

Part III

Statement of Program Service Accomplishments

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

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1 Briefly describe the organization’s mission:

INSPIRED BY THE JEWISH COMMITMENT TO JUSTICE, AMERICAN JEWISH WORLD SERVICE WORKS TO REALIZE HUMAN RIGHTS AND END POVERTY 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 \$ 30,231,793 including grants of \$ 19,633,625) (Revenue \$ 84,705)

PROGRAMS DIVISION: THE PROGRAMS DIVISION (PD) OVERSEES AND IMPLEMENTS AJWS'S INTERNATIONAL GRANTMAKING. IN FY2023, AJWS AWARDED 658 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 FOCUSED ITS CORE WORK IN 17 COUNTRIES AND SUPPORTED AN ADDITIONAL 24 GRANTEEES IN 10 ADDITIONAL COUNTRIES VIA A DONOR-ADVISED FUND. IN PARTICULAR, THE PROGRAMS DIVISION CONTINUED YEAR EIGHT 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, (SEE SCH. O) WHICH WON THE PRESTIGIOUS LAADLI MEDIA AWARD FOR GENDER SENSITIVITY. THE PROGRAMS DIVISION ALSO ENGAGED IN DOMESTIC AND GLOBAL ADVOCACY FOR HUMAN RIGHTS. THE WASHINGTON, D.C.-BASED GOVERNMENT AFFAIRS TEAM BROUGHT PARTNERS FROM SEVERAL OF AJWS'S PRIORITY COUNTRIES (E.G. HAITI) 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 DIVISION ALSO PROVIDED HUMANITARIAN RESPONSE SUPPORT TO PARTNERS FACING NATURAL DISASTERS OR PUBLIC HEALTH CRISES IN THE COUNTRIES WHERE WE WORK. GRANT SUPPORT WAS ALLOCATED TO IMMEDIATE RESPONSE AND PREPAREDNESS AND MITIGATION EFFORTS. SPECIFIC HUMANITARIAN RESPONSE EFFORTS INCLUDED SUPPORT FOR THE DROUGHT AND FOOD CRISIS IN EAST AFRICA, HURRICANE JULIA IN CENTRAL AMERICA, AND HURRICANE FIONA IN THE DOMINICAN REPUBLIC. FINALLY, THE PROGRAMS DIVISION COLLABORATED WITH THE STRATEGIC LEARNING, RESEARCH AND EVALUATION (SLRE) DIVISION TO MONITOR AND EVALUATE THE PROGRESS OF AJWS'S GRANTEEES USING THEMATIC AND REGIONAL STRATEGIES, COLLABORATIVE MULTI-YEAR BENCHMARKS, AND CASE STUDIES.

4b (Code:) (Expenses \$ 3,219,898 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 FY2023, 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 GRANTEEES AND ACTIVISTS. (SEE SCH. O)WE USED THESE STRATEGIES TO AMPLIFY THE IMPACT OF OUR GRANTEEES' 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. COMMUNICATIONS ACCOMPLISHMENTS:IN PARTICULAR IN FY2023, COMMUNICATIONS WAS INTEGRAL TO RAISING FUNDS TO RESPOND TO THE GLOBAL HUNGER CRISIS AND OTHER EMERGENCIES; SUPPORTED AJWS'S INITIATIVE TO END CHILD MARRIAGE IN INDIA; PROMOTED AJWS'S GLOBAL JUSTICE CHAVURAH MOBILIZING JEWISH CLERGY FOR SOCIAL CHANGE; AND CREATED A NEW AJWS HAGGADAH TO INSPIRE AMERICAN JEWS TO TAKE ACTION ON GLOBAL JUSTICE ISSUES.COMMUNICATIONS ALSO SUPPORTED AJWS'S THOUGHT LEADERSHIP AND AMPLIFIED THE VOICES OF OUR GRANTEEES BY WRITING AND PLACING ARTICLES IN THE U.S. MEDIA ABOUT PRESSING HUMAN RIGHTS ISSUES AND CRISES, INCLUDING PROMINENT OP-EDS ON THE DEMOCRACY CRISIS IN HAITI AND THREATS TO LGBTQI+ PEOPLE IN KENYA. 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 GRANTEEES; AND ADVANCED THE ORGANIZATION'S REPUTATION, BRAND AND MISSION.

4c (Code:) (Expenses \$ 963,426 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 17 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)STRATEGIC LEARNING, RESEARCH AND EVALUATION ACCOMPLISHMENTS:IN FY2023, SLRE HAS FURTHERED ITS WORK IN THE FOLLOWING AREAS OF REPORTING, MONITORING, EVALUATION, LEARNING AND RESEARCH: IN FY2023, SLRE SUPPORTED PROGRAMMATIC STAFF TO FINALIZE THEIR NEW FOUR YEAR STRATEGIES. SLRE WORKED WITH STAFF TO MAKE SURE THEIR STRATEGIES PROVIDED CLEAR RATIONALE AND PATHWAYS OF CHANGE REPRESENTED BY SPECIFIC AND REALISTIC TEN YEAR GOALS, FOUR YEAR OUTCOMES, AND ANNUAL MILESTONES. SLRE ALSO ANALYZED STRATEGIES TO UNDERSTAND ALIGNMENT WITH OUR VALUES AND TO EXPLORE SIMILARITIES AND DIFFERENCES ACROSS PORTFOLIOS. THIS ANALYSIS WILL INFORM CONTINUED STRATEGIC CONVERSATIONS AND DECISIONS.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 FY2023 SUPPORTED A BOARD LEARNING AGENDA FOCUSED ON PROGRAMMATIC STRATEGY.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 AN ENDLINE EVALUATION.SLRE SUPPORTED AN EVALUATION FOCUSED ON AJWS'S STAFF-LED TACTICS AND BETTER UNDERSTANDING THE CONDITIONS AND EXTENT THAT AJWS'S COMBINATION OF TACTICS ARE CONTRIBUTING TO THE PROGRESS SOUGHT BY OUR THEORY OF CHANGE. THE EVALUATION USED A PARTICULAR CASE STUDY OF OUR WORK TO LEAD POLICY AND LEGAL CHANGE IN WASHINGTON, D.C. THE EVALUATION WAS DESIGNED TO COMPLEMENT OUR ONGOING STRATEGIC LEARNING AND MONITORING OF OUR CORE GRANTMAKING AND ACCOMPANIMENT AND WILL ALLOW US TO UNDERSTAND A WIDE RANGE OF OTHER STAFF-LED TACTICS.SLRE SUPPORTED AN EVALUATION TO ASSESS PROGRESS TOWARD OUR STRATEGIC GOALS WITHIN OUR ADOLESCENT GIRLS AND YOUNG WOMEN PORTFOLIO IN INDIA THAT INCLUDED PRIMARY DATA COLLECTION WITH ADOLESCENT GIRL PARTICIPANTS. SLRE ALSO SUPPORTED ANALYSIS OF A LARGE-SCALE SURVEY OF GLOBAL GRANTMAKERS 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. PILOTING CONTINUED IN FY2023 AND WILL CONTINUE INTO FY2024. 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. WE ARE SHARING KEY LESSONS FROM THIS WORK FOR OTHER FUNDERS IN OUR PAPER TITLED "TRANSFORMATIVE SHIFTS: FROM CAPACITY TO MOVEMENT POWER"AVAILABLE ON OUR WEBSITE.SLRE, IN COLLABORATION WITH THE PROGRAMS DIVISION, 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 FY2023, SLRE (WITH AN EXTERNAL CONSULTANT) HELD THE THIRD PILOT OF OUR TOOL AND PARTICIPATORY METHODOLOGY WITH MOVEMENT 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 GRANTEEES' MOVEMENTS AS ONE INPUT TO INFORM STRATEGY DEVELOPMENT. IN FY2024, THE TOOL AND METHODOLOGY WILL CONTINUE TO BE IMPROVED BASED ON FURTHER PILOTS WITH ADDITIONAL SOCIAL MOVEMENTS AND ANALYSIS AND FEEDBACK FROM AJWS STAFF. WE HAVE MADE THE TOOL AVAILABLE FOR OTHERS TO DOWNLOAD VIA OUR WEBSITE AT AJWS.ORG/SMT.SLRE HAS DEEPLY PRIORITIZED DIVERSITY, EQUITY AND INCLUSION (DEI) 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 THREE ORGANIZATIONAL SUBGROUPS THAT HAVE BEEN FORMED TO ADDRESS ACTION STEPS NAMED IN THE ORGANIZATIONAL DEI ROADMAP. SLRE STAFF WERE INSTRUMENTAL LEADERS IN DESIGNING AND IMPLEMENTING AN INTERNAL TRAINING ON BIAS AND MICROAGGRESSIONS FOR ALL STAFF. SLRE CONTINUED ITS PARTNERSHIP WITH THE DIRECTOR OF DIVERSITY, EQUITY, AND INCLUSION TO SUPPORT DEVELOPING ORGANIZATIONAL LEARNING AROUND SPECIFIC INITIATIVES AND PROGRESS TOWARDS OUR DIVERSITY, EQUITY AND INCLUSION ROADMAP. SLRE REGULARLY DESIGNS, ANALYZES AND REPORTS ON DATA THAT IS USED TO IMPROVE THE WORK AND DOCUMENT PROGRESS.SLRE HAS REPRESENTED AJWS'S WORK IN EXTERNAL SPACES FOCUSED ON IMPROVING MONITORING AND EVALUATION. STAFF GAVE AN INVITED PRESENTATION AND PRESENTED AT A CONFERENCE ON APPROACHES TO DECOLONIAL AND FEMINIST RESEARCH.

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

4e Total program service expenses 34,415,117

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 Yes	
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)?	11f Yes	
12a If "Yes," complete Schedule D, Part XI. Did the organization prepare, or 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?	26		No
27	If "Yes," complete Schedule L, Part I. 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?	30		No
31	If "Yes," complete Schedule M. Did the organization reorganize, 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?	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	73	
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	104			
b		If at least one is reported on line 2a, did the organization file all required federal employment tax returns?		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?		13a				
		Note. See the instructions for additional information the organization must report on Schedule O.						
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?		15			No	
16		If the organization is a trust, did it file Form 4720, Schedule N, to report the section 4968 excise tax on net investment income?		16			No	
17		Section 501(c)(21) organizations. Did the trust, or any disqualified or other person engage in any activities that would result in the imposition of an excise tax under section 4951, 4952, or 4953?		17				
		If "Yes," complete Form 6069.						

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.	1a27		
b	Enter the number of voting members included in line 1a, above, who are independent	1b26		
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. <input checked="" type="checkbox"/> Own website <input type="checkbox"/> Another's website <input checked="" type="checkbox"/> Upon request <input type="checkbox"/> 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, box 6 of Form 1099-MISC, and/or box 1 of Form 1099-NEC) of more than \$100,000 from the organization and any related organizations.
- List all of the organization’s **former** officers, key employees, or highest compensated employees who received more than \$100,000 of reportable compensation from the organization and any related organizations.
- List all of the organization’s **former directors or trustees** that received, in the capacity as a former director or trustee of the organization, more than \$10,000 of reportable compensation from the organization and any related organizations.

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

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

(A) Name and title	(B) Average hours per week (list any hours for related organizations below dotted line)	(C) Position (do not check more than one box, unless person is both an officer and a director/trustee)						(D) Reportable compensation from the organization (W-2/1099-MISC/1099-NEC)	(E) Reportable compensation from related organizations (W-2/1099-MISC/1099-NEC)	(F) Estimated amount of other compensation from the organization and related organizations
		Individual trustee or director	Institutional Trustee;	Officer	Key employee	Highest compensated employee	Former			
(1) ROBERT BANK PRESIDENT & CEO	45.00 0.00	X		X				388,923	0	29,657
(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 TREASURER	1.00 0.00	X		X				0	0	0
(6) CAROL YANOWITZ MILLER SECRETARY	1.00 0.00	X		X				0	0	0
(7) ELANA BILDNER TRUSTEE	1.00 0.00	X						0	0	0
(8) JAY COHAN TRUSTEE	1.00 0.00	X						0	0	0
(9) MONTE DUBE TRUSTEE (THRU 06/2022)	1.00 0.00	X						0	0	0
(10) MARTY FRIEDMAN TRUSTEE	1.00 0.00	X						0	0	0
(11) ELIZABETH GALATIN SETH TRUSTEE	1.00 0.00	X						0	0	0
(12) JULIE GOLDSTEIN TRUSTEE	1.00 0.00	X						0	0	0
(13) MARC GREENWALD TRUSTEE (THRU 06/2022)	1.00 0.00	X						0	0	0
(14) KATHERINE HAYNES TRUSTEE (AS OF 06/2022)	1.00 0.00	X						0	0	0
(15) DEREK KAUFMAN TRUSTEE	1.00 0.00	X						0	0	0
(16) JAMES KOSHLAND TRUSTEE (THRU 06/2022)	1.00 0.00	X						0	0	0
(17) PAUL LEHMAN TRUSTEE	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)						(D) Reportable compensation from the organization (W-2/1099-MISC/1099-NEC)	(E) Reportable compensation from related organizations (W-2/1099-MISC/1099-NEC)	(F) Estimated amount of other compensation from the organization and related organizations
		Individual trustee or director	Institutional Trustee;	Officer	Key employee	Highest compensated employee	Former			
(18) KATHLEEN LEVIN	1.00 0.00	X						0	0	0
TRUSTEE (AS OF 06/2022)										
(19) EUNICE LIM	1.00 0.00	X						0	0	0
TRUSTEE										
(20) JAYNE LIPMAN	1.00 0.00	X						0	0	0
TRUSTEE										
(21) HOWARD MANDEL	1.00 0.00	X						0	0	0
TRUSTEE										
(22) STACY MASON	1.00 0.00	X						0	0	0
TRUSTEE										
(23) JILL MINNEMAN	1.00 0.00	X						0	0	0
TRUSTEE										
(24) SUZANNE OFFIT	1.00 0.00	X						0	0	0
TRUSTEE										
(25) GAMAL PALMER	1.00 0.00	X						0	0	0
TRUSTEE										
(26) IDA POSNER	1.00 0.00	X						0	0	0
TRUSTEE										
(27) WILLIAM RESNICK	1.00 0.00	X						0	0	0
TRUSTEE (THRU 06/2022)										
(28) NATHALIE RUBENS	1.00 0.00	X						0	0	0
TRUSTEE										
(29) SUZANNE SCHECTER	1.00 0.00	X						0	0	0
TRUSTEE										
(30) JUDITH STERN	1.00 0.00	X						0	0	0
TRUSTEE										
(31) SCOTT WAXMAN	1.00 0.00	X						0	0	0
TRUSTEE										
(32) VENUS DEVNANI	45.00 0.00			X				342,483	0	42,142
EXECUTIVE VICE PRESIDENT										
(33) DANIELLE EDWARDS	45.00 0.00				X			253,969	0	26,037
VP FOR FINANCE & ADMIN										
(34) MARGO BLOOM	45.00 0.00				X			344,993	0	44,047
VP FOR DEVELOPMENT										
(35) SHARI TURITZ	45.00 0.00				X			272,258	0	53,639
VP FOR PROGRAMS										
(36) IRIT HOUVRAS	45.00 0.00				X			203,615	0	39,713
VP FOR STRATEGIC LEARNING & EVAL.										
(37) TRACEY GURD	45.00 0.00					X		186,071	0	39,079
SNR. DIRECTOR OF CPR & ADVOCACY										
(38) TANYANIKA DAVIS	45.00 0.00					X		175,051	0	14,460
DIR. OF MEDIA RELAT. & LEADERSHIP										
(39) ALON SHALEV	45.00 0.00					X		181,582	0	50,477
EXECUTIVE DIRECTOR, WESTERN REGION										
(40) BRADLEY SUGAR	45.00 0.00					X		175,091	0	49,852
DIRECTOR OF MIDWEST REGION										
(41) RORI KRAMER	45.00 0.00					X		168,041	0	13,502
DIRECTOR OF US ADVOCACY										
1b Sub-Total										
c Total from continuation sheets to Part VII, Section A . . .										
d Total (add lines 1b and 1c)							2,692,077	0	402,605	

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 ▶ 5 2
---	---

3	Did the organization list any former officer, director or trustee, key employee, or highest compensated employee on line 1a? <i>If "Yes," complete Schedule J for such individual</i>		Yes	No
		3		No
4	For any individual listed on line 1a, is the sum of reportable compensation and other compensation from the organization and related organizations greater than \$150,000? <i>If "Yes," complete Schedule J for such individual</i>	4	Yes	
5	Did any person listed on line 1a receive or accrue compensation from any unrelated organization or individual for services rendered to the organization? <i>If "Yes," complete Schedule J for such person</i>	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
BLUE STATE DIGITAL INC 41 FLATBUSH AVE BROOKLYN, NY 11217	DIGITAL CAMPAIGN	1,247,259
MAL WARWICK & ASSOCIATES INC 2550 NINTH ST 103 BERKLEY, CA 94710	FUNDRAISING CONSULT	1,129,525
PROSKAUER ROSE LLC 11 TIMES SQUARE NEW YORK, NY 10036	LEGAL SUPPORT	670,106
SAFEGUARD WORLD INT’L LTD STE 24-25 EDWIN FODEN BUS CTR SANDBACH MOSS LANE UK	GLOBAL EMP OUTSOURCE	614,754
ALIGN COMMUNICATION INC 485 ROUTE 1 SOUTH BLDG C STE 210 ISELIN, NJ 08830	TECH SOLUTIONS & IT SERVICES	223,578
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 ▶ 14	

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	1a Federated campaigns . . b Membership dues . . c Fundraising events . . d Related organizations e Government grants (contributions) f All other contributions, gifts, grants, and similar amounts not included above g Noncash contributions included in lines 1a - 1f:\$ h Total. Add lines 1a-1f	1a		
Amt Similar Amounts		1b		
		1c		
		1d		
		1e	794,088	
		1f	41,179,059	
		1g	1,487,745	
			41,973,147	

Program Service Revenue	2a STUDY TOUR TRIP FEES	Business Code				
		900099	84,705	84,705		
	b					
	c					
	d					
	e					
	f All other program service revenue.					
	g Total. Add lines 2a-2f.		84,705			

Other Revenue	3 Investment income (including dividends, interest, and other similar amounts)		746,196			746,196
	4 Income from investment of tax-exempt bond proceeds					
	5 Royalties					
	6a Gross rents	(i) Real	97,054			
		(ii) Personal				
	b Less: rental expenses	6b	0			
	c Rental income or (loss)	6c	97,054			
	d Net rental income or (loss)		97,054			97,054
	7a Gross amount from sales of assets other than inventory	(i) Securities	38,308,937			
		(ii) Other				
	b Less: cost or other basis and sales expenses	7b	38,670,575			
	c Gain or (loss)	7c	-361,638			
	d Net gain or (loss)		-361,638			-361,638
	8a Gross income from fundraising events (not including \$ of contributions reported on line 1c). See Part IV, line 18	8a				
		8b				
	b Less: direct expenses					
	c Net income or (loss) from fundraising events					
	9a Gross income from gaming activities. See Part IV, line 19	9a				
		9b				
	c Net income or (loss) from gaming activities					
	10a Gross sales of inventory, less returns and allowances	10a				
		10b				
	c Net income or (loss) from sales of inventory					

Other	11a MISCELLANEOUS INCOME	Business Code				
		900099	58,621			58,621
	b					
	c					
	d All other revenue					
	e Total. Add lines 11a-11d		58,621			
RevenueMiscAmt	12 Total revenue. See instructions		42,598,085	84,705	0	540,233

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	1,723,131	1,723,131		
2 Grants and other assistance to domestic individuals. See Part IV, line 22	146,000	146,000		
3 Grants and other assistance to foreign organizations, foreign governments, and foreign individuals. See Part IV, lines 15 and 16.	17,764,494	17,764,494		
4 Benefits paid to or for members				
5 Compensation of current officers, directors, trustees, and key employees	3,130,954	2,104,595	268,708	757,651
6 Compensation not included above, to disqualified persons (as defined under section 4958(f)(1)) and persons described in section 4958(c)(3)(B)				
7 Other salaries and wages	8,635,301	5,427,055	1,153,177	2,055,069
8 Pension plan accruals and contributions (include section 401(k) and 403(b) employer contributions)	299,804	179,754	41,130	78,920
9 Other employee benefits	1,658,523	926,217	331,239	401,067
10 Payroll taxes	802,216	500,232	104,130	197,854
11 Fees for services (non-employees):				
a Management				
b Legal	597,494	389,258	81,520	126,716
c Accounting	140,450		140,450	
d Lobbying				
e Professional fundraising services. See Part IV, line 17	1,042,818			1,042,818
f Investment management fees	250,612		250,612	
g Other (If line 11g amount exceeds 10% of line 25, column (A) amount, list line 11g expenses on Schedule O.)	2,889,715	2,542,405	74,484	272,826
12 Advertising and promotion	305,457	94,908	805	209,744
13 Office expenses	920,321	143,457	34,720	742,144
14 Information technology	733,140	459,049	66,276	207,815
15 Royalties				
16 Occupancy	1,551,810	1,022,370	173,181	356,259
17 Travel	369,312	308,937	30,791	29,584
18 Payments of travel or entertainment expenses for any federal, state, or local public officials				
19 Conferences, conventions, and meetings	203,040	149,575	20,991	32,474
20 Interest				
21 Payments to affiliates				
22 Depreciation, depletion, and amortization	245,214	160,473	27,227	57,514
23 Insurance	151,765	101,773	15,703	34,289
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	120,583	113,297	2,289	4,997
b MEMBERSHIP DUES	120,400	73,106	16,143	31,151
c MAIL PROCESSING FEES	99,884	0	0	99,884
d CREDIT CARD FEES	73,591	0	73,591	0
e All other expenses	177,825	85,031	32,564	60,230
25 Total functional expenses. Add lines 1 through 24e	44,153,854	34,415,117	2,939,731	6,799,006
26 Joint costs. Complete this line only if the organization reported in column (B) joint costs from a combined educational campaign and fundraising solicitation. Check here <input checked="" type="checkbox"/> if following SOP 98-2 (ASC 958-720).	1,236,241	381,065	11,872	843,304

Part X

Balance Sheet

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

☐

				(A)		(B)	
				Beginning of year		End of year	
Assets	1	Cash—non-interest-bearing		20,849,343	1	22,192,735	
	2	Savings and temporary cash investments		1,715,724	2	1,736,767	
	3	Pledges and grants receivable, net		14,700,474	3	11,255,620	
	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		938,738	9	803,259	
	10a	Land, buildings, and equipment: cost or other basis. Complete Part VI of Schedule D	10a	4,752,751			
	b	Less: accumulated depreciation	10b	3,893,028	1,058,068	10c	859,723
	11	Investments—publicly traded securities		32,379,428	11	35,125,120	
	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		140,131	15	9,278,238	
16	Total assets: Add lines 1 through 15 (must equal line 33)		71,781,906	16	81,251,462		
Liabilities	17	Accounts payable and accrued expenses		1,019,573	17	1,004,870	
	18	Grants payable		3,507,894	18	4,996,217	
	19	Deferred revenue		14,274	19	447	
	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		1,468,867	25	10,630,679	
	26	Total liabilities. Add lines 17 through 25		6,010,608	26	16,632,213	
Net Assets or Fund Balances	Organizations that follow FASB ASC 958, check here <input checked="" type="checkbox"/> and complete lines 27, 28, 32, and 33.						
	27	Net assets without donor restrictions		42,491,270	27	44,479,778	
	28	Net assets with donor restrictions		23,280,028	28	20,139,471	
	Organizations that do not follow FASB ASC 958, check here <input type="checkbox"/> and complete lines 29 through 33.						
	29	Capital stock or trust principal, or current funds			29		
	30	Paid-in or capital surplus, or land, building or equipment fund			30		
	31	Retained earnings, endowment, accumulated income, or other funds			31		
	32	Total net assets or fund balances		65,771,298	32	64,619,249	
	33	Total liabilities and net assets/fund balances		71,781,906	33	81,251,462	

Part XI

Reconciliation of Net Assets

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

1	Total revenue (must equal Part VIII, column (A), line 12)	1	42,598,085
2	Total expenses (must equal Part IX, column (A), line 25)	2	44,153,854
3	Revenue less expenses. Subtract line 2 from line 1	3	-1,555,769
4	Net assets or fund balances at beginning of year (must equal Part X, line 32, column (A))	4	65,771,298
5	Net unrealized gains (losses) on investments	5	290,182
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	113,538
10	Net assets or fund balances at end of year. Combine lines 3 through 9 (must equal Part X, line 32, column (A))	10	64,619,249

Part XII

Financial Statements and Reporting

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

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

Additional Data

Return to Form

Software ID:

Software Version:

Form 990, Special Condition Description:

Special Condition Description

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

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

- 1

☐

A church, convention of churches, or association of churches described in **section 170(b)(1)(A)(i).**
- 2

☐

A school described in **section 170(b)(1)(A)(ii).** (Attach Schedule E (Form 990).)
- 3

☐

A hospital or a cooperative hospital service organization described in **section 170(b)(1)(A)(iii).**
- 4

☐

A medical research organization operated in conjunction with a hospital described in **section 170(b)(1)(A)(iii).** Enter the hospital's name, city, and state:
- 5

☐

An organization operated for the benefit of a college or university owned or operated by a governmental unit described in **section 170(b)(1)(A)(iv).** (Complete Part II.)
- 6

☐

A federal, state, or local government or governmental unit described in **section 170(b)(1)(A)(v).**
- 7

☒

An organization that normally receives a substantial part of its support from a governmental unit or from the general public described in **section 170(b)(1)(A)(vi).** (Complete Part II.)
- 8

☐

A community trust described in **section 170(b)(1)(A)(vi).** (Complete Part II.)
- 9

☐

An agricultural research organization described in **170(b)(1)(A)(ix)** operated in conjunction with a land-grant college or university or a non-land grant college of agriculture. See instructions. Enter the name, city, and state of the college or university:
- 10

☐

An organization that normally receives: (1) more than 33 1/3% of its support from contributions, membership fees, and gross receipts from activities related to its exempt functions—subject to certain exceptions, and (2) no more than 33 1/3% of its support from gross investment income and unrelated business taxable income (less section 511 tax) from businesses acquired by the organization after June 30, 1975. See **section 509(a)(2).** (Complete Part III.)
- 11

☐

An organization organized and operated exclusively to test for public safety. See **section 509(a)(4).**
- 12

☐

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

☐

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

☐

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

☐

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

☐

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

☐

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

Enter the number of supported organizations
- g

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

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

Part II

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

Section A. Public Support

Calendar year (or fiscal year beginning in) ►	(a) 2018	(b) 2019	(c) 2020	(d) 2021	(e) 2022	(f) Total
1 Gifts, grants, contributions, and membership fees received. (Do not include any "unusual grant.") . .	38,692,397	44,004,528	62,879,514	45,509,275	41,951,547	233,037,261
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	38,692,397	44,004,528	62,879,514	45,509,275	41,951,547	233,037,261
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) . .						86,007,043
6 Public support. Subtract line 5 from line 4.						147,030,218

Section B. Total Support

Calendar year (or fiscal year beginning in) ►	(a) 2018	(b) 2019	(c) 2020	(d) 2021	(e) 2022	(f) Total
7 Amounts from line 4. .	38,692,397	44,004,528	62,879,514	45,509,275	41,951,547	233,037,261
8 Gross income from interest, dividends, payments received on securities loans, rents, royalties and income from similar sources	729,461	864,362	585,967	595,901	843,250	3,618,941
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.). .	48,103	34,475	13,363	3,261	58,621	157,823
11 Total support. Add lines 7 through 10						236,814,025

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

12

511,927

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

☐

Section C. Computation of Public Support Percentage

14 Public support percentage for 2022 (line 6, column (f) divided by line 11, column (f))

14

62.090 %

15 Public support percentage for 2020 Schedule A, Part II, line 14

15

55.520 %

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

☒

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

☐

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

☐

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

☐

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

☐

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

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

Section A. Public Support

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

Section B. Total Support

Calendar year (or fiscal year beginning in) ▶	(a) 2018	(b) 2019	(c) 2020	(d) 2021	(e) 2022	(f) Total
9 Amounts from line 6. . .						
10a Gross income from interest, dividends, payments received on securities loans, rents, royalties and income from similar sources . .						
b Unrelated business taxable income (less section 511 taxes) from businesses acquired after June 30, 1975.						
c Add lines 10a and 10b.						
11 Net income from unrelated business activities not included on line 10b, whether or not the business is regularly carried on.						
12 Other income. Do not include gain or loss from the sale of capital assets (Explain in Part VI.) . .						
13 Total support. (Add lines 9, 10c, 11, and 12.) .						
14 First 5 years. If the Form 990 is for the organization's first, second, third, fourth, or fifth tax year as a section 501(c)(3) organization, check this box and stop here.						

Section C. Computation of Public Support Percentage

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

Section D. Computation of Investment Income Percentage

17 Investment income percentage for 2022 (line 10c, column (f) divided by line 13, column (f))	17	
18 Investment income percentage from 2021 Schedule A, Part III, line 17	18	
19a 33 1⁄3% support tests–2022. If the organization did not check the box on line 14, and line 15 is more than 33 1⁄3%, and line 17 is not more than 33 1⁄3%, check this box and stop here. The organization qualifies as a publicly supported organization		
b 33 1⁄3% support tests–2021. If the organization did not check a box on line 14 or line 19a, and line 16 is more than 33 1⁄3% and line 18 is not more than 33 1⁄3%, check this box and stop here. The organization qualifies as a publicly supported organization		
20 Private foundation. If the organization did not check a box on line 14, 19a, or 19b, check this box and see instructions		

Part IV Supporting Organizations

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

Section A. All Supporting Organizations

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

Part IV Supporting Organizations (continued)

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

Section B. Type I Supporting Organizations

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

Section C. Type II Supporting Organizations

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

Section D. All Type III Supporting Organizations

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

Section E. Type III Functionally-Integrated Supporting Organizations

1	Check the box next to the method that the organization used to satisfy the Integral Part Test during the year (see instructions):			
a	<input type="checkbox"/> The organization satisfied the Activities Test. Complete line 2 below.			
b	<input type="checkbox"/> The organization is the parent of each of its supported organizations. Complete line 3 below.			
c	<input type="checkbox"/> The organization supported a governmental entity. Describe in Part VI how you supported a government entity (see instructions)			
2	Activities Test. Answer lines 2a and 2b below.			
a	Did substantially all of the organization's activities during the tax year directly further the exempt purposes of the supported organization(s) to which the organization was responsive? <i>If "Yes," then in Part VI identify those supported organizations and explain how these activities directly furthered their exempt purposes, how the organization was responsive to those supported organizations, and how the organization determined that these activities constituted substantially all of its activities.</i>			
b	Did the activities described on line 2a, above constitute activities that, but for the organization's involvement, one or more of the organization's supported organization(s) would have been engaged in? <i>If "Yes," explain in Part VI the reasons for the organization's position that its supported organization(s) would have engaged in these activities but for the organization's involvement.</i>			
3	Parent of Supported Organizations. Answer lines 3a and 3b below.			
a	Did the organization have the power to regularly appoint or elect a majority of the officers, directors, or trustees of each of the supported organizations? <i>If "Yes" or "No," provide details in Part VI.</i>			
b	Did the organization exercise a substantial degree of direction over the policies, programs and activities of each of its supported organizations? <i>If "Yes," describe in Part VI the role played by the organization in this regard.</i>			

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

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

Section A - Adjusted Net Income

(A) Prior Year

(B) Current Year
(optional)

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

Section B - Minimum Asset Amount

(A) Prior Year

(B) Current Year
(optional)

- | | |
|--|-----------|
| 1 Aggregate fair market value of all non-exempt-use assets (see instructions for short tax year or assets held for part of year): | 1 |
| a Average monthly value of securities | 1a |
| b Average monthly cash balances | 1b |
| c Fair market value of other non-exempt-use assets | 1c |
| d Total (add lines 1a, 1b, and 1c) | 1d |
| e Discount claimed for blockage or other factors (<i>explain in detail in Part VI</i>): | |
| 2 Acquisition indebtedness applicable to non-exempt use assets | 2 |
| 3 Subtract line 2 from line 1d | 3 |
| 4 Cash deemed held for exempt use. Enter 0.015 of line 3 (for greater amount, see instructions). | 4 |
| 5 Net value of non-exempt-use assets (subtract line 4 from line 3) | 5 |
| 6 Multiply line 5 by 0.035 | 6 |
| 7 Recoveries of prior-year distributions | 7 |
| 8 Minimum Asset Amount (add line 7 to line 6) | 8 |

Section C - Distributable Amount

Current Year

- | | |
|---|----------|
| 1 Adjusted net income for prior year (from Section A, line 8, Column A) | 1 |
| 2 Enter 85% of line 1 | 2 |
| 3 Minimum asset amount for prior year (from Section B, line 8, Column A) | 3 |
| 4 Enter greater of line 2 or line 3 | 4 |
| 5 Income tax imposed in prior year | 5 |
| 6 Distributable Amount. Subtract line 5 from line 4, unless subject to emergency temporary reduction (see instructions) | 6 |

- 7** ☐ Check here if the current year is the organization's first as a non-functionally-integrated Type III supporting organization (see instructions)

Part V Type III Non-Functionally Integrated 509(a)(3) Supporting Organizations			(continued)
Section D - Distributions		Current Year	
1 Amounts paid to supported organizations to accomplish exempt purposes	1		
2 Amounts paid to perform activity that directly furthers exempt purposes of supported organizations, in excess of income from activity	2		
3 Administrative expenses paid to accomplish exempt purposes of supported organizations	3		
4 Amounts paid to acquire exempt-use assets	4		
5 Qualified set-aside amounts (<i>prior IRS approval required - provide details in Part VI</i>)	5		
6 Other distributions (<i>describe in Part VI</i>). See instructions	6		
7 Total annual distributions. Add lines 1 through 6.	7		
8 Distributions to attentive supported organizations to which the organization is responsive (<i>provide details in Part VI</i>). See instructions	8		
9 Distributable amount for 2022 from Section C, line 6	9		
10 Line 8 amount divided by Line 9 amount	10		

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

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

Facts And Circumstances Test

Return Reference	Explanation
SCHEDULE A, PART II, LINE 10, EXPLANATION OF OTHER INCOME:	MISCELLANEOUS INCOME - 2018 AMOUNT: \$ 48,103. 2019 AMOUNT: \$ 34,475. 2020 AMOUNT: \$ 13,363. 2021 AMOUNT: \$ 3,261. 2022 AMOUNT: \$ 58,621.

Additional Data

[Return to Form](#)

<div>Software ID:</div> <div>Software Version:</div>	
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Schedule B (Form 990) Department of the Treasury Internal Revenue Service	Schedule of Contributors ▶ Attach to Form 990, 990-EZ, or 990-PF. ▶ Go to www.irs.gov/Form990 for the latest information.	OMB No. 1545-0047
		2022
Name of the organization AMERICAN JEWISH WORLD SERVICE INC		Employer identification number 22-2584370

Organization type (check one):

Filers of:	Section:
Form 990 or 990-EZ	<input type="checkbox"/> 501(c)() (enter number) organization
	<input type="checkbox"/> 4947(a)(1) nonexempt charitable trust not treated as a private foundation
	<input type="checkbox"/> 527 political organization
Form 990-PF	<input type="checkbox"/> 501(c)(3) exempt private foundation
	<input type="checkbox"/> 4947(a)(1) nonexempt charitable trust treated as a private foundation
	<input type="checkbox"/> 501(c)(3) taxable private foundation

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

General Rule

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

Special Rules

- ☐ For an organization described in section 501(c)(3) filing Form 990 or 990-EZ that met the 33¹/₃% support test of the regulations under sections 509(a)(1) and 170(b)(1)(A)(vi), that checked Schedule A (Form 990 or 990-EZ), Part II, line 13, 16a, or 16b, and that received from any one contributor, during the year, total contributions of the greater of (1) \$5,000 or (2) 2% of the amount on (i) Form 990, Part VIII, line 1h, or (ii) Form 990-EZ, line 1. Complete Parts I and II.
- ☐ For an organization described in section 501(c)(7), (8), or (10) filing Form 990 or 990-EZ that received from any one contributor, during the year, total contributions of more than \$1,000 *exclusively* for religious, charitable, scientific, literary, or educational purposes, or for the prevention of cruelty to children or animals. Complete Parts I, II, and III.
- ☐ For an organization described in section 501(c)(7), (8), or (10) filing Form 990 or 990-EZ that received from any one contributor, during the year, contributions *exclusively* for religious, charitable, etc., purposes, but no such contributions totaled more than \$1,000. If this box is checked, enter here the total contributions that were received during the year for an *exclusively* religious, charitable, etc., purpose. Don't complete any of the parts unless the **General Rule** applies to this organization because it received *nonexclusively* religious, charitable, etc., contributions totaling \$5,000 or more during the year ▶ \$ _____

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

Employer identification number
22-2584370

Contributors

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

Name of organization
AMERICAN JEWISH WORLD SERVICE INC

Employer identification number
22-2584370

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

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

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

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

Use duplicate copies of Part III if additional space is needed.

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

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

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

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

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

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

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

Name of the organization AMERICAN JEWISH WORLD SERVICE INC	Employer identification number 22-2584370
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Part I-A Complete if the organization is exempt under section 501(c) or is a section 527 organization.

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

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

1	Enter the amount of any excise tax incurred by the organization under section 4955	\$
2	Enter the amount of any excise tax incurred by organization managers under section 4955	\$
3	If the organization incurred a section 4955 tax, did it file Form 4720 for this year?	<input type="checkbox"/> Yes <input type="checkbox"/> No
4a	Was a correction made?	<input type="checkbox"/> Yes <input type="checkbox"/> 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?	<input type="checkbox"/> Yes <input type="checkbox"/> 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)	48,702													
b	Total lobbying expenditures to influence a legislative body (direct lobbying)	109,127													
c	Total lobbying expenditures (add lines 1a and 1b)	157,829													
d	Other exempt purpose expenditures	44,023,751													
e	Total exempt purpose expenditures (add lines 1c and 1d)	44,181,580													
f	Lobbying nontaxable amount. Enter the amount from the following table in both columns.	1,000,000													
<table><tr><th>If the amount on line 1e, column (a) or (b) is:</th><th>The lobbying nontaxable amount is:</th></tr><tr><td>Not over \$500,000</td><td>20% of the amount on line 1e.</td></tr><tr><td>Over \$500,000 but not over \$1,000,000</td><td>\$100,000 plus 15% of the excess over \$500,000.</td></tr><tr><td>Over \$1,000,000 but not over \$1,500,000</td><td>\$175,000 plus 10% of the excess over \$1,000,000.</td></tr><tr><td>Over \$1,500,000 but not over \$17,000,000</td><td>\$225,000 plus 5% of the excess over \$1,500,000.</td></tr><tr><td>Over \$17,000,000</td><td>\$1,000,000.</td></tr></table>		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.		
If the amount on line 1e, column (a) or (b) is:	The lobbying nontaxable amount is:														
Not over \$500,000	20% of the amount on line 1e.														
Over \$500,000 but not over \$1,000,000	\$100,000 plus 15% of the excess over \$500,000.														
Over \$1,000,000 but not over \$1,500,000	\$175,000 plus 10% of the excess over \$1,000,000.														
Over \$1,500,000 but not over \$17,000,000	\$225,000 plus 5% of the excess over \$1,500,000.														
Over \$17,000,000	\$1,000,000.														
g	Grassroots nontaxable amount (enter 25% of line 1f)	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?		<input type="checkbox"/> Yes <input type="checkbox"/> 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	163,642	124,868	182,647	157,829	628,986
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	45,641	46,941	47,835	48,702	189,119

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

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?			

		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	

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	

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.

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Name of the organization AMERICAN JEWISH WORLD SERVICE INC	Employer identification number 22-2584370
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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)	2,099,630	
3 Aggregate value of grants from (during year)	1,952,359	
4 Aggregate value at end of year	711,754	
5 Did the organization inform all donors and donor advisors in writing that the assets held in donor advised funds are the organization's property, subject to the organization's exclusive legal control? <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No		
6 Did the organization inform all grantees, donors, and donor advisors in writing that grant funds can be used only for charitable purposes and not for the benefit of the donor or donor advisor, or for any other purpose conferring impermissible private benefit? <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No		

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

1 Purpose(s) of conservation easements held by the organization (check all that apply). <input type="checkbox"/> Preservation of land for public use (e.g., recreation or education) <input type="checkbox"/> Preservation of an historically important land area <input type="checkbox"/> Protection of natural habitat <input type="checkbox"/> Preservation of a certified historic structure <input type="checkbox"/> 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? <input type="checkbox"/> Yes <input type="checkbox"/> 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)? <input type="checkbox"/> Yes <input type="checkbox"/> No	
9 In Part XIII, describe how the organization reports conservation easements in its revenue and expense statement, and balance sheet, and include, if applicable, the text of the footnote to the organization's financial statements that describes the organization's accounting for conservation easements.	

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

1a If the organization elected, as permitted under FASB ASC 958, not to report in its revenue statement and balance sheet works of art, historical treasures, or other similar assets held for public exhibition, education, or research in furtherance of public service, provide, in Part XIII, the text of the footnote to its financial statements that describes these items.	
b If the organization elected, as permitted under FASB ASC 958, to report in its revenue statement and balance sheet works of art, historical treasures, or other similar assets held for public exhibition, education, or research in furtherance of public service, provide the following amounts relating to these items: (i) Revenue included on Form 990, Part VIII, line 1 ▶ \$ (ii) Assets included in Form 990, Part X ▶ \$	
2 If the organization received or held works of art, historical treasures, or other similar assets for financial gain, provide the following amounts required to be reported under FASB ASC 958 relating to these items: a Revenue included on Form 990, Part VIII, line 1 ▶ \$ b Assets included in Form 990, Part X ▶ \$	

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

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

a ☐ Public exhibition

b ☐ Scholarly research

c ☐ Preservation for future generations

d ☐ Loan or exchange programs

e ☐ Other
- 4 Provide a description of the organization's collections and explain how they further the organization's exempt purpose in Part XIII.
- 5 During the year, did the organization solicit or receive donations of art, historical treasures or other similar assets to be sold to raise funds rather than to be maintained as part of the organization's collection? . . . ☐ Yes ☐ No

Part IV Escrow and Custodial Arrangements.

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

- 1a Is the organization an agent, trustee, custodian or other intermediary for contributions or other assets not included on Form 990, Part X? ☐ Yes ☐ No
- b If "Yes," explain the arrangement in Part XIII and complete the following table:

	Amount
c Beginning balance	1c
d Additions during the year	1d
e Distributions during the year	1e
f Ending balance	1f
- 2a Did the organization include an amount on Form 990, Part X, line 21, for escrow or custodial account liability? ☐ Yes ☐ No
- b If "Yes," explain the arrangement in Part XIII. Check here if the explanation has been provided in Part XIII ☐

Part V Endowment Funds.

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

- | | (a) Current year | (b) Prior year | (c) Two years back | (d) Three years back | (e) Four years back |
|--|------------------|----------------|--------------------|----------------------|---------------------|
| 1a Beginning of year balance | 39,349 | 14,988 | 13,785 | 13,815 | 12,903 |
| b Contributions | | 27,614 | | | |
| c Net investment earnings, gains, and losses | 1,045 | -3,187 | 1,266 | -1 | 937 |
| d Grants or scholarships | | | | | |
| e Other expenditures for facilities and programs | | | | | |
| f Administrative expenses | 264 | 66 | 63 | 29 | 25 |
| g End of year balance | 40,130 | 39,349 | 14,988 | 13,785 | 13,815 |
- 2 Provide the estimated percentage of the current year end balance (line 1g, column (a)) held as:

a Board designated or quasi-endowment ▶

b Permanent endowment ▶ 92.000 %

c Term endowment ▶ 8.000 %

The percentages on lines 2a, 2b, and 2c should equal 100%.
- 3a Are there endowment funds not in the possession of the organization that are held and administered for the organization by:

(i) Unrelated organizations

(ii) Related organizations

b If "Yes" on 3a(ii), are the related organizations listed as required on Schedule R?

	Yes	No
3a(i)		No
3a(ii)		No
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 | 1,892,843 | 263,875 |
| d Equipment | | 584,375 | 497,000 | 87,375 |
| e Other | | 2,011,658 | 1,503,185 | 508,473 |
| Total. Add lines 1a through 1e. (Column (d) must equal Form 990, Part X, column (B), line 10(c).) . . . ▶ | | | | 859,723 |

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) OPERATING RIGHT-OF-USE ASSETS	9,162,287
(2) OTHER ASSETS	115,951
(2)	
(3)	
(4)	
(5)	
(6)	
(7)	
(8)	
(9)	
Total. (Column (b) must equal Form 990, Part X, col.(B) line 15.)	9,278,238

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.)	10,630,679

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	43,284,117
2	Amounts included on line 1 but not on Form 990, Part VIII, line 12:		
a	Net unrealized gains (losses) on investments	2a	290,182
b	Donated services and use of facilities	2b	646,462
c	Recoveries of prior year grants	2c	
d	Other (Describe in Part XIII.)	2d	
e	Add lines 2a through 2d	2e	936,644
3	Subtract line 2e from line 1	3	42,347,473
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	250,612
b	Other (Describe in Part XIII.)	4b	
c	Add lines 4a and 4b	4c	250,612
5	Total revenue. Add lines 3 and 4c. (This must equal Form 990, Part I, line 12.)	5	42,598,085

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	44,436,166
2	Amounts included on line 1 but not on Form 990, Part IX, line 25:		
a	Donated services and use of facilities	2a	646,462
b	Prior year adjustments	2b	
c	Other losses	2c	
d	Other (Describe in Part XIII.)	2d	-113,538
e	Add lines 2a through 2d	2e	532,924
3	Subtract line 2e from line 1	3	43,903,242
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	250,612
b	Other (Describe in Part XIII.)	4b	
c	Add lines 4a and 4b	4c	250,612
5	Total expenses. Add lines 3 and 4c. (This must equal Form 990, Part I, line 18.)	5	44,153,854

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 IX, RIGHT-OF-USE ASSETS, LINE 1: THE FINANCIAL ACCOUNTING STANDARDS BOARD ("FASB") IMPLEMENTED A NEW LEASE ACCOUNTING STANDARD THAT BECAME EFFECTIVE FOR AMERICAN JEWISH WORLD SERVICE, INC. IN THE YEAR ENDING APRIL 30, 2023. THIS ACCOUNTING STANDARD WAS EFFECTUATED TO IMPROVE THE TRANSPARENCY SURROUNDING KEY INFORMATION PERTAINING TO AN EXEMPT ORGANIZATION'S LEASING ARRANGEMENTS (AND TO ENSURE THAT ALL ORGANIZATIONS WERE RECORDING THE TRANSACTIONS UNIFORMLY ON THEIR BALANCE SHEETS).
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 -113,538.

Additional Data

[Return to Form](#)

Software ID:

Software Version:

SCHEDULE F
(Form 990)

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

2022

Open to Public Inspection

Department of the Treasury
Internal Revenue Service

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 or other assistance, the grantees' eligibility for the grants or assistance, and the selection criteria used to award the grants or assistance? ☒ Yes ☐ No
- 2 For grantmakers. Describe in Part V the organization's procedures for monitoring the use of its grants and other assistance outside the United States.
- 3 Activities per Region. (The following Part I, line 3 table can be duplicated if additional space is needed.)

(a) Region	(b) Number of offices in the region	(c) Number of employees, agents, and independent contractors in the region	(d) Activities conducted in 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	0	6	PROGRAM SERVICES	SUPPORT GRANTEE	539,208
(2) EAST ASIA AND THE PACIFIC	0	5	PROGRAM SERVICES	SUPPORT GRANTEE	265,862
(3) EUROPE (INCLUDING ICELAND & GREENLAND)	0	0	PROGRAM SERVICES	SUPPORT GRANTEE	168,401
(4) SOUTH ASIA	0	9	PROGRAM SERVICES	SUPPORT GRANTEE	651,549
(5) SUB-SAHARAN AFRICA	0	8	PROGRAM SERVICES	SUPPORT GRANTEE	626,114
(6) NORTH AMERICA	0	2	PROGRAM SERVICES	SUPPORT GRANTEE	154,758
(7) SOUTH AMERICA	0	0	PROGRAM SERVICES	SUPPORT GRANTEE	11,613
(8) MIDDLE EAST AND NORTH AFRICA	0	2	PROGRAM SERVICES	SUPPORT DIVERSE AUDIENCES	198,462
(9) CENTRAL AMERICA AND THE CARIBBEAN	0	0	GRANTMAKING		3,995,735
(10) EAST ASIA AND THE PACIFIC	0	0	GRANTMAKING		2,440,024
(11) EUROPE (INCLUDING ICELAND & GREENLAND)	0	0	GRANTMAKING		1,042,771
(12) NORTH AMERICA	0	0	GRANTMAKING		1,019,145
(13) SOUTH AMERICA	0	0	GRANTMAKING		105,000
(14) SOUTH ASIA	0	0	GRANTMAKING		3,852,571
(15) SUB-SAHARAN AFRICA	0	0	GRANTMAKING		5,309,247
(16)					
(17)					
3a Sub-total	0	32			2,615,967
b Total from continuation sheets to Part I	0	0			17,764,493
c Totals (add lines 3a and 3b)	0	32			20,380,460

Part IV. Information about the organization's grants and other assistance to organizations or entities outside the United States. Complete if the organization answered "Yes" on Form 990, Part IV, line 15, for any amount received more than \$5,000. Part IV can be duplicated if additional space is needed.									
(a) Name of the organization	(b) IRS code section and EIN of recipient	(c) Region	(d) Purpose of grant	(e) Amount of cash grant	(f) Manner of disbursement	(g) Amount of assistance	(h) Description of program	(i) Method of valuation (book, FMV, appraisal, other)	
		SOUTH ASIA	GENERAL PURPOSE	68,000	WIRE TRANSFER	0			
(1)		SUB-SAHARAN AFRICA	GENERAL PURPOSE	40,000	WIRE TRANSFER	0			
(2)		EAST ASIA AND THE PACIFIC	GENERAL PURPOSE	15,000	WIRE TRANSFER	0			
(3)		CENTRAL AMERICA AND THE CARIBBEAN	GENERAL PURPOSE	35,000	WIRE TRANSFER	0			
(4)		SOUTH ASIA	GENERAL PURPOSE	50,000	WIRE TRANSFER	0			
(5)		SOUTH ASIA	GENERAL PURPOSE	10,000	WIRE TRANSFER	0			
(6)		SUB-SAHARAN AFRICA	GENERAL PURPOSE	137,000	WIRE TRANSFER	0			
(7)		SUB-SAHARAN AFRICA	GENERAL PURPOSE	50,000	WIRE TRANSFER	0			
(8)		SOUTH ASIA	GENERAL PURPOSE	55,000	WIRE TRANSFER	0			
(9)		SUB-SAHARAN AFRICA	GENERAL PURPOSE	20,000	WIRE TRANSFER	0			
(10)		SUB-SAHARAN AFRICA	GENERAL PURPOSE	33,500	WIRE TRANSFER	0			
(11)		CENTRAL AMERICA AND THE CARIBBEAN	GENERAL PURPOSE	50,000	WIRE TRANSFER	0			
(12)		CENTRAL AMERICA AND THE CARIBBEAN	GENERAL PURPOSE	50,000	WIRE TRANSFER	0			
(13)		SUB-SAHARAN AFRICA	GENERAL PURPOSE	48,000	WIRE TRANSFER	0			
(14)		CENTRAL AMERICA AND THE CARIBBEAN	GENERAL PURPOSE	30,000	WIRE TRANSFER	0			
(15)		SOUTH ASIA	GENERAL PURPOSE	28,000	WIRE TRANSFER	0			
(16)		SOUTH ASIA	GENERAL PURPOSE	35,000	WIRE TRANSFER	0			
(17)		SOUTH ASIA	GENERAL PURPOSE	30,000	WIRE TRANSFER	0			
(18)		SOUTH ASIA	GENERAL PURPOSE	33,000	WIRE TRANSFER	0			
(19)		SOUTH ASIA	GENERAL PURPOSE	20,000	WIRE TRANSFER	0			
(20)		CENTRAL AMERICA AND THE CARIBBEAN	GENERAL PURPOSE	28,000	WIRE TRANSFER	0			
(21)		CENTRAL AMERICA AND THE CARIBBEAN	GENERAL PURPOSE	38,000	WIRE TRANSFER	0			
(22)		CENTRAL AMERICA AND THE CARIBBEAN	GENERAL PURPOSE	46,147	WIRE TRANSFER	0			
(23)		EAST ASIA AND THE PACIFIC	GENERAL PURPOSE	23,743	WIRE TRANSFER	0			
(24)		CENTRAL AMERICA AND THE CARIBBEAN	GENERAL PURPOSE	11,430	WIRE TRANSFER	0			
(25)		CENTRAL AMERICA AND THE CARIBBEAN	GENERAL PURPOSE	25,000	WIRE TRANSFER	0			
(26)		CENTRAL AMERICA AND THE CARIBBEAN	GENERAL PURPOSE	40,000	WIRE TRANSFER	0			
(27)		CENTRAL AMERICA AND THE CARIBBEAN	GENERAL PURPOSE	25,000	WIRE TRANSFER	0			
(28)		CENTRAL AMERICA AND THE CARIBBEAN	GENERAL PURPOSE	15,000	WIRE TRANSFER	0			
(29)		CENTRAL AMERICA AND THE CARIBBEAN	GENERAL PURPOSE	35,000	WIRE TRANSFER	0			
(30)		CENTRAL AMERICA AND THE CARIBBEAN	GENERAL PURPOSE	30,000	WIRE TRANSFER	0			
(31)		CENTRAL AMERICA AND THE CARIBBEAN	GENERAL PURPOSE	45,000	WIRE TRANSFER	0			
(32)		CENTRAL AMERICA AND THE CARIBBEAN	GENERAL PURPOSE	45,000	WIRE TRANSFER	0			
(33)		CENTRAL AMERICA AND THE CARIBBEAN	GENERAL PURPOSE	35,000	WIRE TRANSFER	0			
(34)		CENTRAL AMERICA AND THE CARIBBEAN	GENERAL PURPOSE	30,000	WIRE TRANSFER	0			
(35)		CENTRAL AMERICA AND THE CARIBBEAN	GENERAL PURPOSE	35,000	WIRE TRANSFER	0			
(36)		CENTRAL AMERICA AND THE CARIBBEAN	GENERAL PURPOSE	15,000	WIRE TRANSFER	0			
(37)		CENTRAL AMERICA AND THE CARIBBEAN	GENERAL PURPOSE	25,000	WIRE TRANSFER	0			
(38)		CENTRAL AMERICA AND THE CARIBBEAN	GENERAL PURPOSE	46,000	WIRE TRANSFER	0			
(39)		CENTRAL AMERICA AND THE CARIBBEAN	GENERAL PURPOSE	15,000	WIRE TRANSFER	0			
(40)		CENTRAL AMERICA AND THE CARIBBEAN	GENERAL PURPOSE	55,000	WIRE TRANSFER	0			
(41)		SUB-SAHARAN AFRICA	GENERAL PURPOSE	35,000	WIRE TRANSFER	0			
(42)		SUB-SAHARAN AFRICA	GENERAL PURPOSE	30,000	WIRE TRANSFER	0			
(43)		CENTRAL AMERICA AND THE CARIBBEAN	GENERAL PURPOSE	10,000	WIRE TRANSFER	0			
(44)		SUB-SAHARAN AFRICA	GENERAL PURPOSE	20,000	WIRE TRANSFER	0			
(45)		SOUTH ASIA	GENERAL PURPOSE	8,500	WIRE TRANSFER	0			
(46)		SOUTH ASIA	GENERAL PURPOSE	7,000	WIRE TRANSFER	0			
(47)		CENTRAL AMERICA AND THE CARIBBEAN	GENERAL PURPOSE	30,000	WIRE TRANSFER	0			
(48)		SOUTH ASIA	GENERAL PURPOSE	27,341	WIRE TRANSFER	0			
(49)		CENTRAL AMERICA AND THE CARIBBEAN	GENERAL PURPOSE	10,675	WIRE TRANSFER	0			
(50)		SOUTH ASIA	GENERAL PURPOSE	10,000	WIRE TRANSFER	0			
(51)		EAST ASIA AND THE PACIFIC	GENERAL PURPOSE	20,000	WIRE TRANSFER	0			
(52)		SOUTH ASIA	GENERAL PURPOSE	20,000	WIRE TRANSFER	0			
(53)		EAST ASIA AND THE PACIFIC	GENERAL PURPOSE	20,000	WIRE TRANSFER	0			
(54)		SUB-SAHARAN AFRICA	GENERAL PURPOSE	60,000	WIRE TRANSFER	0			
(55)		CENTRAL AMERICA AND THE CARIBBEAN	GENERAL PURPOSE	60,000	WIRE TRANSFER	0			
(56)		SOUTH ASIA	GENERAL PURPOSE	47,000	WIRE TRANSFER	0			
(57)		SOUTH ASIA	GENERAL PURPOSE	10,000	WIRE TRANSFER	0			
(58)		SOUTH ASIA	GENERAL PURPOSE	42,000	WIRE TRANSFER	0			
(59)		SOUTH ASIA	GENERAL PURPOSE	30,000	WIRE TRANSFER	0			
(60)		SOUTH ASIA	GENERAL PURPOSE	12,000	WIRE TRANSFER	0			
(61)		SOUTH ASIA	GENERAL PURPOSE	3,000	WIRE TRANSFER	0			
(62)		SOUTH ASIA	GENERAL PURPOSE	21,000	WIRE TRANSFER	0			
(63)		EAST ASIA AND THE PACIFIC	GENERAL PURPOSE	15,000	WIRE TRANSFER	0			
(64)		CENTRAL AMERICA AND THE CARIBBEAN	GENERAL PURPOSE	20,000	WIRE TRANSFER	0			
(65)		SUB-SAHARAN AFRICA	GENERAL PURPOSE	40,000	WIRE TRANSFER	0			
(66)		EAST ASIA AND THE PACIFIC	GENERAL PURPOSE	20,000	WIRE TRANSFER	0			
(67)		CENTRAL AMERICA AND THE CARIBBEAN	GENERAL PURPOSE	35,000	WIRE TRANSFER	0			
(68)		CENTRAL AMERICA AND THE CARIBBEAN	GENERAL PURPOSE	15,000	WIRE TRANSFER	0			
(69)		CENTRAL AMERICA AND THE CARIBBEAN	GENERAL PURPOSE	82,733	WIRE TRANSFER	0			
(70)		EAST ASIA AND THE PACIFIC	GENERAL PURPOSE	19,500	WIRE TRANSFER	0			
(71)		SUB-SAHARAN AFRICA	GENERAL PURPOSE	21,500	WIRE TRANSFER	0			
(72)		SUB-SAHARAN AFRICA	GENERAL PURPOSE	60,170	WIRE TRANSFER	0			
(73)		SUB-SAHARAN AFRICA	GENERAL PURPOSE	17,394	WIRE TRANSFER	0			
(74)		EAST ASIA AND THE PACIFIC	GENERAL PURPOSE	20,000	WIRE TRANSFER	0			
(75)		EAST ASIA AND THE PACIFIC	GENERAL PURPOSE	20,000	WIRE TRANSFER	0			
(76)		EAST ASIA AND THE PACIFIC	GENERAL PURPOSE	25,000	WIRE TRANSFER	0			
(77)		EAST ASIA AND THE PACIFIC	GENERAL PURPOSE	30,000	WIRE TRANSFER	0			
(78)		EAST ASIA AND THE PACIFIC	GENERAL PURPOSE	25,000	WIRE TRANSFER	0			
(79)		EAST ASIA AND THE PACIFIC	GENERAL PURPOSE	25,000	WIRE TRANSFER	0			
(80)		EAST ASIA AND THE PACIFIC	GENERAL PURPOSE	20,000	WIRE TRANSFER	0			
(81)		EAST ASIA AND THE PACIFIC	GENERAL PURPOSE	10,000	WIRE TRANSFER	0			
(82)		SOUTH ASIA	GENERAL PURPOSE	20,000	WIRE TRANSFER	0			
(83)		CENTRAL AMERICA AND THE CARIBBEAN	GENERAL PURPOSE	20,000	WIRE TRANSFER	0			
(84)		CENTRAL AMERICA AND THE CARIBBEAN	GENERAL PURPOSE	40,000	WIRE TRANSFER	0			
(85)		EAST ASIA AND THE PACIFIC	GENERAL PURPOSE	10,000	WIRE TRANSFER	0			
(86)		EAST ASIA AND THE PACIFIC	GENERAL PURPOSE	10,000	WIRE TRANSFER	0			
(87)		EAST ASIA AND THE PACIFIC	GENERAL PURPOSE	10,000	WIRE TRANSFER	0			
(88)		EAST ASIA AND THE PACIFIC	GENERAL PURPOSE	20,000	WIRE TRANSFER	0			
(89)		EAST ASIA AND THE PACIFIC	GENERAL PURPOSE	6,000	WIRE TRANSFER	0			
(90)		SUB-SAHARAN AFRICA	GENERAL PURPOSE	16,995	WIRE TRANSFER	0			
(91)		CENTRAL AMERICA AND THE CARIBBEAN	GENERAL PURPOSE	24,000	WIRE TRANSFER	0			
(92)		CENTRAL AMERICA AND THE CARIBBEAN	GENERAL PURPOSE	54,500	WIRE TRANSFER	0			
(93)		CENTRAL AMERICA AND THE CARIBBEAN	GENERAL PURPOSE	25,000	WIRE TRANSFER	0			
(94)		NORTH AMERICA	GENERAL PURPOSE	20,000	WIRE TRANSFER	0			
(95)		NORTH AMERICA	GENERAL PURPOSE	33,000	WIRE TRANSFER	0			
(96)		NORTH AMERICA	GENERAL PURPOSE	41,000	WIRE TRANSFER	0			
(97)		NORTH AMERICA	GENERAL PURPOSE	25,000	WIRE TRANSFER	0			
(98)		CENTRAL AMERICA AND THE CARIBBEAN	GENERAL PURPOSE	21,000	WIRE TRANSFER	0			
(99)		CENTRAL AMERICA AND THE CARIBBEAN	GENERAL PURPOSE	45,000	WIRE TRANSFER	0			
(100)		CENTRAL AMERICA AND THE CARIBBEAN	GENERAL PURPOSE	78,000	WIRE TRANSFER	0			
(101)		CENTRAL AMERICA AND THE CARIBBEAN	GENERAL PURPOSE	35,000	WIRE TRANSFER	0			
(102)		NORTH AMERICA	GENERAL PURPOSE	50,000	WIRE TRANSFER	0			
(103)		SUB-SAHARAN AFRICA	GENERAL PURPOSE	30,000	WIRE TRANSFER	0			
(104)		SUB-SAHARAN AFRICA	GENERAL PURPOSE	22,000	WIRE TRANSFER	0			
(105)		SOUTH ASIA	GENERAL PURPOSE	25,000	WIRE TRANSFER	0			
(106)		SUB-SAHARAN AFRICA	GENERAL PURPOSE	50,000	WIRE TRANSFER	0			
(107)		SUB-SAHARAN AFRICA	GENERAL PURPOSE	136,774	WIRE TRANSFER	0			
(108)		SUB-SAHARAN AFRICA	GENERAL PURPOSE	50,000	WIRE TRANSFER	0			
(109)		SUB-SAHARAN AFRICA	GENERAL PURPOSE	21,500	WIRE TRANSFER	0			
(110)		CENTRAL AMERICA AND THE CARIBBEAN	GENERAL PURPOSE	10,000	WIRE TRANSFER	0			
(111)		CENTRAL AMERICA AND THE CARIBBEAN	GENERAL PURPOSE	16,000	WIRE TRANSFER	0			
(112)		NORTH AMERICA	GENERAL PURPOSE	15,000	WIRE TRANSFER	0			
(113)		CENTRAL AMERICA AND THE CARIBBEAN	GENERAL PURPOSE	25,000	WIRE TRANSFER	0			
(114)		CENTRAL AMERICA AND THE CARIBBEAN	GENERAL PURPOSE	46,000	WIRE TRANSFER	0			
(115)		NORTH AMERICA	GENERAL PURPOSE	15,000	WIRE TRANSFER	0			
(116)		CENTRAL AMERICA AND THE CARIBBEAN	GENERAL PURPOSE	40,000	WIRE TRANSFER	0			
(117)		SUB-SAHARAN AFRICA	GENERAL PURPOSE	17,500	WIRE TRANSFER	0			
(118)		SUB-SAHARAN AFRICA	GENERAL PURPOSE	39,000	WIRE TRANSFER	0			
(119)		CENTRAL AMERICA AND THE CARIBBEAN	GENERAL PURPOSE	25,000	WIRE TRANSFER	0			
(120)		SUB-SAHARAN AFRICA	GENERAL PURPOSE	50,000	WIRE TRANSFER	0			
(121)		SUB-SAHARAN AFRICA	GENERAL PURPOSE	21,000	WIRE TRANSFER	0			
(122)		SOUTH ASIA	GENERAL PURPOSE	30,546	WIRE TRANSFER	0			
(123)		CENTRAL AMERICA AND THE CARIBBEAN	GENERAL PURPOSE	52,693	WIRE TRANSFER	0			
(124)		CENTRAL AMERICA AND THE CARIBBEAN	GENERAL PURPOSE	20,750	WIRE TRANSFER	0			
(125)		SUB-SAHARAN AFRICA	GENERAL PURPOSE	54,000	WIRE TRANSFER	0			
(126)		CENTRAL AMERICA AND THE CARIBBEAN	GENERAL PURPOSE	40,000	WIRE TRANSFER	0			
(127)		CENTRAL AMERICA AND THE CARIBBEAN	GENERAL PURPOSE	40,000	WIRE TRANSFER	0			
(128)		CENTRAL AMERICA AND THE CARIBBEAN	GENERAL PURPOSE	10,750	WIRE TRANSFER	0			
(129)		EAST ASIA AND THE PACIFIC	GENERAL PURPOSE	20,000	WIRE TRANSFER	0			
(130)		CENTRAL AMERICA AND THE CARIBBEAN	GENERAL PURPOSE	27,000	WIRE TRANSFER	0			
(131)		EAST ASIA AND THE PACIFIC	GENERAL PURPOSE	16,000	WIRE TRANSFER	0			
(132)		SOUTH AMERICA	GENERAL PURPOSE	10,000	WIRE TRANSFER	0			
(133)		SUB-SAHARAN AFRICA	GENERAL PURPOSE	19,955	WIRE TRANSFER	0			
(134)		NORTH AMERICA	GENERAL PURPOSE	19,000	WIRE TRANSFER	0			
(135)		SOUTH ASIA	GENERAL PURPOSE	30,000	WIRE TRANSFER	0			
(136)		SUB-SAHARAN AFRICA	GENERAL PURPOSE	35,000	WIRE TRANSFER	0			
(137)		SOUTH ASIA	GENERAL PURPOSE	40,000	WIRE TRANSFER	0			
(138)		SOUTH ASIA	GENERAL PURPOSE	118,000	WIRE TRANSFER	0			
(139)		SUB-SAHARAN AFRICA	GENERAL PURPOSE	65,000	WIRE TRANSFER	0			
(140)		EAST ASIA AND THE PACIFIC	GENERAL PURPOSE	25,000	WIRE TRANSFER	0			
(141)		EAST ASIA AND THE PACIFIC	GENERAL PURPOSE	30,000	WIRE TRANSFER	0			
(142)		EAST ASIA AND THE PACIFIC	GENERAL PURPOSE	35,000	WIRE TRANSFER	0			
(143)		EAST ASIA AND THE PACIFIC	GENERAL PURPOSE	10,000	WIRE TRANSFER	0			
(144)		SOUTH ASIA	GENERAL PURPOSE	86,000	WIRE TRANSFER	0			
(145)		SUB-SAHARAN AFRICA	GENERAL PURPOSE	17,000	WIRE TRANSFER	0			
(146)		SUB-SAHARAN AFRICA	GENERAL PURPOSE	17,000	WIRE TRANSFER	0			
(147)		CENTRAL AMERICA AND THE CARIBBEAN	GENERAL PURPOSE	20,000	WIRE TRANSFER	0			
(148)		CENTRAL AMERICA AND THE CARIBBEAN	GENERAL PURPOSE	40,000	WIRE TRANSFER	0			
(149)		CENTRAL AMERICA AND THE CARIBBEAN	GENERAL PURPOSE	20,000	WIRE TRANSFER	0			
(150)		CENTRAL AMERICA AND THE CARIBBEAN	GENERAL PURPOSE	22,000	WIRE TRANSFER	0			
(151)		EAST ASIA AND THE PACIFIC	GENERAL PURPOSE	30,000	WIRE TRANSFER	0			
(152)		SUB-SAHARAN AFRICA	GENERAL PURPOSE	30,000	WIRE TRANSFER	0			
(153)		SUB-SAHARAN AFRICA	GENERAL PURPOSE	30,000	WIRE TRANSFER	0			
(154)		SUB-SAHARAN AFRICA	GENERAL PURPOSE	37,900	WIRE TRANSFER	0			
(155)		SUB-SAHARAN AFRICA	GENERAL PURPOSE	10,000	WIRE TRANSFER	0			
(156)		EAST ASIA AND THE PACIFIC	GENERAL PURPOSE	27,000	WIRE TRANSFER	0			
(157)		CENTRAL AMERICA AND THE CARIBBEAN	GENERAL PURPOSE	40,500	WIRE TRANSFER	0			
(158)		SOUTH ASIA	GENERAL PURPOSE	12,000	WIRE TRANSFER	0			
(159)		EAST ASIA AND THE PACIFIC	GENERAL PURPOSE	25,000	WIRE TRANSFER	0			
(160)		NORTH AMERICA	GENERAL PURPOSE	229,000	WIRE TRANSFER	0			
(161)		SUB-SAHARAN AFRICA	GENERAL PURPOSE	15,000	WIRE TRANSFER	0			
(162)		NORTH AMERICA	GENERAL PURPOSE	27,000	WIRE TRANSFER	0			
(163)		NORTH AMERICA	GENERAL PURPOSE	10,000	WIRE TRANSFER	0			
(164)		SUB-SAHARAN AFRICA	GENERAL PURPOSE	20,000	WIRE TRANSFER	0			
(165)		EAST ASIA AND THE PACIFIC	GENERAL PURPOSE	20,000	WIRE TRANSFER	0			
(166									

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) PROGRAM GRANTS	CENTRAL AMERICA AND THE CARIBBEAN	1	6,000	WIRE TRANSFER			
(2) PROGRAM GRANTS	EUROPE (INCLUDING ICELAND & GREENLAND)	1	34,537	WIRE TRANSFER			
(3) PROGRAM GRANTS	CENTRAL AMERICA AND THE CARIBBEAN	1	6,000	WIRE TRANSFER			
(4) PROGRAM GRANTS	NORTH AMERICA	1	10,000	WIRE TRANSFER			
(5) PROGRAM GRANTS	NORTH AMERICA	1	10,000	WIRE TRANSFER			
(6) PROGRAM GRANTS	NORTH AMERICA	1	5,300	WIRE TRANSFER			
(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

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.

[illegible]

Additional Data

Software ID:

Software Version:

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

e ☒ Solicitation of non-government grants

b ☒ Internet and email solicitations

f ☒ Solicitation of government grants

c ☒ Phone solicitations

g ☐ Special fundraising events

d ☒ In-person solicitations
- 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?		(iv) Gross receipts from activity	(v) Amount paid to (or retained by) fundraiser listed in col. (i)	(vi) Amount paid to (or retained by) organization
		Yes	No			
1 MAL WARWICK & ASSOCIATES INC 2550 NINTH ST 103 BERKELEY, CA 94710	DIRECT MAIL		No	2,597,933	221,068	2,376,865
2 BLUE STATE DIGITAL INC 41 FLATBUSH AVE 8TH FL BROOKLYN, NY 11217	ONLINE FUNDRAISING		No	1,327,397	781,750	545,647
3 KEY CHANGE INC 255 S 46TH STREET PHILADELPHIA, PA 19139	DEVELOPMENT & STRATEGY		No	1,141,638	40,000	1,101,638
4						
5						
6						
7						
8						
9						
10						
Total ▶				5,066,968	1,042,818	4,024,150

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.

Revenue		(a)Event #1	(b) Event #2	(c)Other events	(d) Total events	
		(event type)	(event type)	(total number)	(add col. (a) through col. (c))	
Direct Expenses	1	Gross receipts				
	2	Less: Contributions				
	3	Gross income (line 1 minus line 2)				
	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.

Revenue		(a) Bingo	(b) Pull tabs/Instant bingo/progressive bingo	(c) Other gaming	(d) Total gaming (add col.(a) through col.(c))	
Direct Expenses	1	Gross revenue				
	2	Cash prizes				
	3	Noncash prizes				
	4	Rent/facility costs				
	5	Other direct expenses				
	6	Volunteer labor	<div><input type="checkbox"/> Yes _____ % <input type="checkbox"/> No</div>	<div><input type="checkbox"/> Yes _____ % <input type="checkbox"/> No</div>	<div><input type="checkbox"/> Yes _____ % <input type="checkbox"/> No</div>	
	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.

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

2022

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)	55,000	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) ASSOCIATION FOR THAI DEMOCRACY 530 S KENMORE AVE APT 203 LOS ANGELES,CA 90020			25,000	0			TO SUPPORT A DELEGATION OF PROMINENT THAI ACTIVISTS TO TRAVEL TO WASHINGTON DC TO CONDUCT ADVOCACY IN SUPPORT OF FREE & FAIR ELECTIONS.
(4) 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
(5) BEYOND BORDERS INC 5016 CONNECTICUT AVENUE NW WASHINGTON,DC 20008	23-2713126	501(C)(3)	30,000	0			GENERAL PURPOSE
(6) CREATING RESOURCES FOR EMPOWERMENT AND ACTION INC 310 RIVERSIDE DRIVE 2701 NEW YORK,NY 10025	31-1812979	501(C)(3)	51,016	0			GENERAL PURPOSE
(7) EARTHRIGHTS INTERNATIONAL 1612 K ST NW WASHINGTON SUITE 800 DISTRICT OF COLUMBIA, DC 20006	04-3265555	501(C)(3)	30,000	0			GENERAL PURPOSE
(8) EDGE FUNDERS ALLIANCE BOX 559 60 29TH STREET SAN FRANCISCO,CA 94110	20-8211195	501(C)(3)	20,000	0			GENERAL PURPOSE
(9) FORGOTTEN PARKS FOUNDATION INC 970 BLANKENSHIP ROAD DOVER,FL 33527	82-0935139	501(C)(3)	15,000	0			GENERAL PURPOSE
(10) FORTIFY RIGHTS INTERNATIONAL PO BOX 110 BELFAST,ME 04915	46-0932179	501(C)(3)	21,696	0			GENERAL PURPOSE
(11) 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
(12) FUNDERS CONCERNED ABOUT AIDS 1100 CONNECTICUT AVENUE NW SUITE 1200	13-3869632	501(C)(3)	10,000	0			GENERAL PURPOSE

WASHINGTON,DC 20036							
(13) GLOBAL GREENGRANTS FUND 2840 WILDERNESS PLACE SUITE E BOULDER,CO 80301	84-1612422	501(C)(3)	25,000	0			GENERAL PURPOSE
(14) GLOBAL JUSTICE CENTER 11 HANOVER SQUARE 6TH FLOOR NEW YORK,NY 10005	20-8734461	501(C)(3)	15,000	0			GENERAL PURPOSE
(15) GLOBAL PHILANTHROPY PROJECT C/O COMMUNITY INITIATIVES 1000 BROADWAY SUITE 480 OAKLAND,CA 94607	94-3255070	501(C)(3)	60,000	0			GENERAL PURPOSE
(16) HAITIAN AMERICAN FOUNDATION FOR DEMOCRACY 720 NORTHEAST 69TH STREET APT 25N MIAMI,FL 33138	87-3479677	501(C)(3)	64,000	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)	20,000	0			GENERAL PURPOSE
(18) INTERNATIONAL ACCOUNTABILITY PROJECT 195 PLYMOUTH STREET BROOKLYN,NY 11201	27-0608154	501(C)(3)	30,000	0			GENERAL PURPOSE
(19) KING BAUDOUIN FOUNDATION UNITED STATES 551 FIFTH AVENUE SUITE 2400 NEW YORK,NY 10176	58-2277856	501(C)(3)	274,319	0			GENERAL PURPOSE
(20) MOTHER NATURE CAMBODIA 3527 MT DIABLO BLVD STREET 473 LAFAYETTE,CA 94549	81-0694399	501(C)(3)	39,000	0			GENERAL PURPOSE
(21) NAMATI 1616 P ST NW SUITE 101 WASHINGTON,DC 20036	45-2796201	501(C)(3)	20,000	0			GENERAL PURPOSE
(22) NATIONAL PUBLIC RADIO 635 MASSACHUSETTS AVENUE NW WASHINGTON,DC 20001	52-0907625	501(C)(3)	500,000	0			GENERAL PURPOSE
(23) NEW NARRATIVES 306 STATE STREET BROOKLYN,NY 11201	45-3628057	501(C)(3)	20,000	0			GENERAL PURPOSE
(24) PEACE AND SECURITY FUNDERS GROUP 45 W 35TH ST 6TH FLOOR NEW YORK,NY 10018	23-7391766	501(C)(3)	10,000	0			GENERAL PURPOSE
(25) ROBERT F KENNEDY HUMAN RIGHTS 1300 19TH STREET NW SUITE 750 WASHINGTON,DC 20036	13-2522784	501(C)(3)	25,000	0			GENERAL PURPOSE
(26) 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 DONOR COLLABORATIVE THAT IS A CRITICAL SPACE THAT BRINGS TOGETHER FUNDERS WHO SUPPORT SW RIGHTS TO INFLUENCE THEIR PEERS IN PRIVATE, PUBLIC AND GOVERNMENT AGENCIES TO INCREASE THE AMOUNT AND QUALITY OF FUNDING.
(27) SHADHIKA 1031 33RD STREET DENVER,CO 80205	77-0344785	501(C)(3)	10,000	0			GENERAL PURPOSE

(28) SINGH FOUNDATION 50 WEST 97TH ST 15T NEW YORK,NY 10025	13-3719319	501(C)(3)	78,100	0			GENERAL PURPOSE
(29) SOCIAL MOVEMENT TECHNOLOGIES 12 BEACON HILL DRIVE BLOOMFIELD HARTFORD,CT 06002	38-3889449	501(C)(3)	15,000	0			GENERAL PURPOSE
(30) THE PROJECT ON ORGANIZING DEVELOPMENT EDUCATION AND RESEARCH PO BOX 2086 NEW YORK,NY 10013	27-1732776	501(C)(3)	20,000	0			GENERAL PURPOSE
(31) UNITARIAN UNIVERSALIST SERVICE COMMITTEE 689 MASSACHUSETTS AVENUE CAMBRIDGE,MA 02139	04-6186012	501(C)(3)	90,000	0			GENERAL PURPOSE
(32) WE ARE ALL DOMINICAN 2260 BRONX PARK E 4E BRONX,NY 10467	13-3255591		20,000	0			TO REPAIR AND REBUILD RELATIONSHIPS AMONG ANTI- RACIST ACTIVISTS AND OTHER MOVEMENTS CRITICAL TO SOCIAL CHANGE IN THE DOMINICAN REPUBLIC.

2

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

29

3

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

3

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) PROGRAM GRANTS	1	7,000			
(2) PROGRAM GRANTS	1	21,000			
(3) PROGRAM GRANTS	1	8,000			
(4) PROGRAM GRANTS	1	110,000			
(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 DRAFT 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

Return to Form

Software ID:
Software Version:

Name of the organization
AMERICAN JEWISH WORLD SERVICE INC

Employer identification number
22-2584370

Part I

Questions Regarding Compensation

	Yes	No
1a		
<div>1a Check the appropriate box(es) if the organization provided any of the following to or for a person listed on Form 990, Part VII, Section A, line 1a. Complete Part III to provide any relevant information regarding these items.</div> <div><div><div><input type="checkbox"/> First-class or charter travel</div><div><input type="checkbox"/> Travel for companions</div><div><input type="checkbox"/> Tax idemnification and gross-up payments</div><div><input type="checkbox"/> Discretionary spending account</div></div><div><div><input type="checkbox"/> Housing allowance or residence for personal use</div><div><input type="checkbox"/> Payments for business use of personal residence</div><div><input type="checkbox"/> Health or social club dues or initiation fees</div><div><input type="checkbox"/> Personal services (e.g., maid, chauffeur, chef)</div></div></div>		
1b		
<div>1b 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</div>		
2		
<div>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?</div>		
3		
<div>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.</div> <div><div><div><input checked="" type="checkbox"/> Compensation committee</div><div><input checked="" type="checkbox"/> Independent compensation consultant</div><div><input checked="" type="checkbox"/> Form 990 of other organizations</div></div><div><div><input type="checkbox"/> Written employment contract</div><div><input checked="" type="checkbox"/> Compensation survey or study</div><div><input checked="" type="checkbox"/> Approval by the board or compensation committee</div></div></div>		
4		
<div>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:</div>		
4a		No
<div>4a Receive a severance payment or change-of-control payment?</div>		
4b		No
<div>4b Participate in, or receive payment from, a supplemental nonqualified retirement plan?</div>		
4c		No
<div>4c 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.</div>		
<div>Only 501(c)(3), 501(c)(4), and 501(c)(29) organizations must complete lines 5-9.</div>		
5		
<div>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:</div>		
5a		No
<div>5a The organization?</div>		
5b		No
<div>5b Any related organization? If "Yes," on line 5a or 5b, describe in Part III.</div>		
6		
<div>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:</div>		
6a		No
<div>6a The organization?</div>		
6b		No
<div>6b Any related organization? If "Yes," on line 6a or 6b, describe in Part III.</div>		
7		No
<div>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</div>		
8		No
<div>8 Were any amounts reported on Form 990, Part VII, paid or accrued pursuant to a contract that was subject to the initial contract exception described in Regulations section 53.4958-4(a)(3)? If "Yes," describe in Part III</div>		
9		
<div>9 If "Yes" on line 8, did the organization also follow the rebuttable presumption procedure described in Regulations section 53.4958-6(c)?</div>		

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				
1ROBERT BANK PRESIDENT & CEO	(i)	386,601	0	2,322	12,205	17,452	418,580	0
	(ii)	0	0	0	0	0	0	0
2MARGO BLOOM VP FOR DEVELOPMENT	(i)	341,429	0	3,564	12,200	31,847	389,040	0
	(ii)	0	0	0	0	0	0	0
3VENUS DEVNANI EXECUTIVE VICE PRESIDENT	(i)	341,997	0	486	12,200	29,942	384,625	0
	(ii)	0	0	0	0	0	0	0
4SHARI TURITZ VP FOR PROGRAMS	(i)	271,016	0	1,242	11,433	42,206	325,897	0
	(ii)	0	0	0	0	0	0	0
5DANIELLE EDWARDS VP FOR FINANCE & ADMIN	(i)	253,159	0	810	10,209	15,828	280,006	0
	(ii)	0	0	0	0	0	0	0
6IRIT HOUVRAS VP FOR STRATEGIC LEARNING & EVAL.	(i)	202,599	0	1,016	8,273	31,440	243,328	0
	(ii)	0	0	0	0	0	0	0
7ALON SHALEV EXECUTIVE DIRECTOR, WESTERN REGION	(i)	179,905	0	1,677	7,453	43,024	232,059	0
	(ii)	0	0	0	0	0	0	0
8TRACEY GURD SNR. DIRECTOR OF CPR & ADVOCACY	(i)	185,468	0	603	7,648	31,431	225,150	0
	(ii)	0	0	0	0	0	0	0
9BRADLEY SUGAR DIRECTOR OF MIDWEST REGION	(i)	174,716	0	375	7,222	42,630	224,943	0
	(ii)	0	0	0	0	0	0	0
10TANYANIKA DAVIS DIR. OF MEDIA RELAT. & LEADERSHIP	(i)	174,502	0	549	7,085	7,375	189,511	0
	(ii)	0	0	0	0	0	0	0
11RORI KRAMER DIRECTOR OF US ADVOCACY	(i)	167,691	0	350	6,784	6,718	181,543	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:

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	67	1,466,145	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				
Other (COMP. ► SOFTWARE)	X	300	21,600	FMV
25				
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

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

Yes

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

No

32a Does the organization hire or use third parties or related organizations to solicit, process, or sell noncash contributions?

32a

Yes

No

b If "Yes," describe in Part II.

33 If the organization didn't report an amount in column (c) for a type of property for which column (a) is checked, describe in Part II.

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

Cat. No. 51227J

Schedule M (Form 990) (2022)

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.

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SCHEDULE O

(Form 990)

Department of the Treasury

Internal Revenue Service

Supplemental Information to Form 990 or 990-EZ

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

▶ Attach to Form 990 or 990-EZ.

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

OMB No. 1545-0047

2022

Open to Public Inspection

Name of the organization

AMERICAN JEWISH WORLD SERVICE INC

Employer identification number

22-2584370

Return Reference	Explanation
FORM 990, PART III, LINE 1, DESCRIPTION OF THE ORGANIZATION'S MISSION	(CONTINUED): BY SUPPORTING HUNDREDS OF SOCIAL CHANGE ORGANIZATIONS IN 17 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 TRUSTEES 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 2022 FOR EMPLOYEES AND JUNE 2022 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 HAS A COMPREHENSIVE JOB LEVEL FRAMEWORK AND SALARY BANDS ALONG WITH A COMPENSATION PHILOSOPHY. 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 DOCUMENTS 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 113,538.

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

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Schedule O (Form 990) 2021

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