GRANTEES IN THE DR - YEAR 2	EUROPE (INCLUDING ICELAND & GREENLAND)	1	31,460	WIRE TRANSFER			
(5)								
(6)								
(7)								
(8)								
(9)								
(10)								
(11)								
(12)								
(13)								
(14)								
(15)								
(16)								
(17)								
(18)								

Part IV Foreign Forms

1 Was the organization a U.S. transferor of property to a foreign corporation during the tax year? *If "Yes," the organization may be required to file Form 926, Return by a U.S. Transferor of Property to a Foreign Corporation (see Instructions for Form 926)* . . . . ☐ Yes ☑ No

2 Did the organization have an interest in a foreign trust during the tax year? *If "Yes," the organization may be required to separately file Form 3520, Annual Return to Report Transactions with Foreign Trusts and Receipt of Certain Foreign Gifts, and/or Form 3520-A, Annual Information Return of Foreign Trust With a U.S. Owner (see Instructions for Forms 3520 and 3520-A; don't file with Form 990)* . . . . ☐ Yes ☑ No

3 Did the organization have an ownership interest in a foreign corporation during the tax year? *If "Yes," the organization may be required to file Form 5471, Information Return of U.S. Persons with Respect to Certain Foreign Corporations. (see Instructions for Form 5471)* . . . . ☐ Yes ☑ No

4 Was the organization a direct or indirect shareholder of a passive foreign investment company or a qualified electing fund during the tax year? *If "Yes," the organization may be required to file Form 8621, Information Return by a Shareholder of a Passive Foreign Investment Company or Qualified Electing Fund. (see Instructions for Form 8621)* . ☐ Yes ☑ No

5 Did the organization have an ownership interest in a foreign partnership during the tax year? *If "Yes," the organization may be required to file Form 8865, Return of U.S. Persons with Respect to Certain Foreign Partnerships (see Instructions for Form 8865)* . . . . ☐ Yes ☑ No

6 Did the organization have any operations in or related to any boycotting countries during the tax year? *If "Yes," the organization may be required to separately file Form 5713, International Boycott Report (see Instructions for Form 5713; don't file with Form 990).* . . . . ☐ Yes ☑ No

Part V **Supplemental Information**

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

ReturnReference	Explanation
PART I, LINE 2:	PRIOR TO SELECTING A PROSPECTIVE GRANTEE, AJWS STAFF AND CONSULTANTS DO A CONTEXTUAL ANALYSIS OF THE COUNTRY AND DECIDE WHERE THE FUNDING GAP EXISTS. STAFF MEMBERS AND CONSULTANTS CONDUCT VIRTUAL AND/OR IN-PERSON SITE VISITS TO ASSESS THE LANDSCAPE AND TO BEGIN SELECTING POTENTIAL GRANTEES. DURING THESE SITE VISITS, OTHER FUNDERS AND PARTNERS ARE CONSULTED, AND A SHORTLIST OF GRANTEES IS CREATED. GRANTEES ARE SELECTED BASED ON A NUMBER OF FACTORS, SUCH AS THE ORGANIZATION'S ALIGNMENT WITH AJWS'S STRATEGIES; ITS EFFECTIVENESS AND THE QUALITY OF ITS PROGRAMS AND STRATEGY; THE ORGANIZATION'S FINANCIAL MANAGEMENT; THE PRESENCE OF STRONG AND INCLUSIVE LEADERSHIP; WORK THAT IS DRIVEN BY THE PRIORITIES OF THE AFFECTED COMMUNITY; THE LOCAL REPUTATION OF THE ORGANIZATION (CREDIBILITY); ITS CONNECTIONS WITH OTHER CIVIL SOCIETY ORGANIZATIONS; THE DEPTH OF THE ORGANIZATION'S ANALYSIS; AND THE ORGANIZATION'S USE OF CUTTING EDGE STRATEGIES AND APPROACHES. ALL GRANTEES ARE SCREENED BY AJWS STAFF TO ENSURE COMPLIANCE WITH U.S. TREASURY DEPARTMENT GUIDELINES. IN COUNTRIES WHERE SITE VISITS ARE NOT POSSIBLE DUE TO SECURITY ISSUES, AJWS STAFF CONTACTS OTHER FUNDERS THAT WORK WITH THE GRANTEE ORGANIZATION AND CHECKS REFERENCES. ONCE A GRANT HAS BEEN APPROVED BY AJWS'S VICE PRESIDENT OF PROGRAMS, AJWS STAFF DRAFTS A GRANT AGREEMENT THAT REFLECTS THE GRANTEE'S PROPOSAL. IT OUTLINES THE PROJECT ACTIVITIES AND THE REPORTING REQUIREMENTS. ONCE THE GRANTEE SIGNS AND RETURNS THE AGREEMENT TO AJWS, THE INITIAL PAYMENT OF THE GRANT AMOUNT IS PROCESSED. PROGRAM OFFICERS AND CONSULTANTS TRACK THE PROGRESS OF THE PROJECT THROUGHOUT THE GRANT PERIOD. FOR GRANTS WITH MULTIPLE PAYMENTS, THE GRANTEE RECEIVES THE REMAINDER OF ITS FUNDS BETWEEN ONE MONTH TO A YEAR INTO THE GRANT, PROVIDED THERE ARE NO MAJOR CONCERNS. A DETAILED NARRATIVE AND FINANCIAL REPORT THAT IS IN ACCORDANCE WITH THE COMMITMENTS AGREED UPON IN THE GRANT AGREEMENT IS REQUIRED ONE MONTH AFTER THE PROJECT END DATE. FOR DONOR-ADVISED FUND GRANTS, EXPENDITURE RESPONSIBILITY AND EQUIVALENCY DETERMINATION REQUIREMENTS ARE FOLLOWED PER THE IRS GUIDELINES. ONCE A GRANT HAS BEEN APPROVED BY AJWS'S VP OF PROGRAMS AND BOARD COMMITTEE, AJWS STAFF DRAFT A GRANT AGREEMENT THAT INCLUDES THE PROJECT AND REPORTING REQUIREMENTS. AFTER THE GRANTEE REVIEWS AND SIGNS THE AGREEMENT, THE FIRST PAYMENT IS PROCESSED. SUBSEQUENT PAYMENTS FOR MULTI-YEAR GRANTS ARE CONTINGENT UPON THE RECEIPT OF A SATISFACTORY REPORT ON THE PRECEDING YEAR OF GRANT ACTIVITIES AND ADEQUATE FUNDING, AND MUST BE RE-APPROVED BY THE VP OF PROGRAMS AND BOARD COMMITTEE. ALL DONOR-ADVISED FUND GRANTEES MUST SUBMIT A FINANCIAL AND NARRATIVE REPORT AT THE END OF EVERY GRANT PERIOD. AJWS STAFF REVIEW THESE REPORTS AGAINST THE ORIGINAL PROPOSAL; AND UPON APPROVAL, PROCESS ANY FURTHER PAYMENTS, IF APPLICABLE.
PART III ACCOUNTING METHOD:	

Additional Data

Software ID:

Software Version:

SCHEDULE G
(Form 990)

Department of the Treasury
Internal Revenue Service

Supplemental Information Regarding Fundraising or Gaming Activities

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

OMB No. 1545-0047

2021

Open to Public Inspection

Name of the organization
AMERICAN JEWISH WORLD SERVICE INC

Employer identification number
22-2584370

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.

	(i) Name and address of individual or entity (fundraiser)	**(ii)** Activity	**(iii)** Did fundraiser have custody or control of contributions? Yes	No	**(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
1	MAL WARWICK & ASSOCIATES INC 2550 NINTH ST 103 BERKELEY, CA 94710	DIRECT MAIL		No	2,990,796	213,600	2,777,196
2	BLUE STATE DIGITAL INC 41 FLATBUSH AVE 8TH FL BROOKLYN, NY 11217	ONLINE FUNDRAISING		No	1,760,214	581,000	1,179,214
3	KEY CHANGE INC 255 S 46TH STREET PHILADELPHIA, PA 19139	DEVELOPMENT & STRATEGY		No	842,861	8,875	833,986
4	GITTA ZOMORODI 126 ST JAMES PLACE 3 BROOKLYN, NY 11238	GRANT WRITING		No	644,759	10,080	634,679
5	LD HEINZ CONSULTING LLC 15 FOX HUNT LANE COLD SPRING HARBOR, NY 11724	GRANT WRITING		No	200,000	2,310	197,690
6	BOJANA STOPARIC 86 WOODHULL STREET BROOKLYN, NY 11231	GRANT WRITING		No	135,114	1,200	133,914
7							
8							
9							
10							
Total . . . . ▶					6,573,744	817,065	5,756,679

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

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

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

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

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

		(a) Bingo	(b) Pull tabs/Instant bingo/progressive bingo	(c) Other gaming	(d) Total gaming (add col.(a) through col.(c))
Revenue	1 Gross revenue				
Direct Expenses	2 Cash prizes				
	3 Noncash prizes				
	4 Rent/facility costs				
	5 Other direct expenses				
	6 Volunteer labor	☐ Yes ______ % ☐ No	☐ Yes ______ % ☐ No	☐ Yes ______ % ☐ 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
SCHEDULE G, PART I	THE COMPENSATION REPORTED FOR THE PROFESSIONAL FUNDRAISERS REPORTED IN SCHEDULE G REPRESENTS AMOUNTS PAID EXCLUSIVELY FOR FUNDRAISING SERVICES. SOME OF THESE VENDORS MAY ALSO BE COMPENSATED FOR OTHER CONSULTING SERVICES UNRELATED TO FUNDRAISING ACTIVITIES. PLEASE REFER TO THE FORM 990, PART VII, SECTION B WHERE THE ORGANIZATION LISTS BOTH MAL WARWICK & ASSOCIATES AND BLUE STATE DIGITAL AS TOP FIVE HIGHEST PAID INDEPENDENT CONTRACTORS; THEIR COMPENSATION INCLUDES PAYMENT FOR BOTH FUNDRAISING AND ANCILLARY CONSULTING SERVICES.

Additional Data

Return to Form

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)

Department of the Treasury
Internal Revenue Service

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

2021

Open to Public Inspection

Name of the organization
AMERICAN JEWISH WORLD SERVICE INC

Employer identification number
22-2584370

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? . . . . ☑ Yes ☐ No

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.

(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
(1) ACTION ALLIANCE 1937 SMITH STATION RD HANOVER,PA 17331	45-5492519	501(C)(3)	64,000	0			GENERAL PURPOSE
(2) ACTIONAID USA 1220 L STREET NW SUITE 725 WASHINGTON,DC 20005	52-2277575	501(C)(3)	25,000	0			GENERAL PURPOSE
(3) ASTRAEA LESBIAN FOUNDATION FOR JUSTICE 116 EAST 16TH STREET 7TH FLOOR NEW YORK,NY 10003	13-2992977	501(C)(3)	40,000	0			GENERAL PURPOSE
(4) BEYOND BORDERS INC 5016 CONNECTICUT AVENUE NW WASHINGTON,DC 20008	23-2713126	501(C)(3)	40,000	0			GENERAL PURPOSE
(5) BORDER OF LIGHTS 3635 JOHNSON AVE APT 1A BRONX,NY 10463	03-0362565	501(C)(3)	15,000	0			GENERAL PURPOSE
(6) CENTER FOR ECONOMIC AND POLICY RESEARCH 1611 CONNECTICUT AVE NW SUITE 400 WASHINGTON,DC 20009	52-2204029	501(C)(3)	40,000	0			GENERAL PURPOSE
(7) CERES TRUST 150 SOUTH WACKER DRIVE CHICAGO,IL 60606	20-5768077	501(C)(3)	25,836	0			GENERAL PURPOSE
(8) CREATING RESOURCES FOR EMPOWERMENT IN ACTION 310 RIVERSIDE DRIVE 2701 NEW YORK NY 10025 NEW YORK,NY 10025	31-1812979	501(C)(3)	22,140	0			GENERAL PURPOSE
(9) EARTHRIGHTS INTERNATIONAL 1612 K ST NW WASHINGTON SUITE 800 DISTRICT OF COLUMBIA, DC 20006	04-3265555	501(C)(3)	30,000	0			GENERAL PURPOSE
(10) EDGE FUNDERS ALLIANCE BOX 559 60 29TH STREET SAN FRANCISCO,CA 94110	20-8211195	501(C)(3)	20,000	0			GENERAL PURPOSE
(11) FORTIFY RIGHTS INTERNATIONAL PO BOX 110 BELFAST,ME 04915	46-0932179	501(C)(3)	7,296	0			GENERAL PURPOSE
(12) FRONT LINE USA FOUNDATION 31 WEST 34TH STREET 7TH FLOOR 7010 NEW YORK,NY 10001	47-5536277	501(C)(3)	35,000	0			GENERAL PURPOSE
(13) FUNDERS CONCERNED ABOUT AIDS 1100 CONNECTICUT	13-3869632	501(C)(3)	10,000	0			GENERAL PURPOSE

AVENUE NW SUITE 1200 WASHINGTON,DC 20036							
(14) GLOBAL GREENGRANTS FUND 2840 WILDERNESS PLACE SUITE E BOULDER,CO 80301	84-1612422	501(C)(3)	25,000	0			GENERAL PURPOSE
(15) GLOBAL JUSTICE CENTER 11 HANOVER SQUARE 6TH FLOOR NEW YORK,NY 10005	20-8734461	501(C)(3)	15,000	0			GENERAL PURPOSE
(16) GLOBAL PHILANTHROPY PROJECT C/O COMMUNITY INITIATIVES 1000 BROADWAY SUITE 480 OAKLAND,CA 94607	94-3255070	501(C)(3)	35,000	0			GENERAL PURPOSE
(17) HUMAN RIGHTS FUNDERS NETWORK C/O PANORAMA GLOBAL 2101 4TH AVENUE SUITE 2100 SEATTLE,WA 98121	04-3243004	501(C)(3)	10,000	0			GENERAL PURPOSE
(18) INTERNATIONAL ACCOUNTABILITY PROJECT 195 PLYMOUTH STREET BROOKLYN,NY 11201	27-0608154	501(C)(3)	30,000	0			GENERAL PURPOSE
(19) INTERNATIONAL NETWORK FOR ECONOMIC SOCIAL AND CULTURAL RIGHTS 370 LEXINGTON AVENUE SUITE 607 NEW YORK,NY 10017	36-4818453	501(C)(3)	60,000	0			GENERAL PURPOSE
(20) KONBIT LLC 2118 ERIE DRIVE NORTHFIELD,MN 55057	86-1257591		20,000	0			TO ADVANCE THE ANTI-CORRUPTION AND GOVERNMENT ACCOUNTABILITY MOVEMENTS IN HAITI.
(21) MAGNUM FOUNDATION 59 EAST 4TH STREET 7W NEW YORK,NY 10003	45-0573269	501(C)(3)	45,000	0			GENERAL PURPOSE
(22) MEEDAN INC 160 SPEAR ST SAN FRANCISCO,CA 94105	20-4504068	501(C)(3)	25,000	0			GENERAL PURPOSE
(23) MOTHER NATURE CAMBODIA 3527 MT DIABLO BLVD STREET 473 LAFAYETTE,CA 94549	81-0694399	501(C)(3)	25,000	0			GENERAL PURPOSE
(24) NAMATI 1616 P ST NW SUITE 101 WASHINGTON,DC 20036	45-2796201	501(C)(3)	30,000	0			GENERAL PURPOSE
(25) NATIONAL PUBLIC RADIO 635 MASSACHUSETTS AVENUE NW WASHINGTON,DC 20001	52-0907625	501(C)(3)	500,000	0			GENERAL PURPOSE
(26) NEW NARRATIVES 306 STATE STREET BROOKLYN NY 11201 BROOKLYN,NY 11201	45-3628057	501(C)(3)	20,000	0			GENERAL PURPOSE
(27) ROBERT F KENNEDY HUMAN RIGHTS 1300 19TH STREET NW SUITE 750 WASHINGTON,DC 20036	13-2522784	501(C)(3)	25,000	0			GENERAL PURPOSE
(28) SEX WORK DONOR COLLABORATIVE 45 WEST 36TH STREET 6TH FLOOR NEW YORK,NY 10018	13-3191113		20,000	0			GENERAL OPERATING SUPPORT FOR SEX WORK.
(29) SINGH FOUNDATION 50 WEST 97TH ST 15T NEW YORK,NY 10025	13-3719319	501(C)(3)	23,100	0			GENERAL PURPOSE
(30) THE PROJECT ON ORGANIZING DEVELOPMENT EDUCATION AND RESEARCH	27-1732776	501(C)(3)	20,000	0			GENERAL PURPOSE

PO BOX 2086 NEW YORK,NY 10013							
(31) UNITARIAN UNIVERSALIST ASSOCIATION 24 FARNSWORTH STREET BOSTON,MA 02210	04-2103733	501(C)(3)	95,000	0			GENERAL PURPOSE
(32) UNITARIAN UNIVERSALIST SERVICE COMMITTEE 689 MASSACHUSETTS AVENUE CAMBRIDGE,MA 02139	04-6186012	501(C)(3)	40,000	0			GENERAL PURPOSE
(33) FORGOTTEN PARKS FOUNDATION INC 970 BLANKENSHIP ROAD DOVER,FL 33527	82-0935139	501(C)(3)	100,000	0			GENERAL PURPOSE

2 Enter total number of section 501(c)(3) and government organizations listed in the line 1 table . . . . ▶ 31

3 Enter total number of other organizations listed in the line 1 table . . . . ▶ 2

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

(a) Type of grant or assistance	(b) Number of recipients	(c) Amount of cash grant	(d) Amount of noncash assistance	(e) Method of valuation (book, FMV, appraisal, other)	(f) Description of noncash assistance
(1) BUILDING OF CAPACITIES ON TRANSITIONAL JUSTICE IN NICARAGUA - PHASE IV	1	18,000			
(2) EMERGENCY RELIEF FOR ROHINGYA AND HOST COMMUNITY FLOOD VICTIMS IN COX'S BAZAR, BANGLADESH	1	9,356			
(3) EMERGENCY GRANT TO ASSIST IN COVERING HOUSING COSTS FOR PARTNER IN US FROM UGANDA.	1	6,000			
(3)					
(4)					
(5)					
(6)					
(7)					

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

Return Reference	Explanation
PART I, LINE 2:	BEFORE A GRANT IS MADE TO A U.S.-BASED ORGANIZATION, AJWS STAFF MEMBERS OR CONSULTANTS MEET WITH STAFF MEMBERS FROM THE POTENTIAL GRANTEE ORGANIZATION AND SCREEN THE ORGANIZATION TO ENSURE COMPLIANCE WITH U.S. TREASURY DEPARTMENT GUIDELINES. AJWS STAFF MEMBERS REVIEW AUDITED FINANCIAL STATEMENTS (IF AVAILABLE) AND THE ORGANIZATION'S REGISTRATION STATUS. ONCE A GRANT HAS BEEN APPROVED BY AJWS'S VP OF PROGRAMS, AJWS STAFF DRAFTS A GRANT AGREEMENT THAT REFLECTS THE GRANTEE'S PROPOSAL. IT OUTLINES THE PROJECT ACTIVITIES AND THE REPORTING REQUIREMENTS. ONCE THE GRANTEE SIGNS AND RETURNS THE AGREEMENT TO AJWS, THE INITIAL PAYMENT OF THE GRANT AMOUNT IS PROCESSED. PROGRAM OFFICERS AND CONSULTANTS TRACK THE PROGRESS OF THE PROJECT THROUGHOUT THE GRANT PERIOD. FOR MULTIYEAR GRANTS WITH MULTIPLE PAYMENTS, THE GRANTEE RECEIVES THE REMAINDER OF ITS FUNDS AFTER EACH YEAR OF THE GRANT, PROVIDED THERE ARE NO MAJOR CONCERNS. A DETAILED NARRATIVE AND FINANCIAL REPORT THAT IS IN ACCORDANCE WITH THE COMMITMENTS AGREED UPON IN THE GRANT AGREEMENT IS REQUIRED ONE MONTH AFTER THE PROJECT END DATE.

Additional Data

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Software ID:
Software Version:

Schedule J (Form 990)

Department of the Treasury
Internal Revenue Service

Compensation Information

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

OMB No. 1545-0047

2021

Open to Public Inspection

Name of the organization
AMERICAN JEWISH WORLD SERVICE INC

Employer identification number
22-2584370

Part I Questions Regarding Compensation

			Yes	No
1a	Check the appropiate box(es) if the organization provided any of the following to or for a person listed on Form 990, Part VII, Section A, line 1a. Complete Part III to provide any relevant information regarding these items. ☐ First-class or charter travel ☐ Housing allowance or residence for personal use ☐ Travel for companions ☐ Payments for business use of personal residence ☐ Tax idemnification and gross-up payments ☐ Health or social club dues or initiation fees ☐ Discretionary spending account ☐ Personal services (e.g., 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	**1b**		
2	Did the organization require substantiation prior to reimbursing or allowing expenses incurred by all directors, trustees, officers, including the CEO/Executive Director, regarding the items checked on Line 1a?	**2**		
3	Indicate which, if any, of the following the filing 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. ☑ Compensation committee ☐ Written employment contract ☑ Independent compensation consultant ☑ Compensation survey or study ☑ Form 990 of other organizations ☑ 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?	**4a**		No
b	Participate in, or receive payment from, a supplemental nonqualified retirement plan?	**4b**		No
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.	**4c**		No
	Only 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?	**5a**		No
b	Any related organization? . . . . If "Yes," on line 5a or 5b, describe in Part III.	**5b**		No
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?	**6a**		No
b	Any related organization? . . . . If "Yes," on line 6a or 6b, describe in Part III.	**6b**		No
7	For persons listed on Form 990, Part VII, Section A, line 1a, did the organization provide any nonfixed payments not described in lines 5 and 6? If "Yes," describe in Part III	**7**		No
8	Were any amounts reported on Form 990, Part VII, paid or accured 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	**8**		No
9	If "Yes" on line 8, did the organization also follow the rebuttable presumption procedure described in Regulations section 53.4958-6(c)?	**9**		

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.

(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
		(i) Base compensation	**(ii)** Bonus & incentive compensation	**(iii)** Other reportable compensation				
1 ROBERT BANK PRESIDENT & CEO	(i)	371,720	0	2,322	11,595	15,816	401,453	0
	(ii)	0	0	0	0	0	0	0
2 MARGO BLOOM VP FOR DEVELOPMENT	(i)	336,218	0	3,564	11,600	27,634	379,016	0
	(ii)	0	0	0	0	0	0	0
3 SHARI TURITZ VP FOR PROGRAMS	(i)	265,621	0	1,242	9,886	38,156	314,905	0
	(ii)	0	0	0	0	0	0	0
4 STUART SCHEAR VP FOR COMMUNICATIONS (THRU 12/21)	(i)	282,859	0	2,322	10,328	14,899	310,408	0
	(ii)	0	0	0	0	0	0	0
5 DANIELLE EDWARDS VP FOR FINANCE & ADMIN	(i)	246,792	0	540	10,692	13,504	271,528	0
	(ii)	0	0	0	0	0	0	0
6 IRIT HOUVRAS VP FOR STRATEGIC LEARNING & EVAL.	(i)	188,803	0	983	7,453	27,321	224,560	0
	(ii)	0	0	0	0	0	0	0
7 COREY LUTSKY DIRECTOR OF INFO. TECH. (THRU 04/22)	(i)	178,974	0	571	7,264	35,901	222,710	0
	(ii)	0	0	0	0	0	0	0
8 ALON SHALEV EXECUTIVE DIR SAN FRANCISCO	(i)	174,652	0	1,620	6,905	37,671	220,848	0
	(ii)	0	0	0	0	0	0	0
9 BRADLEY SUGAR DIRECTOR OF MIDWEST REGION	(i)	168,933	0	362	6,976	38,004	214,275	0
	(ii)	0	0	0	0	0	0	0
10 TRACEY GURD SR. DIR. CPR AND ADVOCACY	(i)	178,962	0	578	7,340	27,281	214,161	0
	(ii)	0	0	0	0	0	0	0
11 EVA KOLODNER DIRECTOR OF EASTERN REGION	(i)	163,915	0	834	6,675	31,057	202,481	0
	(ii)	0	0	0	0	0	0	0
12 RUTH MESSINGER GLOBAL AMBASSADOR	(i)	120,000	0	0	0	0	120,000	0
	(ii)	0	0	0	0	0	0	0

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

Additional Data

Return to Form

Software ID:

Software Version:

SCHEDULE M (Form 990)

Department of the Treasury
Internal Revenue Service

Noncash Contributions

▶Complete if the organizations answered "Yes" on Form 990, Part IV, lines 29 or 30.
▶ Attach to Form 990.
▶Go to *www.irs.gov/Form990* for the latest information.

OMB No. 1545-0047

2021

Open to Public Inspection

Name of the organization
AMERICAN JEWISH WORLD SERVICE INC

Employer identification number
22-2584370

Part I Types of Property

	(a) Check if applicable	(b) Number of contributions or items contributed	(c) Noncash contribution amounts reported on Form 990, Part VIII, line 1g	(d) Method of determining noncash contribution amounts
1 Art—Works of art				
2 Art—Historical treasures .				
3 Art—Fractional interests . .				
4 Books and publications . .				
5 Clothing and household goods				
6 Cars and other vehicles . .				
7 Boats and planes				
8 Intellectual property . . .				
9 Securities—Publicly traded .	X	102	1,754,718	SALES PROCEEDS
10 Securities—Closely held stock .				
11 Securities—Partnership, LLC, or trust interests				
12 Securities—Miscellaneous . .				
13 Qualified conservation contribution—Historic structures				
14 Qualified conservation contribution—Other . . .				
15 Real estate—Residential .				
16 Real estate—Commercial . .				
17 Real estate—Other . . .				
18 Collectibles				
19 Food inventory . . .				
20 Drugs and medical supplies .				
21 Taxidermy				
22 Historical artifacts				
23 Scientific specimens . .				
24 Archeological artifacts . . .				
25 Other ▶ (______________)				
26 Other ▶ (______________)				
27 Other ▶ (______________)				
28 Other ▶ (______________)				

29 Number of Forms 8283 received by the organization during the tax year for contributions for which the organization completed Form 8283, Part IV, Donee Acknowledgement	29		
		Yes	**No**
30a During the year, did the organization receive by contribution any property reported in Part I, lines 1 through 28, that it must hold for at least three years from the date of the initial contribution, and which isn't required to be used for exempt purposes for the entire holding period?	30a		No
b If "Yes," describe the arrangement in Part II.			
31 Does the organization have a gift acceptance policy that requires the review of any nonstandard contributions?	31	Yes	
32a Does the organization hire or use third parties or related organizations to solicit, process, or sell noncash contributions?	32a	Yes	
b If "Yes," describe in Part II.			
33 If the organization didn't report an amount in column (c) for a type of property for which column (a) is checked, describe in Part II.			

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

Return Reference	Explanation
PART I, LINE 30B:	THE NUMBER OF CONTRIBUTIONS ABOVE REPRESENTS THE NUMBER OF DONORS OF PUBLICLY TRADED SECURITIES DURING THE YEAR.
PART I, LINE 32B:	AJWS COMMISSIONS AN INDEPENDENT THIRD PARTY BROKER TO SELL DONATED SECURITIES.

Additional Data

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SCHEDULE O (Form 990) Department of the Treasury Internal Revenue Service	Supplemental Information to Form 990 or 990-EZ	OMB No. 1545-0047
	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.	2021 Open to Public Inspection

Name of the organization	Employer identification number
AMERICAN JEWISH WORLD SERVICE INC	22-2584370

Return Reference	Explanation
GENERAL IMPACT OF COVID-19 ON THE ORGANIZATION:	ON MARCH 13, 2020, THE UNITED STATES DECLARED A NATIONAL EMERGENCY OVER THE COVID-19 PANDEMIC, AND THE CORONAVIRUS AID, RELIEF, AND ECONOMIC SECURITY ("CARES") ACT WAS PASSED BY CONGRESS AND SIGNED INTO LAW ON MARCH 27, 2020. THE CARES ACT WAS CREATED TO PROVIDE ECONOMIC ASSISTANCE FOR AMERICAN WORKERS, FAMILIES, AND SMALL BUSINESSES, AND PRESERVE JOBS IN THE UNITED STATES. UNDER THE CARES ACT, THE DEPARTMENT OF TREASURY IMPLEMENTED THE SMALL BUSINESS ADMINISTRATION'S ("SBA") PAYROLL PROTECTION PROGRAM ("PPP"), WHICH PROVIDES LOANS FOR BUSINESSES, NONPROFITS AND OTHER ORGANIZATIONS WITH 500 OR FEWER EMPLOYEES THAT MEET SPECIFIC ELIGIBILITY REQUIREMENTS. UNDER THE ACT, THE SBA HAS FORGIVEN THE LOANS IF BENEFICIARY ORGANIZATIONS MEET THE CRITERIA DETERMINED BY THE SBA. ON APRIL 6, 2020, AJWS APPLIED FOR THE SBA'S PPP AND WAS GRANTED APPROVAL. AJWS RECEIVED LOAN PROCEEDS TOTALING $2,132,540 ON APRIL 10, 2020. AJWS ACCOUNTED FOR THE LOAN MONIES RECEIVED AS A LOAN PAYABLE UNTIL SUCH TIME THE CONDITIONS FOR RECOGNITION AS REVENUE WAS SATISFIED. AJWS APPLIED FOR LOAN FORGIVENESS ON JULY 1, 2021 AND WAS GRANTED FULL FORGIVENESS ON AUGUST 6, 2021. THE FULL AMOUNT OF THE LOAN WAS REPORTED AS A GOVERNMENT GRANT ON PART VIII ON THE FORM 990.
FORM 990, PART III, LINE 1, DESCRIPTION OF ORGANIZATION MISSION:	BY SUPPORTING HUNDREDS OF SOCIAL CHANGE ORGANIZATIONS IN 18 COUNTRIES, AJWS RESPONDS TO THE MOST PRESSING ISSUES OF OUR TIME-FROM DISASTERS, GENOCIDE AND HUNGER TO THE PERSECUTION OF WOMEN AND MINORITIES WORLDWIDE. AJWS PURSUES LASTING CHANGE BY SUPPORTING GRASSROOTS AND GLOBAL HUMAN RIGHTS ORGANIZATIONS AND BY MOBILIZING SUPPORTERS IN THE UNITED STATES TO ADVOCATE FOR GLOBAL JUSTICE. AJWS'S INTERNATIONAL GRANTMAKING AND U.S. ADVOCACY FOCUS ON FOUR CENTRAL ISSUES THAT WE BELIEVE ARE KEY TO SECURING HUMAN RIGHTS AND ENDING POVERTY: ADVANCING THE HEALTH AND RIGHTS OF WOMEN, GIRLS AND LGBTQI+ PEOPLE; PROMOTING CIVIL AND POLITICAL RIGHTS; DEFENDING LAND, WATER AND CLIMATE JUSTICE; AND AIDING COMMUNITIES IN THE AFTERMATH OF DISASTERS. WITH JEWISH VALUES AND A GLOBAL REACH, AJWS IS MAKING A DIFFERENCE IN MILLIONS OF LIVES AND BRINGING A MORE JUST AND EQUITABLE WORLD CLOSER FOR ALL.
FORM 990, PART VI, SECTION B, LINE 11B	PROCESS USED TO REVIEW FORM 990 THE FORM 990 IS PREPARED BY THE ORGANIZATION IN CONJUNCTION WITH ITS OUTSIDE ACCOUNTING FIRM. UPON COMPLETION, BOTH THE FINANCE TEAM AND MANAGEMENT PERFORM A THOROUGH REVIEW OF THE ENTIRE FORM 990 (INCLUSIVE OF ALL SUPPLEMENTAL INFORMATION). THE FORM 990 IS THEN PRESENTED TO THE AUDIT AND RISK MANAGEMENT COMMITTEE BY A REPRESENTATIVE OF AJWS'S OUTSIDE ACCOUNTING FIRM. A COMPLETE COPY OF THE FORM 990 IS DISTRIBUTED TO THE FULL BOARD OF DIRECTORS FOR REVIEW AND APPROVAL BEFORE THE FORM 990 IS ELECTRONICALLY FILED WITH THE INTERNAL REVENUE SERVICE.
FORM 990, PART VI, SECTION B, LINE 12C	CONFLICT OF INTEREST POLICY AMERICAN JEWISH WORLD SERVICE (AJWS) REGULARLY AND CONSISTENTLY MONITORS AND ENFORCES COMPLIANCE WITH OUR CONFLICT OF INTEREST POLICY. ALL EMPLOYEES AND MEMBERS OF THE BOARD ANNUALLY REVIEW THE CONFLICTS OF INTEREST POLICY AND SIGN A CONFLICTS OF INTEREST DISCLOSURE STATEMENT WHICH AFFIRMS THAT THE INDIVIDUAL: - HAS RECEIVED A COPY OF THIS CONFLICTS OF INTEREST POLICY; - HAS READ AND UNDERSTANDS THIS CONFLICTS OF INTEREST POLICY; - HAS AGREED TO COMPLY WITH THIS CONFLICTS OF INTEREST POLICY; - UNDERSTAND THAT AJWS IS A CHARITABLE ORGANIZATION AND THAT IN ORDER TO MAINTAIN ITS TAX-EXEMPT ORGANIZATION STATUS, IT MUST ENGAGE PRIMARILY IN ACTIVITIES THAT ACCOMPLISH ONE OR MORE OF ITS CHARITABLE, TAX EXEMPT PURPOSES; AND - SHALL DISCLOSE ANY FINANCIAL OR OTHER MATERIAL INTEREST AND THE FACTS AND CIRCUMSTANCES RELATING THERETO. ALL CONFLICTS OF INTEREST DISCLOSURE STATEMENTS ARE REVIEWED BY PEOPLE AND CULTURE AND ANY CONFLICTS ARE FLAGGED FOR ONE OF AJWS'S COMPLIANCE OFFICERS. IF AN INDIVIDUAL DISCLOSES A POTENTIAL CONFLICT OF INTEREST, IT IS REVIEWED BY ONE OF THE THREE COMPLIANCE OFFICERS WHO MAY CONSULT WITH PEOPLE AND CULTURE OR EXECUTIVE LEADERSHIP AND/OR BOARD OF TRUSTEES FOR FINAL DETERMINATIONS, AS NECESSARY. THIS PROCESS WAS COMPLETED IN MAY 2021 FOR EMPLOYEES AND JULY 2021 FOR MEMBERS OF THE BOARD.
FORM 990, PART VI, SECTION B, LINE 15	PROCESS FOR DETERMINING COMPENSATION AJWS REVIEWS SALARY BANDS WITH EXTERNAL MARKET DATA ON AVERAGE EVERY 3 YEARS. AJWS COMPLETED A COMPREHENSIVE REVIEW OF OUR JOB LEVEL FRAMEWORK AND SALARY BANDS VIA AN EXTERNAL CONSULTANT IN OCTOBER 2021. AJWS HAS A COMPENSATION COMMITTEE COMPRISED OF MEMBERS OF THE EXECUTIVE COMMITTEE OF THE BOARD OF TRUSTEES. THE COMPENSATION COMMITTEE'S RESPONSIBILITIES INCLUDE: OVERSIGHT FOR THE COMPENSATION PHILOSOPHY FOR THE ORGANIZATION; RELIANCE ON THIRD PARTY COMPARABILITY DATE TO REVIEW AND APPROVE COMPENSATION TRANSACTIONS FOR THE PRESIDENT AND CEO AND OTHER KEY EMPLOYEES OF THE ORGANIZATION AS DEFINED BY THE IRS; REVIEW AND MONITOR ACTIONS PROPOSED BY THE PRESIDENT AND CEO FOR THEY/THEM DIRECT REPORTS; AND DOCUMENT BASIS FOR COMPENSATION DECISIONS. THE COMPENSATION COMMITTEE PROVIDES UPDATES TO THE FULL BOARD OF TRUSTEES. ANNUALLY THE PRESIDENT AND CEO'S SALARY IS APPROVED BY THE COMPENSATION COMMITTEE OF THE AJWS BOARD OF TRUSTEES. WHEN DETERMINING THE PRESIDENT AND CEO'S SALARY, THE COMPENSATION COMMITTEE REVIEWS COMPARABLE EXECUTIVE DIRECTOR SALARIES AT NONPROFIT ORGANIZATION IN VARIOUS COMPARABLE SECTORS INCLUDING: INTERNATIONAL DEVELOPMENT, JEWISH COMMUNAL WORK, SOCIAL SERVICES, HUMAN RIGHTS; AND COMPENSATION SURVEYS AND FORM 990S FROM OTHER ORGANIZATIONS WITH COMPARABLE BUDGETS. THIS DATA, IN CONJUNCTION WITH THE BOARD CHAIR'S PERFORMANCE EVALUATION OF THE PRESIDENT AND CEO, INFORM THE COMPENSATION COMMITTEE'S SALARY RECOMMENDATIONS. THE COMPENSATION COMMITTEE REVIEWS AND APPROVES THE SALARIES FOR THE PRESIDENT AND CEO AND OTHER KEY EMPLOYEES. THE COMPENSATION COMMITTEE ALSO REVIEWS THE OVERALL RECOMMENDED SALARY POOL FOR THE ORGANIZATION ANNUALLY. THE PRESIDENT AND CEO DISCUSSES WITH THE CHAIR OF THE BOARD RECOMMENDED SALARIES FOR THE EXECUTIVE VICE PRESIDENT AND VICE PRESIDENTS. ONCE SALARY RECOMMENDATIONS ARE DETERMINED FOR THESE POSITIONS, THE PEOPLE AND CULTURE DEPARTMENT REVIEWS THE RECOMMENDATIONS AND PREPARES A PACKAGE OF INFORMATION FOR THE MEMBERS OF THE COMPENSATION COMMITTEE TO REVIEW AND APPROVE. ADDITIONALLY, THE CHAIR OF THE BOARD DISCUSSES WITH THE OTHER MEMBERS OF THE COMPENSATION COMMITTEE A RECOMMENDED SALARY FOR THE PRESIDENT AND CEO. ALL COMPENSATION DECISIONS ARE DOCUMENTED AND SIGNED OFF BY THE MEMBERS OF THE COMPENSATION COMMITTEE.
FORM 990, PART VI, SECTION C, LINE 19	AVAILABILITY OF DOUCUMENTS TO THE PUBLIC AJWS MAKES ITS FINANCIAL STATEMENTS AVAILABLE ON ITS WEBSITE AT WWW.AJWS.ORG. THE ORGANIZING DOCUMENTS AND CONFLICT OF INTEREST POLICY ARE AVAILABLE UPON REQUEST AND AT MANAGEMENT'S DISCRETION.
FORM 990, PART XI, LINE 9:	RESCINDED GRANTS 29,000.

Additional Data

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