

UNBOUND
FORM 990 & 990 T
PUBLIC DISCLOSURE COPY
TAX YEAR 2022

IRS e-file Signature Authorization for a Tax Exempt Entity

For calendar year 2022, or fiscal year beginning 01/01/2022 and ending 12/31/2022

2022

Department of the Treasury
Internal Revenue Service

Do not send to the IRS. Keep for your records.
Go to www.irs.gov/Form8879TE for the latest information.

Name of filer

EIN or SSN

UNBOUND

43-1243999

Name and title of officer or person subject to tax

SCOTT WASSERMAN, PRESIDENT/CEO

Part I Type of Return and Return Information

Check the box for the return for which you are using this Form 8879-TE and enter the applicable amount, if any, from the return. Form 8038-CP and Form 5330 filers may enter dollars and cents. For all other forms, enter whole dollars only. If you check the box on line 1a, 2a, 3a, 4a, 5a, 6a, 7a, 8a, 9a, or 10a below, and the amount on that line for the return being filed with this form was blank, then leave line 1b, 2b, 3b, 4b, 5b, 6b, 7b, 8b, 9b, or 10b, whichever is applicable, blank (do not enter -0-). But, if you entered -0- on the return, then enter -0- on the applicable line below. Do not complete more than one line in Part I.

1a	Form 990 check here	<input checked="" type="checkbox"/>	b	Total revenue, if any (Form 990, Part VIII, column (A), line 12)	1b	<u>139345487.</u>
2a	Form 990-EZ check here	<input type="checkbox"/>	b	Total revenue, if any (Form 990-EZ, line 9)	2b	
3a	Form 1120-POL check here	<input type="checkbox"/>	b	Total tax (Form 1120-POL, line 22)	3b	
4a	Form 990-PF check here	<input type="checkbox"/>	b	Tax based on investment income (Form 990-PF, Part V, line 5)	4b	
5a	Form 8868 check here	<input type="checkbox"/>	b	Balance due (Form 8868, line 3c)	5b	
6a	Form 990-T check here	<input type="checkbox"/>	b	Total tax (Form 990-T, Part III, line 4)	6b	
7a	Form 4720 check here	<input type="checkbox"/>	b	Total tax (Form 4720, Part III, line 1)	7b	
8a	Form 5227 check here	<input type="checkbox"/>	b	FMV of assets at end of tax year (Form 5227, item D)	8b	
9a	Form 5330 check here	<input type="checkbox"/>	b	Tax due (Form 5330, Part II, line 19)	9b	
10a	Form 8038-CP check here	<input type="checkbox"/>	b	Amount of credit payment requested (Form 8038CP, Part III, line 22)	10b	

Part II Declaration and Signature Authorization of Officer or Person Subject to Tax

Under penalties of perjury, I declare that I am an officer of the above entity or I am a person subject to tax with respect to (name of entity) _____ (EIN) _____ and that I have examined a copy of the

2022 electronic return and accompanying schedules and statements, and, to the best of my knowledge and belief, they are true, correct, and complete. I further declare that the amount in Part I above is the amount shown on the copy of the electronic return. I consent to allow my intermediate service provider, transmitter, or electronic return originator (ERO) to send the return to the IRS and to receive from the IRS (a) an acknowledgement of receipt or reason for rejection of the transmission, (b) the reason for any delay in processing the return or refund, and (c) the date of any refund. If applicable, I authorize the U.S. Treasury and its designated Financial Agent to initiate an electronic funds withdrawal (direct debit) entry to the financial institution account indicated in the tax preparation software for payment of the federal taxes owed on this return, and the financial institution to debit the entry to this account. To revoke a payment, I must contact the U.S. Treasury Financial Agent at 1-888-353-4537 no later than 2 business days prior to the payment (settlement) date. I also authorize the financial institutions involved in the processing of the electronic payment of taxes to receive confidential information necessary to answer inquiries and resolve issues related to the payment. I have selected a personal identification number (PIN) as my signature for the electronic return and, if applicable, the consent to electronic funds withdrawal.

PIN: check one box only

I authorize FORVIS, LLP to enter my PIN 86248 as my signature
ERO firm name Enter five numbers, but do not enter all zeros

on the tax year 2022 electronically filed return. If I have indicated within this return that a copy of the return is being filed with a state agency(ies) regulating charities as part of the IRS Fed/State program, I also authorize the aforementioned ERO to enter my PIN on the return's disclosure consent screen.

As an officer or person subject to tax with respect to the entity, I will enter my PIN as my signature on the tax year 2022 electronically filed return. If I have indicated within this return that a copy of the return is being filed with a state agency(ies) regulating charities as part of the IRS Fed/State program, I will enter my PIN on the return's disclosure consent screen.

Signature of officer or person subject to tax Scott Wasserman Date June 9, 2022

Part III Certification and Authentication

ERO's EFIN/PIN. Enter your six-digit electronic filing identification number (EFIN) followed by your five-digit self-selected PIN.

43372244016

Do not enter all zeros

I certify that the above numeric entry is my PIN, which is my signature on the 2022 electronically filed return indicated above. I confirm that I am submitting this return in accordance with the requirements of Pub. 4163, Modernized e-File (MeF) Information for Authorized IRS e-file Providers for Business Returns.

ERO's signature Angela Leininger Date 06/09/2023

**ERO Must Retain This Form - See Instructions
Do Not Submit This Form to the IRS Unless Requested To Do So**

Form **990**

Department of the Treasury
Internal Revenue Service

Return of Organization Exempt From Income Tax

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

- ▶ Do not enter Social Security numbers on this form as it may be made public.
- ▶ Information about Form 990 and its instructions is at www.irs.gov/form990.

OMB No. 1545-0047

2022

Open to Public Inspection

A For the 2022 calendar year, or tax year beginning and ending

B Check if applicable: <input type="checkbox"/> Address change <input type="checkbox"/> Name change <input type="checkbox"/> Initial return <input type="checkbox"/> Terminated <input type="checkbox"/> Amended return <input type="checkbox"/> Application pending	C Name of organization UNBOUND			D Employer identification number 43-1243999		
	Doing Business As			E Telephone number (800) 875-6564		
	Number and street (or P.O. box if mail is not delivered to street address) Room/suite					
	1 ELMWOOD AVE City or town, state or province, country, and ZIP or foreign postal code KANSAS CITY, KS 66103			G Gross receipts \$ 161,838,822.		
F Name and address of principal officer: SCOTT WASSERMAN 1 ELMWOOD AVE, KANSAS CITY, KS 66103			H(a) Is this a group return for subordinates? <input type="checkbox"/> Yes <input checked="" type="checkbox"/> No			
I Tax-exempt status: <input checked="" type="checkbox"/> 501(c)(3) <input type="checkbox"/> 501(c) () ◀ (insert no.) <input type="checkbox"/> 4947(a)(1) or <input type="checkbox"/> 527			H(b) Are all subordinates included? <input type="checkbox"/> Yes <input type="checkbox"/> No			
J Website: WWW.UNBOUND.ORG			If "No," attach a list. (see instructions)			
K Form of organization: <input checked="" type="checkbox"/> Corporation <input type="checkbox"/> Trust <input type="checkbox"/> Association <input type="checkbox"/> Other ▶			L Year of formation: 1981 M State of legal domicile: MO			
H(c) Group exemption number ▶						

Part I Summary

Activities & Governance	1 Briefly describe the organization's mission or most significant activities: UNBOUND'S MISSION IS TO WALK WITH THE POOR AND MARGINALIZED OF THE WORLD. SEE SCHEDULE O.	
	2 Check this box <input type="checkbox"/> if the organization discontinued its operations or disposed of more than 25% of its net assets.	
	3 Number of voting members of the governing body (Part VI, line 1a)	3 9
	4 Number of independent voting members of the governing body (Part VI, line 1b)	4 9
	5 Total number of individuals employed in calendar year 2022 (Part V, line 2a)	5 164
	6 Total number of volunteers (estimate if necessary)	6 2,228
	7a Total unrelated business revenue from Part VIII, column (C), line 12	7a NONE
7b Net unrelated business taxable income from Form 990-T, line 34	7b NONE	
Revenue	8 Contributions and grants (Part VIII, line 1h)	Prior Year: 142,617,882. Current Year: 137,562,066.
	9 Program service revenue (Part VIII, line 2g)	1,771. 8,463.
	10 Investment income (Part VIII, column (A), lines 3, 4, and 7d)	2,762,828. 1,774,535.
	11 Other revenue (Part VIII, column (A), lines 5, 6d, 8c, 9c, 10c, and 11e)	504. 423.
	12 Total revenue - add lines 8 through 11 (must equal Part VIII, column (A), line 12)	145,382,985. 139,345,487.
	Expenses	13 Grants and similar amounts paid (Part IX, column (A), lines 1-3)
14 Benefits paid to or for members (Part IX, column (A), line 4)		NONE NONE
15 Salaries, other compensation, employee benefits (Part IX, column (A), lines 5-10)		12,336,746. 13,026,920.
16a Professional fundraising fees (Part IX, column (A), line 11e)		NONE NONE
b Total fundraising expenses (Part IX, column (D), line 25) ▶ 6,562,518.		
17 Other expenses (Part IX, column (A), lines 11a-11d, 11f-24e)		6,779,931. 7,750,969.
18 Total expenses. Add lines 13-17 (must equal Part IX, column (A), line 25)	135,492,527. 136,243,715.	
19 Revenue less expenses. Subtract line 18 from line 12	9,890,458. 3,101,772.	
Net Assets or Fund Balances	20 Total assets (Part X, line 16)	Beginning of Current Year: 85,403,834. End of Year: 83,366,432.
	21 Total liabilities (Part X, line 26)	2,233,389. 2,162,404.
	22 Net assets or fund balances. Subtract line 21 from line 20.	83,170,445. 81,204,028.

Part II Signature Block

Under penalties of perjury, I declare that I have examined this return, including accompanying schedules and statements, and to the best of my knowledge and belief, it is true, correct, and complete. Declaration of preparer (other than officer) is based on all information of which preparer has any knowledge.

Sign Here	▶ Signature of officer	Date
	▶ Type or print name and title	

Paid Preparer Use Only	Print/Type preparer's name	Preparer's signature	Date	Check <input type="checkbox"/> if self-employed	PTIN
	ANGELA LEININGER CPA	ANGELA LEININGER CPA	11/15/2023		P01721142
	Firm's name ▶ FORVIS, LLP	Firm's EIN ▶	44-0160260		
	Firm's address ▶ 1201 WALNUT, SUITE 1700 KANSAS CITY, MO 64106-2246	Phone no.	816-221-6300		

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

For Paperwork Reduction Act Notice, see the separate instructions.

Form **990** (2022)

Part III Statement of Program Service Accomplishments

Check if Schedule O contains a response or note to any line in this Part III Yes No

1 Briefly describe the organization's mission:

UNBOUND'S MISSION IS TO WALK WITH THE POOR AND MARGINALIZED OF THE WORLD.

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 \$ 120,530,553. including grants of \$ 111,750,534.) (Revenue \$ 8,463.)
SPONSORSHIP - SEE SCHEDULE O

4b (Code:) (Expenses \$ 4,005,540. including grants of \$ 3,715,292.) (Revenue \$ NONE)
SCHOLARSHIP - SEE SCHEDULE O

4c (Code:) (Expenses \$ including grants of \$) (Revenue \$)

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

4e Total program service expenses 124,536,093.

Part IV Checklist of Required Schedules

Table with 3 columns: Question number, Yes, No. Rows 1-21 with various questions about organization activities and financial reporting.

Part IV Checklist of Required Schedules (continued)

Table with 3 columns: Question, Yes, No. Rows 22-38 covering various organizational requirements and schedules.

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 [X]

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

Part V Statements Regarding Other IRS Filings and Tax Compliance <i>(continued)</i>		Yes	No
2a Enter the number of employees reported on Form W-3, Transmittal of Wage and Tax Statements, filed for the calendar year ending with or within the year covered by this return.	2a 164		
b If at least one is reported on line 2a, did the organization file all required federal employment tax returns?	2b	X	
3a Did the organization have unrelated business gross income of \$1,000 or more during the year?	3a		X
b If "Yes," has it filed a Form 990-T for this year? <i>If "No" to line 3b, provide an explanation on Schedule O</i>	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	X	
b If "Yes," enter the name of the foreign country <u>SEE SCHEDULE O</u> 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		X
b Did any taxable party notify the organization that it was or is a party to a prohibited tax shelter transaction?	5b		X
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		X
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	X	
b If "Yes," did the organization notify the donor of the value of the goods or services provided?	7b	X	
c Did the organization sell, exchange, or otherwise dispose of tangible personal property for which it was required to file Form 8282?	7c		X
d If "Yes," indicate the number of Forms 8282 filed during the year	7d		
e Did the organization receive any funds, directly or indirectly, to pay premiums on a personal benefit contract?	7e		X
f Did the organization, during the year, pay premiums, directly or indirectly, on a personal benefit contract?	7f		X
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		
9 Sponsoring organizations maintaining donor advised funds.			
a Did the sponsoring organization make any taxable distributions under section 4966?	9a		
b Did the sponsoring organization make a distribution to a donor, donor advisor, or related person?	9b		
10 Section 501(c)(7) organizations. Enter:			
a Initiation fees and capital contributions included on Part VIII, line 12	10a		
b Gross receipts, included on Form 990, Part VIII, line 12, for public use of club facilities	10b		
11 Section 501(c)(12) organizations. Enter:			
a Gross income from members or shareholders	11a		
b Gross income from other sources. (Do not net amounts due or paid to other sources against amounts due or received from them.)	11b		
12a Section 4947(a)(1) non-exempt charitable trusts. Is the organization filing Form 990 in lieu of Form 1041?	12a		
b If "Yes," enter the amount of tax-exempt interest received or accrued during the year	12b		
13 Section 501(c)(29) qualified nonprofit health insurance issuers.			
a Is the organization licensed to issue qualified health plans in more than one state? Note: See the instructions for additional information the organization must report on Schedule O.	13a		
b Enter the amount of reserves the organization is required to maintain by the states in which the organization is licensed to issue qualified health plans	13b		
c Enter the amount of reserves on hand	13c		
14a Did the organization receive any payments for indoor tanning services during the tax year?	14a		X
b If "Yes," has it filed a Form 720 to report these payments? <i>If "No," provide an explanation on Schedule O</i>	14b		
15 Is the organization subject to the section 4960 tax on payment(s) of more than \$1,000,000 in remuneration or excess parachute payment(s) during the year? If "Yes," see the instructions and file Form 4720, Schedule N.	15		X
16 Is the organization an educational institution subject to the section 4968 excise tax on net investment income? If "Yes," complete Form 4720, Schedule O.	16		X
17 Section 501(c)(21) organizations. Did the trust, or any disqualified or other person engage in any activities that would result in the imposition of an excise tax under section 4951, 4952, or 4953? If "Yes," complete Form 6069.	17		

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

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

Section A. Governing Body and Management

Table with 3 columns: Question, Yes, No. Rows include 1a (voting members), 1b (independent members), 2-7a (relationships and governance), 7b (governance decisions), 8 (documentation), 8a (governing body), 8b (committees), 9 (unreachable officers).

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

Table with 3 columns: Question, Yes, No. Rows include 10a (local chapters), 10b (policies), 11a (Form 990 distribution), 12a-c (conflict of interest policy), 13 (whistleblower policy), 14 (document retention), 15 (compensation review), 15a-b (CEO/officers), 16a (joint ventures), 16b (joint venture policy).

Section C. Disclosure

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

SCOTT WASSERMAN-PRESIDENT/CEO 1 ELMWOOD AVE KANSAS CITY, KS 66103
913-384-6500

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 X

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

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

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

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

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

(A) Name and title	(B) Average hours per week 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) SCOTT WASSERMAN PRESIDENT/CEO (NON-VOTING)	55.00 NONE			X				255,160.	NONE	56,876.
(2) ROB MCELROY LEAD SOFTWARE ARCHITECT	45.00 NONE					X		153,941.	NONE	43,938.
(3) STEVE MCCLAIN DIR OF GROWTH AND REVENUE DEV	45.00 NONE					X		144,356.	NONE	42,959.
(4) MARTIN KRAUS TREASURER (NON-VOTING)/DIR FIN	50.00 NONE			X				150,115.	NONE	36,210.
(5) DAN WINHOLTZ PEARSON DIR OF INTERNATIONAL PROGRAMS	45.00 NONE					X		137,168.	NONE	42,781.
(6) JOHN DOUGHERTY DIRECTOR OF TECHNOLOGY SERVICE	45.00 NONE					X		143,749.	NONE	21,415.
(7) KRISTINA THOMPSON MARKETING/COMM DIRECTOR	45.00 NONE					X		129,505.	NONE	8,226.
(8) WILLIAM HANSEN SECRETARY (NON-VOTING)/FIN MGR	45.00 NONE			X				94,102.	NONE	19,016.
(9) REV. DENNIS MARTIN PREACH REP-NON-VOTING	2.00 NONE	X						5,949.	NONE	NONE
(10) DAVID HERBISON DIRECTOR/CGO	6.00 NONE	X		X				NONE	NONE	NONE
(11) DENNIS BERNARDO DIRECTOR	2.00 NONE	X						NONE	NONE	NONE
(12) EMMA MILLER DIRECTOR/DEPUTY CGO	3.00 NONE	X		X				NONE	NONE	NONE
(13) JOE BARKER DIRECTOR	5.00 NONE	X						NONE	NONE	NONE
(14) CINDY JONES DIRECTOR	2.00 NONE	X						NONE	NONE	NONE

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)	(E) Reportable compensation from related organizations (W-2/1099-MISC)	(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			
(15) ABBY MARIE J. ROHR DIRECTOR	2.00 NONE	X					NONE	NONE	NONE	
(16) VINCENT MURMU DIRECTOR (NON-VOTING)	0.50 NONE	X					NONE	NONE	NONE	
(17) ANA MENCINI DIRECTOR (RESIGNED JUNE 22)	1.00 NONE	X					NONE	NONE	NONE	
(18) LISA PHILLIP DIRECTOR	2.00 NONE	X					NONE	NONE	NONE	
(19) HUGO PLAZA BELTRAN DIRECTOR (NON-VOTING)	0.50 NONE	X					NONE	NONE	NONE	
(20) LISSA HAAG DIRECTOR (BEGAN 6/22)	2.00 NONE	X					NONE	NONE	NONE	
(21) SUSAN JOHNSON DIRECTOR (BEGAN 6/22)	1.00 NONE	X					NONE	NONE	NONE	
1b Sub-total							1,214,045.	NONE	271,421.	
c Total from continuation sheets to Part VII, Section A							NONE	NONE	NONE	
d Total (add lines 1b and 1c)							1,214,045.	NONE	271,421.	

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 **▶** 18

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

Section B. Independent Contractors

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

(A) Name and business address	(B) Description of services	(C) Compensation
SEE SCHEDULE O		

2 Total number of independent contractors (including but not limited to those listed above) who received more than \$100,000 in compensation from the organization **▶** 12

Part VIII Statement of Revenue

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

				(A) Total revenue	(B) Related or exempt function revenue	(C) Unrelated business revenue	(D) Revenue excluded from tax under sections 512-514	
Contributions, Gifts, Grants, and Other Similar Amounts	1a	Federated campaigns	1a	36,322.				
	b	Membership dues	1b					
	c	Fundraising events	1c					
	d	Related organizations	1d					
	e	Government grants (contributions) . .	1e					
	f	All other contributions, gifts, grants, and similar amounts not included above .	1f	137,525,744.				
	g	Noncash contributions included in lines 1a-1f	1g	\$ 811,480.				
	h	Total. Add lines 1a-1f			137,562,066.			
Program Service Revenue				Business Code				
	2a	AWARENESS TRIPS		900099	8,463.	8,463.		
	b							
	c							
	d							
	e							
	f	All other program service revenue						
g	Total. Add lines 2a-2f			8,463.				
Other Revenue	3	Investment income (including dividends, interest, and other similar amounts)			2,210,569.		2,210,569.	
	4	Income from investment of tax-exempt bond proceeds .			NONE			
	5	Royalties			NONE			
	6a	Gross rents	6a	(i) Real	(ii) Personal			
	b	Less: rental expenses	6b					
	c	Rental income or (loss)	6c	NONE	NONE			
	d	Net rental income or (loss)				NONE		
	7a	Gross amount from sales of assets other than inventory	7a	(i) Securities	(ii) Other			
						21,475,250.	582,051.	
	b	Less: cost or other basis and sales expenses . .	7b	22,082,963.	410,372.			
	c	Gain or (loss)	7c	-607,713.	171,679.			
	d	Net gain or (loss)				-436,034.	-436,034.	
8a	Gross income from fundraising events (not including \$ _____ of contributions reported on line 1c). See Part IV, line 18	8a						
					NONE			
					NONE			
b	Less: direct expenses	8b						
c	Net income or (loss) from fundraising events				NONE			
9a	Gross income from gaming activities. See Part IV, line 19	9a						
					NONE			
					NONE			
b	Less: direct expenses	9b						
c	Net income or (loss) from gaming activities				NONE			
10a	Gross sales of inventory, less returns and allowances	10a						
					NONE			
					NONE			
b	Less: cost of goods sold	10b						
c	Net income or (loss) from sales of inventory				NONE			
Miscellaneous Revenue				Business Code				
	11a	-						
	b	-						
	c	-						
	d	All other revenue		900099	423.		423.	
e	Total. Add lines 11a-11d			423.				
12	Total revenue. See instructions				139,345,487.	8,463.	1,774,958.	

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

Table with 5 columns: (A) Total expenses, (B) Program service expenses, (C) Management and general expenses, (D) Fundraising expenses. Rows include categories like Grants, Compensation, Payroll taxes, Advertising, and Total functional expenses.

Part X Balance Sheet

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

Table with columns for Assets, Liabilities, and Net Assets or Fund Balances. Rows include Cash, Savings, Pledges, Accounts receivable, Loans, Investments, and various payables. Includes sub-rows 10a, 10b, 10c for land and depreciation.

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	139,345,487.
2	Total expenses (must equal Part IX, column (A), line 25)	2	136,243,715.
3	Revenue less expenses. Subtract line 2 from line 1	3	3,101,772.
4	Net assets or fund balances at beginning of year (must equal Part X, line 32, column (A))	4	83,170,445.
5	Net unrealized gains (losses) on investments	5	-5,091,136.
6	Donated services and use of facilities	6	
7	Investment expenses	7	
8	Prior period adjustments	8	
9	Other changes in net assets or fund balances (explain on Schedule O)	9	22,947.
10	Net assets or fund balances at end of year. Combine lines 3 through 9 (must equal Part X, line 32, column (B))	10	81,204,028.

Part XII Financial Statements and Reporting

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

- 1 Accounting method used to prepare the Form 990: Cash Accrual Other _____
If the organization changed its method of accounting from a prior year or checked "Other," explain on Schedule O.
- 2a Were the organization's financial statements compiled or reviewed by an independent accountant?
If "Yes," check a box below to indicate whether the financial statements for the year were compiled or reviewed on a separate basis, consolidated basis, or both:
 Separate basis Consolidated basis Both consolidated and separate basis
- b Were the organization's financial statements audited by an independent accountant?
If "Yes," check a box below to indicate whether the financial statements for the year were audited on a separate basis, consolidated basis, or both:
 Separate basis Consolidated basis Both consolidated and separate basis
- c If "Yes" to line 2a or 2b, does the organization have a committee that assumes responsibility for oversight of the audit, review, or compilation of its financial statements and selection of an independent accountant?
If the organization changed either its oversight process or selection process during the tax year, explain on Schedule O.
- 3a As a result of a federal award, was the organization required to undergo an audit or audits as set forth in the Uniform Guidance, 2 C.F.R. Part 200, Subpart F?
- b If "Yes," did the organization undergo the required audit or audits? If the organization did not undergo the required audit or audits, explain why on Schedule O and describe any steps taken to undergo such audits . . .

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

Form 990 (2022)

**SCHEDULE A
(Form 990)**

Department of the Treasury
Internal Revenue Service

Public Charity Status and Public Support

Complete if the organization is a section 501(c)(3) organization or a section 4947(a)(1) nonexempt charitable trust.

Attach to Form 990 or Form 990-EZ.

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

OMB No. 1545-0047

2022

**Open to Public
Inspection**

Name of the organization

UNBOUND

Employer identification number

43-1243999

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 **section 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		
(A)							
(B)							
(C)							
(D)							
(E)							
Total							

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

Schedule A (Form 990) 2022

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

Section A. Public Support

Table with 7 columns: Calendar year (or fiscal year beginning in), (a) 2018, (b) 2019, (c) 2020, (d) 2021, (e) 2022, (f) Total. Rows include: 1 Gifts, grants, contributions, and membership fees received; 2 Tax revenues levied for the organization's benefit; 3 The value of services or facilities furnished by a governmental unit; 4 Total. Add lines 1 through 3; 5 The portion of total contributions by each person; 6 Public support. Subtract line 5 from line 4.

Section B. Total Support

Table with 7 columns: Calendar year (or fiscal year beginning in), (a) 2018, (b) 2019, (c) 2020, (d) 2021, (e) 2022, (f) Total. Rows include: 7 Amounts from line 4; 8 Gross income from interest, dividends, payments received on securities loans, rents, royalties, and income from similar sources; 9 Net income from unrelated business activities; 10 Other income. Do not include gain or loss from the sale of capital assets; 11 Total support. Add lines 7 through 10; 12 Gross receipts from related activities, etc.; 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

Table with 2 columns: Line number, Percentage. Rows include: 14 Public support percentage for 2022 (line 6, column (f), divided by line 11, column (f)) 98.82%; 15 Public support percentage from 2021 Schedule A, Part II, line 14 99.00%; 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. [X]; 16b 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. []; 17b 10%-facts-and-circumstances test - 2021. If the organization did not check a box on line 13, 16a, 16b, or 17a, and line 15 is 10% or more, and if the organization meets the facts-and-circumstances test, check this box and stop here. Explain in Part VI how the organization meets the facts-and-circumstances test. The organization qualifies as a publicly supported organization. []; 18 Private foundation. If the organization did not check a box on line 13, 16a, 16b, 17a, or 17b, check this box and see instructions. []

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

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

Section A. Public Support

Table with 7 columns: (a) 2018, (b) 2019, (c) 2020, (d) 2021, (e) 2022, (f) Total. Rows include: 1 Gifts, grants, contributions, and membership fees received; 2 Gross receipts from admissions, merchandise sold or services performed; 3 Gross receipts from activities that are not an unrelated trade or business; 4 Tax revenues levied for the organization's benefit; 5 The value of services or facilities furnished by a governmental unit; 6 Total. Add lines 1 through 5; 7a Amounts included on lines 1, 2, and 3 received from disqualified persons; 7b Amounts included on lines 2 and 3 received from other than disqualified persons; 7c Add lines 7a and 7b; 8 Public support. (Subtract line 7c from line 6.)

Section B. Total Support

Table with 7 columns: (a) 2018, (b) 2019, (c) 2020, (d) 2021, (e) 2022, (f) Total. Rows include: 9 Amounts from line 6; 10a Gross income from interest, dividends, payments received on securities loans, rents, royalties, and income from similar sources; 10b Unrelated business taxable income (less section 511 taxes) from businesses acquired after June 30, 1975; 10c Add lines 10a and 10b; 11 Net income from unrelated business activities not included on line 10b; 12 Other income. Do not include gain or loss from the sale of capital assets; 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

Table with 2 columns: Line number, Percentage. Row 15: Public support percentage for 2022 (line 8, column (f), divided by line 13, column (f)) 15 %; Row 16: Public support percentage from 2021 Schedule A, Part III, line 15 16 %

Section D. Computation of Investment Income Percentage

Table with 2 columns: Line number, Percentage. Row 17: Investment income percentage for 2022 (line 10c, column (f), divided by line 13, column (f)) 17 %; Row 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.

19b 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, Part I, complete Sections A and B. If you checked box 12b, Part I, complete Sections A and C. If you checked box 12c, Part I, complete Sections A, D, and E. If you checked box 12d, Part I, complete Sections A and D, and complete Part V.)

Section A. All Supporting Organizations

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

Part IV Supporting Organizations (continued)

Table with 3 columns: Question, Yes, No. Row 11: Has the organization accepted a gift or contribution from any of the following persons? Sub-rows 11a, 11b, 11c.

Section B. Type I Supporting Organizations

Table with 3 columns: Question, Yes, No. Row 1: Did the governing body, members of the governing body, officers acting in their official capacity, or membership of one or more supported organizations have the power to regularly appoint or elect at least a majority of the organization's officers, directors, or trustees at all times during the tax year? Row 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?

Section C. Type II Supporting Organizations

Table with 3 columns: Question, Yes, No. Row 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)?

Section D. All Type III Supporting Organizations

Table with 3 columns: Question, Yes, No. Row 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? Row 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? Row 3: By reason of the relationship described on line 2, above, did the organization's supported organizations have a significant voice in the organization's investment policies and in directing the use of the organization's income or assets at all times during the tax year?

Section E. Type III Functionally Integrated Supporting Organizations

Table with 3 columns: Question, Yes, No. Row 1: Check the box next to the method that the organization used to satisfy the Integral Part Test during the year (see instructions). Sub-rows a, b, c. Row 2: Activities Test. Answer lines 2a and 2b below. Sub-rows a, b. Row 3: Parent of Supported Organizations. Answer lines 3a and 3b below. Sub-rows a, b.

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

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

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

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

Section C - Distributable Amount			Current Year
1	Adjusted net income for prior year (from Section A, line 8, column A)	1	
2	Enter 0.85 of line 1.	2	
3	Minimum asset amount for prior year (from Section B, line 8, column A)	3	
4	Enter greater of line 2 or line 3.	4	
5	Income tax imposed in prior year	5	
6	Distributable Amount. Subtract line 5 from line 4, unless subject to emergency temporary reduction (see instructions).	6	
7	<input type="checkbox"/> Check here if the current year is the organization's first as a non-functionally integrated Type III supporting organization (see instructions).		

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

Section D - Distributions		Current Year
1	Amounts paid to supported organizations to accomplish exempt purposes	1
2	Amounts paid to perform activity that directly furthers exempt purposes of supported organizations, in excess of income from activity	2
3	Administrative expenses paid to accomplish exempt purposes of supported organizations	3
4	Amounts paid to acquire exempt-use assets	4
5	Qualified set-aside amounts (prior IRS approval required - <i>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 3e			
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. For result greater than zero, <i>explain in Part VI</i> . See instructions.			
6	Remaining underdistributions for 2022. Subtract lines 3h and 4b from line 1. For result 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.)

SCHEDULE A, PART II - OTHER INCOME

DESCRIPTION	2018	2019	2020	2021	2022	TOTAL
OTHER REVENUE	547.	766.	1,385.	504.	423.	3,625.
TOTALS	547.	766.	1,385.	504.	423.	3,625.

SCHEDULE D (Form 990)

Supplemental Financial Statements

OMB No. 1545-0047

2022

Open to Public Inspection

Department of the Treasury Internal Revenue Service

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

Attach to Form 990.

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

Name of the organization

Employer identification number

UNBOUND

43-1243999

Part I Organizations Maintaining Donor Advised Funds or Other Similar Funds or Accounts.

Complete if the organization answered "Yes" on Form 990, Part IV, line 6.

Table with 3 columns: Line number, (a) Donor advised funds, (b) Funds and other accounts. Rows 1-4 for aggregate values, 5-6 for donor advisement questions.

Part II Conservation Easements.

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

Table with 3 columns: Line number, Description, Held at the End of the Tax Year. Rows 1-9 for conservation easement details.

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

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

Table with 3 columns: Line number, Description, Amount. Rows 1a-1b for art collection reporting, 2 for financial gain reporting.

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

Schedule D (Form 990) 2022

JSA 2E1268 1.000

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

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

Part IV Escrow and Custodial Arrangements.

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

- 1a** Is the organization an agent, trustee, custodian or other intermediary for contributions or other assets not included on Form 990, Part X? **Yes** **No**
- b** If "Yes," explain the arrangement in Part XIII and complete the following table:
- | | Amount |
|--|-----------|
| c Beginning balance | 1c |
| d Additions during the year | 1d |
| e Distributions during the year | 1e |
| f Ending balance | 1f |
- 2a** Did the organization include an amount on Form 990, Part X, line 21, for escrow or custodial account liability? **Yes** **No**
- b** If "Yes," explain the arrangement in Part XIII. Check here if the explanation has been provided on 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					
b Contributions					
c Net investment earnings, gains, and losses					
d Grants or scholarships					
e Other expenditures for facilities and programs					
f Administrative expenses					
g End of year balance					

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

Part VI Land, Buildings, and Equipment.

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

Description of property	(a) Cost or other basis (investment)	(b) Cost or other basis (other)	(c) Accumulated depreciation	(d) Book value
1a Land		273,053.		273,053.
b Buildings		5,267,329.	2,994,102.	2,273,227.
c Leasehold improvements				
d Equipment		1,170,674.	771,400.	399,274.
e Other		2,755,623.	2,755,623.	
Total. Add lines 1a through 1e. (Column (d) must equal Form 990, Part X, column (B), line 10c.)				2,945,554.

Part VII Investments - Other Securities.

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

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

Part VIII Investments - Program Related.

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

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

Part IX Other Assets.

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

Table with 2 columns: (a) Description, (b) Book value. Rows include CSV LIFE INSURANCE, ASSETS HELD FOR SALE, ANNUITIES, and Total.

Part X Other Liabilities.

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

Table with 2 columns: (a) Description of liability, (b) Book value. Rows include Federal income taxes, ANNUITY OBLIGATIONS, and Total.

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

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

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

Table with 5 main rows and sub-rows (a-e) for adjustments. Total revenue reported as 139,345,487.

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.

Table with 5 main rows and sub-rows (a-e) for adjustments. Total expenses reported as 136,243,715.

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.

SEE SUPPLEMENTAL PAGE

Part XIII Supplemental Information (continued)

SCHEDULE D, PART X, LINE 2

MANAGEMENT HAS EVALUATED THEIR INCOME TAX POSITIONS UNDER THE GUIDANCE INCLUDED IN ASC 740. BASED ON THEIR REVIEW, MANAGEMENT HAS NOT IDENTIFIED ANY MATERIAL UNCERTAIN TAX POSITIONS TO BE RECORDED OR DISCLOSED IN THE FINANCIAL STATEMENTS.

SCHEDULE D, PART XI, LINE 4B

CHANGE IN UNINSURED ANNUITY OBLIGATIONS	(\$ 25,153)
UNBOUND COLOMBIA	\$ 716
UNBOUND - PHILIPPINES BRANCH	\$ 1,488

TOTAL	(\$ 22,949)

SCHEDULE D, PART XII, LINE 4B

UNBOUND COLOMBIA	\$ 639
UNBOUND - PHILIPPINES BRANCH	\$ 914

TOTAL	\$ 1,553

**SCHEDULE F
(Form 990)**

Statement of Activities Outside the United States

OMB No. 1545-0047

2022

Open to Public Inspection

Department of the Treasury
Internal Revenue Service

Complete if the organization answered "Yes" on Form 990, Part IV, line 14b, 15, or 16.

Attach to Form 990.

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

Name of the organization

Employer identification number

UNBOUND

43-1243999

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

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

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

3 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 the 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 CARIBB	NONE	NONE	GRANTMAKING		46,051,640.
(2) EAST ASIA AND THE PACIFIC	NONE	NONE	GRANTMAKING		18,165,916.
(3) NORTH AMERICA	NONE	NONE	GRANTMAKING		3,284,647.
(4) SOUTH AMERICA	NONE	NONE	GRANTMAKING		19,209,352.
(5) SOUTH ASIA	NONE	NONE	GRANTMAKING		9,430,300.
(6) SUB-SAHARAN AFRICA	NONE	NONE	GRANTMAKING		19,323,971.
(7) CENTRAL AMERICA AND THE CARIBB	NONE	1	PROGRAM SERVICES	PROJ MENTOR & MONITOR	111,227.
(8) EAST ASIA AND THE PACIFIC	NONE	NONE	PROGRAM SERVICES	PROJ MENTOR & MONITOR	30,137.
(9) NORTH AMERICA	NONE	1	PROGRAM SERVICES	PROJ MENTOR & MONITOR	31,682.
(10) SOUTH AMERICA	NONE	1	PROGRAM SERVICES	PROJ MENTOR & MONITOR	43,445.
(11) SOUTH ASIA	NONE	1	PROGRAM SERVICES	PROJ MENTOR & MONITOR	19,201.
(12) SUB-SAHARAN AFRICA	NONE	1	PROGRAM SERVICES	PROJ MENTOR & MONITOR	63,050.
(13) CENTRAL AMERICA AND THE CARIBB	1	NONE	PROGRAM SERVICES	PROJ MENTOR & MONITOR	1,138,234.
(14)					
(15)					
(16)					
(17)					
3a Subtotal	1	5.			116,902,802.
b Total from continuation sheets to Part I					
c Totals (add lines 3a and 3b)	1.	5.			116,902,802.

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

Schedule F (Form 990) 2022

Part II **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 recipient who received more than \$5,000. Part II can be duplicated if additional space is needed.

1	(a) Name of organization	(b) IRS code section and EIN (if applicable)	(c) Region	(d) Purpose of grant	(e) Amount of cash grant	(f) Manner of cash disbursement	(g) Amount of noncash assistance	(h) Description of noncash assistance	(i) Method of valuation (book, FMV, appraisal, other)
(1)			CENT. AMERICA/CARIBBEAN	SEE PART V	3,263,095.	WIRE			
(2)			EAST ASIA/PACIFIC	SEE PART V	1,406,164.	WIRE			
(3)			NORTH AMERICA	SEE PART V	334,680.	WIRE			
(4)			SOUTH AMERICA	SEE PART V	1,552,085.	WIRE			
(5)			SOUTH ASIA	SEE PART V	759,797.	WIRE			
(6)			SUB-SAHARAN AFRICA	SEE PART V	1,225,014.	WIRE			
(7)									
(8)									
(9)									
(10)									
(11)									
(12)									
(13)									
(14)									
(15)									
(16)									

2 Enter total number of recipient organizations listed above that are recognized as charities by the foreign country, recognized as a tax exempt 501(c)(3) organization by the IRS, or for which the grantee or counsel has provided a section 501(c)(3) equivalency letter . . . ▶ 33

3 Enter total number of other organizations or entities ▶ NONE

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) NUTRITION, EDUCATION, HEALTH, FAMILY	CENT. AMERICA/CARIBBEAN	104,233	42,788,545.	WIRE			
(2) NUTRITION, EDUCATION, HEALTH, FAMILY	EAST ASIA/PACIFIC	41,545	16,759,752.	WIRE			
(3) NUTRITION, EDUCATION, HEALTH, FAMILY	NORTH AMERICA	7,844	2,949,967.	WIRE			
(4) NUTRITION, EDUCATION, HEALTH, FAMILY	SOUTH AMERICA	47,761	17,657,267.	WIRE			
(5) NUTRITION, EDUCATION, HEALTH, FAMILY	SOUTH ASIA	21,452	8,670,503.	WIRE			
(6) NUTRITION, EDUCATION, HEALTH, FAMILY	SUB-SAHARAN AFRICA	45,888	18,098,957.	WIRE			
(7)							
(8)							
(9)							
(10)							
(11)							
(12)							
(13)							
(14)							
(15)							
(16)							
(17)							
(18)							

Part IV Foreign Forms

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

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

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

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

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

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

Part V Supplemental Information

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

SCHEDULE F, PART I, LINE 2

UNBOUND SENDS A WIRE TRANSFER TO PROJECTS ON A MONTHLY BASIS. THE MONTHLY TRANSFER INCLUDES THE PROJECT'S ALLOCATION OF SPONSORSHIP FUNDS IN THREE CATEGORIES: CHILDREN, ELDER AND VOCATIONS (WHERE APPLICABLE). THE MONTHLY TRANSFER ALSO INCLUDES BIRTHDAY FUNDS, AND FOR CRITICAL NEEDS RESPONSE PROGRAMS.

MONEY IS SENT AT THE APPROPRIATE TIMES FOR SCHOLARSHIPS AND CHRISTMAS. THERE MIGHT BE ADDITIONAL RESTRICTED FUNDS SENT AS UNBOUND GRANTS OR BECAUSE OF SPONSORS' EXTRA DONATIONS FOR SPECIFIC FAMILY OR PROJECT NEEDS BEYOND WHAT THE SPONSORSHIP PROGRAM COVERS. UNBOUND MONITORS THE PROJECTS' USE OF THESE FUNDS IN A VARIETY OF WAYS.

Part V Supplemental Information

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

PROJECTS ARE REQUIRED TO PROVIDE MONTHLY FINANCIAL INFORMATION TO
UNBOUND'S OFFICE IN KANSAS CITY, KANSAS, INCLUDING:

- A. TRANSACTION-LEVEL FINANCIAL DETAIL WHICH INCLUDE THE BALANCE SHEET AND
INCOME STATEMENT
- B. PROJECT BANK STATEMENTS AND BANK RECONCILIATIONS
- C. CASH RESERVES REPORT

THE PROJECTS ARE ALSO REQUIRED TO SUBMIT OR MAKE AVAILABLE THE FOLLOWING
DOCUMENTS ON AN ANNUAL BASIS:

- A. ANNUAL BUDGET
- B. ASSET LISTING
- C. GOVERNMENT-REQUIRED EXTERNAL AUDIT
- D. ANY OTHER FINANCIAL REPORTS FILED WITH THEIR GOVERNMENTS

Part V Supplemental Information

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

FOR SPECIAL MONEY GIFTS OVER \$100, PROJECTS ARE REQUIRED TO ACKNOWLEDGE THE EXPENDITURES TO THE DONORS.

THERE ARE FOUR REGIONAL ACCOUNTANTS IN THE INTERNATIONAL PROGRAMS DEPARTMENT AT UNBOUND. EACH HAS RESPONSIBILITY FOR A NUMBER OF PROJECTS, AND REVIEWS THE MONTHLY TRANSACTIONS AND REPORTS ON A REGULAR BASIS FOR TIMELINESS, ACCURACY, COMPLETENESS, AND COMPLIANCE WITH UNBOUND FINANCIAL AND PROGRAM POLICY. REGULAR FEEDBACK IS GIVEN TO THE PROJECTS. STAFF REPRESENTATIVES FROM THE UNBOUND HEADQUARTERS OFFICE TYPICALLY VISIT EACH PROJECT ON AN ANNUAL BASIS TO ASSESS PROGRAM AND ADMINISTRATIVE PERFORMANCE, VISIT PROGRAM BENEFICIARIES IN THEIR HOMES, AND PROVIDE SUPPORT AND TRAINING TO PROJECT TEAMS. FORMAL PERFORMANCE AUDITS ARE PERFORMED PERIODICALLY, TYPICALLY ONCE EVERY THREE YEARS (WITH THE EXCEPTION OF 2020-2021 DUE TO PANDEMIC-RELATED TRAVEL RESTRICTIONS).

Part V Supplemental Information

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

IN ADDITION, THE UNBOUND FINANCE DEPARTMENT HAS A TEAM OF FINANCIAL AUDITORS WHO AUDIT THE PROJECTS' INTERNAL CONTROLS, PROCESSES AND PROCEDURES, AND THE ACCURACY OF THEIR RECORDKEEPING. THEY HAVE ESTABLISHED A SCHEDULE FOR AUDITING EACH PROJECT ON A REGULAR BASIS. IN 2020-2021, MANY OF THESE AUDITS WERE CONVERTED TO SELECTIVE DESK AUDITS DUE TO COVID-RELATED TRAVEL RESTRICTIONS. DURING 2022 THE AUDIT TEAM PERFORMED SOME FINANCIAL AUDITS ON-SITE AND SOME WERE PERFORMED AS REMOTE DESK AUDITS.

THERE ARE OTHER PROCESSES, TOO, THROUGH WHICH UNBOUND IS ABLE TO MONITOR THE PROJECT PERFORMANCE AND ADHERENCE TO UNBOUND POLICIES.

UNBOUND REQUIRES AN UPDATED ANNUAL PHOTO OF EACH SPONSORED MEMBER AND HAS PROCESSES TO ASSURE THE AUTHENTICITY OF EVERY PHOTO. UNBOUND REQUIRES EACH SPONSORED MEMBER TO WRITE TO HIS OR HER SPONSOR AT LEAST TWICE EACH YEAR. THE LETTERS ARE REGULARLY REVIEWED ON A SAMPLE BASIS BEFORE BEING SENT TO SPONSORS. SPONSORS EAGERLY ANTICIPATE LETTERS FROM THEIR SPONSORED FRIENDS.

Part V Supplemental Information

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

UNBOUND HEADQUARTERS STAFF MEMBERS MONITORED THE ACTIVITY OF THE PROJECTS THROUGH CONFERENCE CALLS, WEBINARS, REVIEW OF FINANCIAL AND PROGRAM DOCUMENTS, AND FINANCIAL DESK AUDITS. THE PROJECTS CONTINUE TO SUBMIT ALL DOCUMENTS AND REPORTS.

SCHEDULE F, PART 1, LINE 3, COLUMN F

THE ACCRUAL METHOD OF ACCOUNTING IS USED TO REPORT THE AMOUNT OF EXPENDITURES IN COLUMN F.

SCHEDULE F, PART II, LINES 1(1)-(6), COLUMN D

PURPOSE OF GRANTS FOR ALL REGIONS IS PROJECT INFRASTRUCTURE, EMERGENCY, SCHOLARSHIP, AND OTHER ASSISTANCE.

**SCHEDULE J
(Form 990)**

Department of the Treasury
Internal Revenue Service

Name of the organization

UNBOUND

Compensation Information

For certain Officers, Directors, Trustees, Key Employees, and Highest
Compensated Employees

Complete if the organization answered "Yes" on Form 990, Part IV, line 23.

Attach to Form 990.

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

OMB No. 1545-0047

2022

**Open to Public
Inspection**

Employer identification number

43-1243999

Part I Questions Regarding Compensation

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

	Yes	No
1b	X	
2	X	
4a		X
4b		X
4c		X
5a		X
5b		X
6a		X
6b		X
7		X
8		X
9		

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

Schedule J (Form 990) 2022

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

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

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

(A) Name and Title		(B) Breakdown of W-2 and/or 1099-MISC and/or 1099-NEC compensation			(C) Retirement and other deferred compensation	(D) Nontaxable benefits	(E) Total of columns (B)(i)-(D)	(F) Compensation in column (B) reported as deferred on prior Form 990
		(i) Base compensation	(ii) Bonus & incentive compensation	(iii) Other reportable compensation				
1 SCOTT WASSERMAN PRESIDENT/CEO (NON-VOTING)	(i)	253,972.	NONE	1,188.	13,690.	43,186.	312,036.	NONE
	(ii)	NONE	NONE	NONE	NONE	NONE	NONE	NONE
2 MARTIN KRAUS TREASURER (NON-VOTING)/DIR FIN	(i)	148,881.	NONE	1,234.	7,387.	28,823.	186,325.	NONE
	(ii)	NONE	NONE	NONE	NONE	NONE	NONE	NONE
3 ROB MCELROY LEAD SOFTWARE ARCHITECT	(i)	153,511.	NONE	430.	9,046.	34,892.	197,879.	NONE
	(ii)	NONE	NONE	NONE	NONE	NONE	NONE	NONE
4 STEVE MCCLAIN DIR OF GROWTH AND REVENUE DEV	(i)	143,582.	NONE	774.	8,304.	34,655.	187,315.	NONE
	(ii)	NONE	NONE	NONE	NONE	NONE	NONE	NONE
5 JOHN DOUGHERTY DIRECTOR OF TECHNOLOGY SERVICE	(i)	142,945.	NONE	804.	8,625.	12,790.	165,164.	NONE
	(ii)	NONE	NONE	NONE	NONE	NONE	NONE	NONE
6 DAN WINHOLTZ PEARSON DIR OF INTERNATIONAL PROGRAMS	(i)	136,738.	NONE	430.	7,889.	34,892.	179,949.	NONE
	(ii)	NONE	NONE	NONE	NONE	NONE	NONE	NONE
7	(i)							
	(ii)							
8	(i)							
	(ii)							
9	(i)							
	(ii)							
10	(i)							
	(ii)							
11	(i)							
	(ii)							
12	(i)							
	(ii)							
13	(i)							
	(ii)							
14	(i)							
	(ii)							
15	(i)							
	(ii)							
16	(i)							
	(ii)							

Part III Supplemental Information

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

SCHEDULE J, PART I, LINE 1A

IN 2022, ANABELLA WASSERMAN, WIFE OF SCOTT WASSERMAN, PRESIDENT/CEO OF UNBOUND, TRAVELED INTERNATIONALLY WITH MR. WASSERMAN AND OTHER UNBOUND STAFF TO PARTICIPATE IN PROJECT MENTORING/MONITORING. UNBOUND COMPENSATED MS. WASSERMAN FOR HER TIME AS AN INDEPENDENT CONTRACTOR AND PAID FOR HER AIRFARE BECAUSE HER PARTICIPATION WAS FOR BONA FIDE BUSINESS PURPOSES. MS. WASSERMAN'S LONG-STANDING RELATIONSHIP WITH UNBOUND, PREVIOUS INVOLVEMENT LEADING SEVERAL CHURCH MISSION TRIPS, BEING A NATIVE OF GUATEMALA AND BEING BI-LINGUAL ARE JUST A FEW OF THE MANY ATTRIBUTES THAT ENABLE HER TO WORK SUCCESSFULLY AND TO HELP UNBOUND BUILD MEANINGFUL RELATIONSHIPS WITH PROJECT STAFF AND SPONSORED FAMILIES.

**SCHEDULE M
(Form 990)**

Department of the Treasury
Internal Revenue Service

Noncash Contributions

Complete if the organizations answered "Yes" on Form 990, Part IV, lines 29 or 30.

Attach to Form 990.

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

OMB No. 1545-0047

2022

**Open to Public
Inspection**

Name of the organization

UNBOUND

Employer identification number

43-1243999

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	35	811,480.	FAIR MARKET VALUE
10 Securities - Closely held stock				
11 Securities - Partnership, LLC, or trust interests				
12 Securities - Miscellaneous				
13 Qualified conservation contribution - Historic structures				
14 Qualified conservation contribution - Other				
15 Real estate - Residential				
16 Real estate - Commercial				
17 Real estate - Other				
18 Collectibles				
19 Food inventory				
20 Drugs and medical supplies				
21 Taxidermy				
22 Historical artifacts				
23 Scientific specimens				
24 Archeological artifacts				
25 Other ▶ ()				
26 Other ▶ ()				
27 Other ▶ ()				
28 Other ▶ ()				

29 Number of Forms 8283 received by the organization during the tax year for contributions for which the organization completed Form 8283, Part V, Donee Acknowledgement **29**

	Yes	No
30a During the year, did the organization receive by contribution any property reported in Part I, lines 1 through 28, that it must hold for at least three years from the date of the initial contribution, and which isn't required to be used for exempt purposes for the entire holding period?		X
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?	X	
32a Does the organization hire or use third parties or related organizations to solicit, process, or sell noncash contributions?		X
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.

Schedule M (Form 990) 2022

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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.

SCHEDULE M, PART I, COLUMN B

THE AMOUNTS LISTED IN COLUMN B REPRESENTS THE NUMBER OF CONTRIBUTIONS.

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FORM 990, PART I, LINE 1

UNBOUND'S MISSION IS TO WALK WITH THE POOR AND MARGINALIZED OF THE WORLD.

1. WE PROVIDE PERSONAL ATTENTION AND DIRECT BENEFITS TO CHILDREN, YOUTH, AGING AND THEIR FAMILIES SO THEY MAY LIVE WITH DIGNITY, ACHIEVE THEIR DESIRED POTENTIAL AND PARTICIPATE FULLY IN SOCIETY.

2. WE INVITE PEOPLE OF GOODWILL TO LIVE IN DAILY SOLIDARITY WITH THE WORLD'S POOR THROUGH ONE-TO-ONE SPONSORSHIP.

3. WE BUILD COMMUNITY BY FOSTERING RELATIONSHIPS OF MUTUAL RESPECT, UNDERSTANDING AND SUPPORT THAT ARE CULTURALLY DIVERSE, EMPOWERING AND WITHOUT RELIGIOUS OR OTHER PREJUDICE.

GROUNDING IN THE GOSPEL CALL TO SERVE THE POOR, UNBOUND IS A LAY CATHOLIC ORGANIZATION WORKING WITH PERSONS OF ALL FAITH TRADITIONS TO CREATE A WORLDWIDE COMMUNITY OF COMPASSION AND SERVICE.

FORM 990, PART III, LINE 4A

TOTAL GRANTS FOR THE SPONSORSHIP PROGRAM WERE \$111.75 MILLION IN 2022.

AT THE END OF 2022, A TOTAL OF 268,723 INDIVIDUALS IN LATIN AMERICA, ASIA AND AFRICA WERE SPONSORED THROUGH UNBOUND. THEY INCLUDED 238,431 CHILDREN AND YOUTH, 30,081 ELDERS AND 211 CANDIDATES STUDYING FOR THE PRIESTHOOD OR RELIGIOUS LIFE.

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FOLLOWING ARE EXAMPLES OF ACHIEVEMENTS IN THE SPONSORSHIP PROGRAM, AS SPONSORED INDIVIDUALS AND THEIR FAMILIES PARTNERED WITH LOCAL UNBOUND TEAMS TO IDENTIFY SPECIFIC CHALLENGES THEY MUST OVERCOME, SET THEIR OWN GOALS AND FORMULATE PLANS TO ACHIEVE THEM.

UNBOUND'S SPONSORSHIP PROGRAM CONNECTS SPONSORED INDIVIDUALS AND THEIR FAMILIES WITH SPONSORS AND SUPPORTIVE LOCAL COMMUNITIES OF STAFF MEMBERS AND OTHER FAMILIES. THROUGH SPONSORSHIP, INDIVIDUALS AND FAMILIES HAVE RESOURCES AND A SOLID SUPPORT NETWORK TO CHART THEIR PATHS OUT OF POVERTY. IN 2022, UNBOUND HAD PROGRAMS IN 19 COUNTRIES INCLUDING BOLIVIA, CHILE, COLOMBIA, COSTA RICA, THE DOMINICAN REPUBLIC, ECUADOR, EL SALVADOR, GUATEMALA, HONDURAS, INDIA, KENYA, MADAGASCAR, MEXICO, NICARAGUA, PERU, THE PHILIPPINES, RWANDA, TANZANIA AND UGANDA.

SPONSORSHIP CONNECTS PEOPLE ACROSS GEOGRAPHIC, ECONOMIC AND SOCIAL BOUNDARIES. IT ENABLES THE DEVELOPMENT OF RELATIONSHIPS BASED ON LISTENING, ENCOURAGEMENT AND MUTUAL RESPECT. SPONSORS - THROUGH THEIR MONTHLY FINANCIAL CONTRIBUTIONS AND CORRESPONDENCE THEY RECEIVE FROM THEIR SPONSORED FRIENDS - CAN EXPERIENCE A SENSE OF CONNECTION WITH SOMEONE IN ANOTHER PART OF THE WORLD AND SATISFACTION KNOWING THEY ARE HELPING ANOTHER HUMAN BEING REACH THEIR INHERENT POTENTIAL. SPONSORS CAN ALSO WRITE TO THEIR SPONSORED FRIENDS TO OFFER ENCOURAGEMENT AND BUILD REWARDING RELATIONSHIPS. UNBOUND HAD 220,250 SPONSORS FROM THE U.S. AND AROUND THE WORLD AT THE END OF 2022.

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SPONSORED INDIVIDUALS AND THEIR FAMILIES PARTNER WITH LOCAL UNBOUND TEAMS TO MAKE PROGRAM AND BENEFIT DECISIONS THAT HELP THEM MEET THEIR BASIC NEEDS AND DEVELOP THEIR POTENTIAL OVER THE COURSE OF THEIR TIME IN THE PROGRAM, WHICH CAN BE UP TO 18 YEARS OR MORE. SPONSORED INDIVIDUALS AND THEIR FAMILIES USE FINANCIAL ASSISTANCE TO HELP MEET NEEDS SUCH AS EDUCATION, NUTRITION, HOUSING IMPROVEMENTS, TECHNOLOGY, TRANSPORTATION AND HEALTH CARE. THEY ALSO HAVE ACCESS TO LEADERSHIP AND ECONOMIC DEVELOPMENT OPPORTUNITIES RELATED TO FINANCIAL LITERACY, SKILL DEVELOPMENT AND INCOME GENERATION. THE FLEXIBILITY OF THE PROGRAM AND UNBOUND'S CASH TRANSFER SYSTEM OF BENEFIT DELIVERY ALLOWS FAMILIES TO USE THE FUNDS TO MEET THEIR SPECIFIC NEEDS.

SPONSORSHIP REQUIRES ACTIVE PARTICIPATION FROM FAMILIES AS THE PROGRAM IS HIGHLY PERSONALIZED. WITH SUPPORT FROM SOCIAL WORKERS AND OTHER LOCAL UNBOUND STAFF, FAMILIES TAKE A CENTRAL ROLE IN SHAPING THE SPONSORSHIP PROGRAM AND FORMING SUPPORT NETWORKS TO ENCOURAGE EACH OTHER AND HOLD EACH OTHER ACCOUNTABLE. SMALL SUPPORT GROUPS OF PARENTS AND GUARDIANS, MOSTLY MADE UP OF MOTHERS, ARE KEY TO THE SPONSORSHIP PROGRAM'S SUCCESS.

MOTHERS ARE THE PRIMARY LEADERS IN UNBOUND. THEY KNOW BEST WHEN IT COMES TO MEETING THEIR CHILDREN'S NEEDS, AND UNBOUND LISTENS TO THEM AND LEARNS FROM THEM. MOTHERS OF SPONSORED CHILDREN JOIN SMALL SUPPORT GROUPS AND OFTEN BECOME LEADERS BY SERVING THEIR COMMUNITIES AND PLANNING PROGRAM ACTIVITIES. MOTHERS PARTICIPATING IN UNBOUND HAVE TAKEN ADVANTAGE OF MICRO-SAVINGS AND CREDIT OPPORTUNITIES TO MEET URGENT FAMILY NEEDS OR

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START OR BOOST SMALL BUSINESSES TO GENERATE INCOME. PARENTS HAVE ALSO
FORMED COOPERATIVES TO MEET COMMUNITY NEEDS AND PROVIDE INCOME FOR
MEMBERS.

OUTCOMES OF SPONSORSHIP VARY BUT TYPICALLY RELATE TO EDUCATION,
LEADERSHIP DEVELOPMENT, IMPROVED HEALTH AND NUTRITION STATUS, DIGNIFIED
HOUSING, SKILL DEVELOPMENT AND INCREASED INCOME THROUGH LIVELIHOOD
OPPORTUNITIES FOR FAMILIES.

MONITORING PROGRAM SUCCESS

MONITORING AND EVALUATION OF PROGRAMS

UNBOUND IS COMMITTED TO LEARNING FROM EXPERIENCE AND ENSURING THAT
EFFORTS MAKE A POSITIVE IMPACT IN THE LIVES OF CHILDREN, YOUTH, ELDERS
AND FAMILIES AROUND THE WORLD. THE ORGANIZATION ASKS TWO BASIC QUESTIONS
TO EARN DONOR TRUST AND MAINTAIN A HIGH STANDARD OF SERVICE:

1. DID WE DO WHAT WE SAID WE WERE GOING TO DO? THIS IS PROGRAM
MONITORING.
2. DID IT MAKE A DIFFERENCE? THIS IS PROGRAM EVALUATION.

UNBOUND DISTINGUISHES BETWEEN MONITORING AND EVALUATION AND MAINTAINS
SEPARATE BUT COMPLEMENTARY STRATEGIES.

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MONITORING:

THE PRINCIPAL PURPOSE OF MONITORING IS ACCOUNTABILITY. REGULAR PROGRAM MONITORING IS CONDUCTED TO ENSURE FIDELITY IN THE ORGANIZATIONAL STRUCTURE, DEVELOPMENT OF PROGRAMS, IMPLEMENTATION OF POLICIES AND THE APPROPRIATE USE OF FINANCES.

SOME OF THIS MONITORING HAPPENS ACROSS DISTANCE WITH REGULAR REPORTING, EMAILS, PHONE CALLS, AND VIRTUAL MEETINGS AND CONFERENCES. MUCH OF IT HAPPENS WITH PERSONAL, ON-SITE VISITS FROM UNBOUND'S KANSAS CITY HEADQUARTERS STAFF. WHILE THE PANDEMIC LIMITED TRAVEL IN 2021, UNBOUND STAFF MEMBERS RESUMED ONSITE VISITS AND MONITORING IN THE SECOND QUARTER OF 2022. APPROXIMATELY 651 DAYS OF PROJECT TRAVEL WERE MADE BY UNBOUND'S HEADQUARTERS STAFF TO PROJECT SITES IN 2022.

UNBOUND'S MONITORING STRATEGY INCLUDES:

- . VISITS MADE ANNUALLY TO EACH PROJECT FOR STAFF DEVELOPMENT, PROGRAM SUPPORT AND ASSESSMENTS
- . FINANCIAL AUDITS CONDUCTED IN EACH PROJECT
- . PROGRAM AUDITS CONDUCTED IN EACH PROJECT
- . AWARENESS TRIPS AND INDIVIDUAL SPONSOR VISIT OPPORTUNITIES (SUSPENDED IN 2022 DUE TO THE PANDEMIC AND SCHEDULED TO RESUME IN 2023)
- . THIRD-PARTY LEGAL ASSESSMENTS OF PROJECTS

EVALUATION:

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LEARNING IS THE FOCUS OF PROGRAM EVALUATION. UNBOUND'S PERSONALIZED APPROACH TO SPONSORSHIP REQUIRES A UNIQUE AND CREATIVE APPROACH TO EVALUATION.

THE ORGANIZATION HAS DEVELOPED A THREE-TIER SYSTEM TO EVALUATE THE OUTCOMES OF THE UNBOUND SPONSORSHIP PROGRAM TO ADDRESS THE LEARNING AND DECISION-MAKING NEEDS AT ALL LEVELS: INDIVIDUAL, PROJECT/PROGRAM AND GLOBAL.

INDIVIDUAL OUTCOMES:

CORRESPONDENCE FROM SPONSORED INDIVIDUALS TO THEIR SPONSORS PROVIDES DIRECT FEEDBACK ABOUT HOW THE RELATIONSHIPS AND SUPPORT MAKE A DIFFERENCE. SPONSORED CHILDREN AND YOUTH, FOR EXAMPLE, OFTEN WRITE ABOUT HOW THEY ARE PROGRESSING IN SCHOOL OR HOW THE BENEFITS OF THE PROGRAM IMPACT THEM AND THEIR FAMILIES.

PROGRAM OUTCOMES:

PROGRAMS AT THE PROJECT LEVEL ARE TAILORED TO THE NEEDS OF SPONSORED INDIVIDUALS AND THEIR FAMILIES AND THE INITIATIVES OF UNBOUND IN THEIR COMMUNITIES. FAMILIES WORK WITH PROGRAM STAFF TO DEFINE AND MEASURE OUTCOMES AND UTILIZE THE RESULTS FOR CONTINUOUS PROGRAM IMPROVEMENT. WITH TRAINING AND TECHNICAL SUPPORT FROM THE EVALUATION TEAM, THESE LOCALLY DIRECTED EVALUATIONS ASK QUESTIONS LIKE: WHAT IS THE PROGRAM ACCOMPLISHING? HOW ARE FAMILIES DIFFERENT NOW? WHAT COULD WE DO BETTER?

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GLOBAL OUTCOMES:

AS AN INTERNATIONAL ORGANIZATION, UNBOUND ALSO RECOGNIZES THE NEED TO STEP BACK PERIODICALLY AND LOOK AT THE BIG PICTURE. GLOBAL EVALUATIONS EXPLORE QUESTIONS OF ORGANIZATIONAL OUTCOMES FOR ALL PROGRAM PARTICIPANTS ACROSS BORDERS AND IN EVERY REGION. THESE BROAD ASSESSMENTS HELP US TELL OUR COLLECTIVE STORY AND UNDERSTAND THE EFFECTIVENESS OF OUR APPROACH IN KEY AREAS SUCH AS EDUCATIONAL ATTAINMENT, ECONOMIC SELF-SUFFICIENCY, EMPOWERMENT OF MOTHERS AND COMMUNITY PARTICIPATION.

EACH TIER OF OUR EVALUATION FRAMEWORK IS IMPORTANT TO UNDERSTANDING THE WHOLE OF UNBOUND'S IMPACT AND ITS COMPLEX CONTRIBUTION TO INDIVIDUAL GOALS AROUND THE WORLD.

GOVERNING BOARD'S ROLE IN MONITORING OUTCOMES ON BEHALF OF SPONSORED INDIVIDUALS, THEIR FAMILIES AND SPONSORS, THE UNBOUND GOVERNING BOARD RIGOROUSLY MONITORS THE INTEGRITY AND ACCOUNTABILITY OF THE ORGANIZATION'S OPERATIONS. THE BOARD PROACTIVELY DEFINES THE OUTCOMES EXPECTED FROM THE ORGANIZATION. MANAGEMENT MUST THEN PRODUCE VERIFIABLE DATA PROVING PROGRESS TOWARD THE EXPECTED OUTCOMES.

WITH THE BOARD SETTING ETHICAL AND PRUDENT LIMITS, MANAGEMENT CHOOSES THE APPROPRIATE MEANS TO ACHIEVE ORGANIZATIONAL ENDS.

THE BOARD SYSTEMATICALLY MONITORS COMPLIANCE WITH THESE EXECUTIVE LIMITATIONS. AS A RESULT, THE BOARD CONFIDENTLY ASSURES DONORS THAT THEIR

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CONTRIBUTIONS ACHIEVE THEIR PROMISED OBJECTIVES, AND THAT THE
ORGANIZATION REMAINS TRANSPARENT AND ETHICAL.

MONITORING ACTIVITIES AND EVALUATION METHODS

UNBOUND CONDUCTS FINANCIAL AND PROGRAM AUDITS OF PROJECTS ON A REGULAR
BASIS TO ENSURE THAT FINANCIAL RESOURCES PROVIDE INTENDED BENEFITS AND
SERVICES, AND SPONSORED MEMBERS ARE EMPOWERED TO DIRECT THEIR OWN
DEVELOPMENT.

IN ADDITION, THE ORGANIZATION PERFORMS QUALITY CHECKS ON LETTERS AND
PHOTOS FROM SPONSORED FRIENDS TO THEIR SPONSORS, AND MONITORS MEMBER
RETIREMENT RATES AND SPONSOR RETENTION RATES. UNBOUND COLLECTS
EDUCATIONAL ATTENDANCE AND PERFORMANCE DATA AND DOCUMENTS THE FINAL
EDUCATION LEVEL ACHIEVED BY SPONSORED MEMBERS LEAVING THE PROGRAM.

FORM 990, PART III, LINE 4A CONTINUED

UNBOUND PROJECTS AROUND THE WORLD CONDUCT EVALUATIONS IN THEIR LOCAL
CONTEXTS TO DETERMINE OUTCOMES FOR SPONSORED MEMBERS AND THEIR FAMILIES.
METHODS INCLUDE SURVEYS OF SPONSORED MEMBERS ON INCOME AND SKILL
DEVELOPMENT, FOCUS GROUPS ON ATTITUDES AND BEHAVIORAL CHANGES, AND
INTERVIEWS TO DOCUMENT EMPOWERMENT.

ORGANIZATION-WIDE PROGRAM EVALUATIONS FOCUS ON FOUR KEY DOMAINS:
EDUCATION, ECONOMIC STATUS, COMMUNITY PARTICIPATION AND EMPOWERMENT.
EMPOWERMENT REFERS TO ONE'S ABILITY TO MAKE DECISIONS FOR ONESELF AND ACT

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FREELY IN A WAY THAT IS INTENTIONAL AND GOAL ORIENTED.

IN 2021, UNBOUND ENGAGED WITH THE CANOPY LAB, A CONSULTANCY FIRM, TO CONDUCT AN EXTERNAL EVALUATION TO BETTER UNDERSTAND IF THE UNBOUND PROGRAM HELPS SPONSORED FAMILIES EXIT ECONOMIC POVERTY. THE CANOPY LAB DESIGNED A MIXED METHODS STUDY THAT WAS ADMINISTERED IN FIVE PROGRAM SITES AROUND THE WORLD. THE CANOPY LAB'S ANALYSIS SHOWED POSITIVE RESULTS IN FOUR OF THE FIVE SITES REGARDING A DECREASE IN POVERTY OVER LENGTH OF TIME OF PARTICIPATION IN THE PROGRAM. THE FIFTH SITE YIELDED MORE COMPLEX RESULTS INDICATING INCREASED PERCEPTIONS OF RESILIENCE IN HOUSEHOLDS WITH LONGER PARTICIPATION IN THE PROGRAM; HOWEVER, FURTHER ANALYSIS WILL BE NEEDED TO BETTER UNDERSTAND THE OVERALL ECONOMIC IMPACT ON FAMILIES. OVERALL, LONGER PARTICIPATION IN THE PROGRAM WAS FOUND TO HAVE AN ASSOCIATION WITH A GREATER SENSE OF ABILITY TO WEATHER SHOCKS LIKE COVID-19. ANOTHER CONSISTENT FINDING WAS THE HIGHER LIKELIHOOD OF SAVING WITH PARTICIPATION IN UNBOUND. A HIGHER PROPORTION OF UNBOUND FAMILIES ENGAGED IN SAVINGS COMPARED TO THEIR COMMUNITIES. MOREOVER, FOR THOSE HOUSEHOLDS WHO DID REPORT ENGAGING IN SAVINGS, THE EVALUATION FOUND THAT FAMILIES THAT HAVE BEEN IN THE PROGRAM LONGER WERE LESS LIKELY TO SAVE TOWARD BASIC NEEDS AND MORE TOWARD NON-BASIC, GOAL-ORIENTED AND LONG-TERM NEEDS. THESE ENCOURAGING SIGNS REGARDING SAVINGS SHOW CONCRETE POTENTIAL TO IMPROVE THE NEXT GENERATION'S CHANCES OF EXITING ECONOMIC POVERTY.

UNBOUND EXPANDED THE USE OF A METHODOLOGY ENTITLED UNBOUND'S GOAL ORIENTATION POWERED BY POVERTY STOPLIGHT IN 2022. THE METHODOLOGY ALLOWS

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PARTICIPATING FAMILIES TO DEFINE POVERTY AND THEN MEASURE THEIR OWN
PROGRESS AS THEY SET AND WORK TOWARD GOALS TO EXIT POVERTY. TWENTY-FOUR
UNBOUND PROGRAM SITES COMPLETED ORIENTATION ON THIS METHODOLOGY IN 2021
AND 2022, WITH FOUR PROGRAM SITES COMPLETING THE SURVEY THAT IS AT THE
HEART OF THE METHODOLOGY, WITH 42,208 FAMILIES.

EXAMPLES OF PROGRAM SUCCESS

CASH TRANSFERS

WITH THE INTRODUCTION AND ADOPTION OF INDIVIDUAL BANK ACCOUNT MODELS, THE
VAST MAJORITY, ABOUT 98%, OF SPONSORED MEMBERS NOW HAVE MORE DIRECT
ACCESS TO THEIR PERSONAL BENEFITS. WHILE A MAJOR CONCERN SURROUNDING CASH
TRANSFER PROGRAMS HAS BEEN MISUSE OF FUNDS, UNBOUND SEEKS TO ANSWER THESE
CONCERNS BY CONDUCTING EVALUATIONS THAT FOCUS ON THE PURCHASING BEHAVIOR
OF THE FAMILIES PARTICIPATING IN THE SPONSORSHIP PROGRAM.

ADAPTING PROGRAMS TO FAMILIES' NEEDS

IN 2022, 55 LOCAL-LEVEL EVALUATIONS WERE CONDUCTED, WITH MANY FOCUSED ON
STUDYING THE IMPACTS OF INCOME-GENERATING INITIATIVES OF UNBOUND
FAMILIES. WITH GLOBAL ECONOMIC CHALLENGES RESULTING IN HIGH INFLATION AND
COST OF LIVING, STUDIES TRYING TO UNDERSTAND THE ECONOMIC RESILIENCE AND
SAFETY NETS OF UNBOUND FAMILIES IN THE FORM OF SAVINGS AND LOANS WERE
CONDUCTED IN SEVERAL PROGRAM SITES, SUCH AS GUATEMALA, THE PHILIPPINES,

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HONDURAS, KENYA AND ECUADOR. SEVERAL EVALUATIONS WERE ALSO CONDUCTED TO STUDY THE RESULT OF THE EARLY ADAPTATIONS MADE TO THE PROGRAM WHEN THE PANDEMIC HIT. FOR EXAMPLE, PHILIPPINE PROJECTS CONDUCTED EVALUATIONS ON THE RESULTS OF INCLUDING MOTHER LEADERS IN MONITORING AND EVALUATING PROGRAM PARTICIPATION IN THEIR COMMUNITIES, AND THE RESULTS HIGHLIGHTED THE POSITIVE CONTRIBUTION IT HAD TO FURTHER SOLIDARITY AND CONNECTION BETWEEN FAMILIES. AN EVALUATION IN TANZANIA LOOKED AT UNBOUND FAMILIES' REPORTS ON THE NEW MODELS AND METHODS OF SUPPORT FROM SOCIAL WORKERS AND THEIR EFFECTIVENESS IN BUDGETING AND GOAL SETTING WITH THEIR CASH TRANSFERS. THESE ARE JUST A HANDFUL OF EXAMPLES OF LOCAL EVALUATION; BUT THANKS TO THESE EVALUATION RESULTS, LOCAL PROGRAM SITES HAVE BEEN ABLE TO CONTINUE ADAPTING THEIR CONTEXTUALLY RESPONSIVE PROGRAMS WITH A FOCUS ON SUPPORTING FAMILIES IN MEETING THEIR NEEDS.

EDUCATION

SPONSORSHIP HELPS CHILDREN ACHIEVE A LEVEL OF EDUCATION THAT PREPARES THEM TO COMPETE WITH PEERS FOR JOBS AND BE RESPONSIBLE COMMUNITY MEMBERS, PARENTS AND LEADERS.

AT A GLOBAL LEVEL, WHEN THEY LEFT THE PROGRAM, 75% OF SPONSORED CHILDREN ACHIEVED A LEVEL OF SCHOOLING COMPARABLE TO OR ABOVE NATIONAL PEER AVERAGES, ACCORDING TO DATA GATHERED FROM 2011-2014. THIS MEANS THAT UNBOUND STUDENTS - DESPITE MARGINALIZATION BASED ON ECONOMIC, SOCIAL AND GEOGRAPHIC FACTORS - WERE ABLE TO COMPETE AND EXCEL ALONGSIDE STUDENTS

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FROM ALL SOCIOECONOMIC BRACKETS AND AREAS WITHIN THEIR COUNTRIES. OF THESE FORMER SPONSORED CHILDREN, 51% ACHIEVED EDUCATIONAL LEVELS A YEAR OR MORE ABOVE THEIR NATIONAL PEER AVERAGES. THE NUMBER JUMPED TO 59% ACHIEVING A YEAR OR MORE ABOVE THEIR NATIONAL PEER AVERAGES WHEN LOOKING AT THE EXPERIENCE OF SPONSORED GIRLS. THIS, ALONG WITH COUNTRY-LEVEL ANALYSIS, INDICATED A SPECIFIC IMPACT ON GIRLS' EDUCATION AND A CLOSING OR REVERSING OF THE PROMINENT GENDER GAP PRESENT IN MANY COMMUNITIES.

IN GUATEMALA, FOR EXAMPLE, SPONSORED CHILDREN, ON AVERAGE, ACHIEVED ALMOST THREE YEARS OF SCHOOLING MORE THAN THE NATIONAL AVERAGE FOR THEIR PEERS. AND IN UNBOUND'S QUEZON PROGRAM IN THE PHILIPPINES, 57% OF SPONSORED YOUTH PURSUED POST-SECONDARY EDUCATION COMPARED TO 30% OF THEIR PEERS.

A CONCERN RESULTING FROM THE PANDEMIC AND LOCKDOWNS WAS THE POTENTIAL FOR AN INCREASE IN DROPOUT RATES AMONG SPONSORED STUDENTS. AS SCHOOLS RESUMED THEIR IN-PERSON ATTENDANCE, PROGRAM SITES SUCH AS KENYA AND MEXICO CONTINUED EVALUATING EDUCATIONAL OUTCOMES TO ASSESS ANY LASTING IMPACTS ON THE ACADEMIC GOAL ORIENTATION AND ACHIEVEMENT OF FAMILIES. UNBOUND HAS EVIDENCE FROM GUATEMALA, THE PHILIPPINES AND INDIA THAT THERE HAS NOT BEEN AN INCREASE IN DROPOUT RATES AMONG SPONSORED MEMBERS. IN ECUADOR, 79% OF SPONSORED STUDENTS IN HIGH SCHOOL AND UNIVERSITY CONTINUED WITH THEIR STUDIES THROUGH 2021, WHILE 96% OF THE STUDENTS WHO WERE NOT ENROLLED REPORTED THAT THEY HAD PLANS TO RETURN TO SCHOOL, WITH 76% PLANNING TO RETURN WITHIN THREE MONTHS OF THE EVALUATION.

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FAMILIES

SPONSORSHIP IMPACTS THE SPONSORED CHILD AND THE ENTIRE FAMILY. UNBOUND'S DIRECT WORK THROUGH A PERSONALIZED BENEFIT MODEL AND PARENT GROUPS MEANS FAMILIES CAN BEST ALLOCATE RESOURCES FOR THEIR CHILDREN AND DIRECT HOW THE PROGRAM SUPPORTS THEIR DEVELOPMENT AS FAMILIES. MOST SPONSORED CHILDREN HAVE REPRESENTATION IN THE PROGRAM THROUGH SMALL PARENT/GUARDIAN GROUPS. THESE GROUPS PROVIDE THE SPACE FOR FAMILIES TO HAVE A VOICE IN THE PROGRAM AND BE PART OF A SUPPORTIVE COMMUNITY, ADDRESSING TWO SIGNIFICANT COMPONENTS OF POVERTY: LACK OF CHOICES AND ISOLATION.

IN 2021, ENTREPRENEURSHIP GRANTS WERE AWARDED TO ENTREPRENEURIAL SPONSORED FAMILY MEMBERS IN LATIN AMERICA. RESULTS FROM THESE EVALUATIONS SHOWED ENTREPRENEURS EXPERIENCED A WIDE RANGE OF POSITIVE RESULTS FROM REDUCED PRODUCTION TIME, IMPROVEMENTS IN GENERAL BUSINESS PRACTICES AND THE ABILITY TO REACH NEW CLIENTS THROUGH VIRTUAL PLATFORMS. ENTREPRENEURS WHO RECEIVED THE SUPPORT ALSO REPORTED ATTITUDINAL CHANGES SUCH AS AN INCREASE IN GOAL ORIENTATION, SELF-ESTEEM AND PERSONAL SATISFACTION. IN 2022, THE GRANTS WERE PILOTED IN SIX LOCATIONS IN ASIA AND AFRICA. LOCAL EVALUATIONS OF THESE PILOT PROGRAMS SOUGHT TO ANSWER QUESTIONS ABOUT THE IMPACT OF ENTREPRENEURSHIP ON THE ECONOMIC WELLBEING OF UNBOUND FAMILIES AND POTENTIAL CONTRIBUTION FOR BUSINESS EXPANSION AND SKILLS ACQUISITION AMONG THE ENTREPRENEURS.

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IN 2022, \$117,205 IN AGENTS OF CHANGE GRANTS WERE AWARDED TO GROUPS OF SPONSORED FAMILIES TO SUPPORT COMMUNITY IMPROVEMENT PROJECTS. BEYOND THE BENEFITS THE COMMUNITIES RECEIVED FROM THE COMPLETED PROJECTS, PARTICIPATING GROUP MEMBERS EXPERIENCED AN INCREASE IN PSYCHOLOGICAL ASSETS OF AGENCY. THERE IS A SIGNIFICANT INCREASE FELT IN COMMUNITY INCLUSION AFTER THE COMPLETION OF PROJECTS. PARTICIPANTS ALSO HAVE SIGNIFICANTLY MORE INTERACTION WITH PEOPLE FROM OTHER SOCIAL GROUPS AND SIGNIFICANTLY FEWER PERCEIVED RESTRICTIONS TO SOCIALIZATION THAN PEOPLE WHO DID NOT PARTICIPATE IN THE AGENTS OF CHANGE GRANTS.

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IN 2019, A LOCAL EVALUATION IN KISUMU, KENYA, FOCUSED ON UNDERSTANDING THE FACTORS THAT WERE STOPPING THE MEMBERS OF THE PARENT GROUPS FROM TAKING LOANS FROM THEIR GROUP'S COOPERATIVE CALLED BORNEKA SACCO (SAVINGS AND CREDIT COOPERATIVE). THEY FOUND OUT THAT 54% OF THE RESPONDENTS HAD NEVER TAKEN A LOAN FROM THE SACCO, MOSTLY BECAUSE THEY FELT LIKE THE REGULATION THAT QUALIFIES THE MEMBERS FOR LARGER LOANS LIMITED THEM IN TERMS OF WHEN AND HOW MUCH THEY COULD WITHDRAW FOR A LOAN. THE TEAM AND THE SACCO MEMBERS ARE REVIEWING AS WELL AS EDUCATING THE MEMBERS ON THE GUIDELINES AND REGULATIONS OF THE LOANING PROCESS TO HELP MORE MEMBERS IN NEED.

MOTHERS AND GUARDIANS IN UNBOUND REPORTED FEELING THEY ARE HAVING A GREATER IMPACT ON THEIR COMMUNITIES. THIRTY PERCENT OF UNBOUND MOTHERS SAID THEY WERE INVOLVED IN MAKING DECISIONS WITHIN THEIR COMMUNITIES COMPARED TO 16% OF MOTHERS IN THE COMPARISON GROUP. EVALUATION RESULTS

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SHOWED HOW MORE WOMEN IN UNBOUND ARE TAKING ECONOMIC RISKS STARTING SMALL BUSINESSES TO ENACT CHANGE. MORE WOMEN IN THE UNBOUND PROGRAM HAVE THEIR OWN BUSINESSES, AND FEWER WOMEN IN THE PROGRAM ARE UNEMPLOYED THAN MOTHERS IN THE COMPARISON GROUP. MORE MOTHERS IN UNBOUND ALSO REPORTED HAVING COMPLETE CHOICE IN DECIDING OR CHANGING THEIR OCCUPATIONS. THIS EVALUATION WAS A FOLLOW-UP TO A 2013 GLOBAL EVALUATION ON THE SAME TOPIC. THE 2017 STUDY REVEALED THAT 90% OF MOTHERS OF SPONSORED CHILDREN BELIEVED THEY HAD THE POWER TO CHANGE THEIR FAMILY'S SITUATION, AND 63% REPORTED THEY WERE ACTIVE IN SOLVING PROBLEMS IN THEIR COMMUNITIES, AMONG OTHER FINDINGS ON PARTICIPATION AND EMPOWERMENT INDICATORS.

IN 2022, UNBOUND CONCLUDED A SIX-YEAR LONGITUDINAL DATA COLLECTION ON ECONOMIC OUTCOMES FOR SPONSORED MEMBERS AND THEIR FAMILIES. THE EVALUATION INCLUDES BOTH QUANTITATIVE AND QUALITATIVE DATA AND FOLLOWS FAMILIES FROM THE TIME THEY BEGAN IN THE PROGRAM. AS A PART OF THE FINAL YEAR DATA COLLECTION, PARTICIPATING FAMILIES WERE ALSO INVITED TO REFLECT ON THEIR EXPERIENCES AND JOURNEYS BY REVIEWING THE HIGHLIGHTS OF THE DATA COLLECTED IN THE PAST SIX YEARS. FINAL ANALYSIS OF THIS LONGITUDINAL STUDY IS PLANNED FOR 2023, WHEN DATA TRENDS AND PATTERNS FROM ALL STUDY SITES AND PARTICIPATING FAMILIES WILL BE INVESTIGATED.

ELDERS

ELDERS IN COMMUNITIES WHERE UNBOUND WORKS FACE CHALLENGES RELATED TO HEALTH, ACCESS TO CARE AND MEDICINE, AND LONELINESS. UNBOUND SEEKS TO

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OVERCOME THESE CHALLENGES THROUGH BENEFITS THAT PROVIDE RESOURCES FOR FOOD, HELP WITH HEALTH AND MEDICAL EXPENSES, HOME VISITS AND GROUP ACTIVITIES. IN 2018, AN EVALUATION WAS CONDUCTED TO MEASURE UNBOUND'S IMPACT WITH ELDERS IN RELATION TO OVERCOMING THESE CHALLENGES. THE RESULTS WERE OVERWHELMINGLY POSITIVE. SPONSORED ELDERS EXPERIENCE A LESSENERED SENSE OF EMPTINESS, ENCOUNTERED LESS FREQUENT FEELINGS OF REJECTION, AND UNDERWENT FEWER MOMENTS OF MISSING HAVING PEOPLE AROUND THAN THE ELDERLY POPULATION WHO LIVE IN SIMILAR CIRCUMSTANCES BUT ARE NOT PART OF THE UNBOUND SPONSORSHIP PROGRAM.

ADDITIONALLY, SPONSORED ELDERS FEEL THEY CAN RELY ON OTHER INDIVIDUALS WHEN THEY HAVE PROBLEMS, BELIEVE THEY CAN TRUST OTHERS IN THEIR LIVES, AND CONSIDER THEMSELVES CLOSE TO OTHERS IN CONTRAST TO THOSE ELDERS WHO WERE WAITING TO PARTICIPATE IN THE UNBOUND SPONSORSHIP PROGRAM. SPONSORED ELDERS FELT AT EASE WHEN TALKING WITH MORE PEOPLE ABOUT PRIVATE MATTERS, AND THEY HAVE MORE CLOSE FRIENDS TO CALL ON FOR HELP COMPARED TO NON-SPONSORED ELDERS. SPONSORED ELDERS DID NOT WORRY AS FREQUENTLY ABOUT INSUFFICIENT FOOD INTAKE, DID NOT HAVE TO LIMIT VARIETY OF FOOD, AND DID NOT EXPERIENCE THE SAME DEGREE OF HUNGER AS ELDERS OUTSIDE THE PROGRAM WHO MORE FREQUENTLY EXPERIENCED THESE CONDITIONS. LASTLY, THE STUDY REVEALED THAT SPONSORED ELDERS HAD GREATER ACCESS TO MEDICINE AND MEDICAL CARE THAN THOSE ELDERS WHO WERE WAITING TO BE SPONSORED BY UNBOUND. ACCORDING TO THE SURVEY, 66% OF SPONSORED ELDERS SAID THEY RECEIVED NEEDED MEDICAL CARE, COMPARED TO 40% ON THE WAITING LIST.

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THE RESULTS OF THIS EVALUATION AID IN OUR UNDERSTANDING OF THE EFFECTIVENESS OF THE UNBOUND PROGRAM'S GLOBAL IMPACT WITH ELDERS AND HELP US MAKE DECISIONS TO IMPROVE HOW THE PROGRAM SERVES ELDERS GLOBALLY.

IN 2022, FOUR PROGRAM LOCATIONS IN MADAGASCAR, COLOMBIA, KENYA AND THE PHILIPPINES CONDUCTED LOCAL EVALUATIONS TO INCREASE UNDERSTANDING AND UTILIZE THOSE RESULTS TO IMPROVE THEIR RESPECTIVE ELDER PROGRAMS. THE FOCUS OF THESE EVALUATIONS RANGED FROM HOW ELDERS ARE COPING WITH SOCIAL ISOLATION AND LONELINESS, TO WHAT KINDS OF SERVICES WERE EFFECTIVE FOR ELDERS, AND EVEN MAPPING THEIR JOURNEY IN THE UNBOUND PROGRAM. THE RESULTS OF THESE EVALUATIONS WERE MIXED. WHILE ABOUT 88% OF ELDERS IN MANILA REPORTED CONTINUING TO FEEL A SENSE OF CRISIS DUE TO THE WIDESPREAD EFFECTS OF THE PANDEMIC, THEY HIGHLIGHTED USING PHYSICAL, ECONOMIC, EMOTIONAL, PSYCHOLOGICAL AND SPIRITUAL MECHANISMS TO COPE WITH THOSE CRISES. IN NAIROBI, 78% OF ELDERS REPORTED FEELING VERY SATISFIED WITH THE SUPPORT AND ENCOURAGEMENT THEY ARE RECEIVING FROM UNBOUND. THIS EVALUATION ALSO SHOWED A HIGH LEVEL OF TECHNOLOGICAL LITERACY AMONG ELDERS IN NAIROBI, WITH OVER 97% OF ELDERS FEELING COMFORTABLE RECEIVING INFORMATION THROUGH PHONE CALLS AND 69% OF ELDERS ABLE TO ACCESS THEIR FUNDS THROUGH MOBILE MONEY-WALLET SERVICES.

FEEDBACK FROM SPONSORS

UNBOUND RECOGNIZES SPONSORS AND OTHER BENEFACTORS NOT ONLY AS DONORS BUT, FIRST AND FOREMOST, AS FULL PARTNERS WHO MAKE A DIRECT IMPACT AND

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TRANSFORM LIVES IN A GLOBAL COMMUNITY OF COMPASSION. BOTH SPONSORS AND SPONSORED INDIVIDUALS HAVE MUCH TO GAIN FROM THE SPONSORSHIP RELATIONSHIP, AND TOWARD THAT END UNBOUND IS COMMITTED TO HELPING SPONSORS BECOME MORE AWARE OF THE REALITIES OF GLOBAL POVERTY AND GROW IN HUMAN SOLIDARITY.

ON AN ONGOING BASIS, UNBOUND SURVEYS SPONSORS ABOUT THEIR SPONSORSHIP EXPERIENCE. IN 2022, THE RESULTS WERE:

91.6% INDICATED THEY WERE EITHER VERY SATISFIED (59.7%) OR SATISFIED (31.9%).

FOR THE QUARTERLY SPONSOR SATISFACTION SURVEY, 98.5% OF SPONSORS INDICATED THAT SPONSORSHIP HAD MADE AN IMPACT ON THEM IN WAYS SUCH AS INFORMING THEIR WORLDVIEW, HAVING THE CHANCE FOR A PRACTICAL WAY TO HELP SOMEONE IN NEED AND ENRICHMENT OF THEIR LIVES, AMONG OTHERS. THIS QUESTION IS ALSO ON THE EXIT SURVEY, WHERE 97.9% OF EXITING SPONSORS INDICATED THAT SPONSORSHIP HAS IMPACTED THEM BY INFORMING THEIR WORLDVIEW, HAVING THE CHANCE FOR A PRACTICAL WAY TO HELP SOMEONE IN NEED AND ENRICHMENT OF THEIR LIVES, AMONG OTHERS.

UNBOUND ALSO ASKED SPONSORS HOW LIKELY THEY WOULD BE TO RECOMMEND THE ORGANIZATION TO A FRIEND OR COLLEAGUE. SURVEY RESPONSES IN 2022 YIELDED A "NET PROMOTER SCORE" IN THE "EXCELLENT" RANGE. THE METRIC IS COMMONLY USED BY COMPANIES AND ORGANIZATIONS TO GAUGE LOYALTY.

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YET ANOTHER INDICATOR OF A QUALITY SPONSOR EXPERIENCE IS THE NUMBER OF PEOPLE - 32,618 AT THE END OF 2022 - WHO SPONSOR MORE THAN ONE CHILD, YOUTH OR ELDER THROUGH THE ORGANIZATION.

PERHAPS THE MOST SIGNIFICANT INDICATOR OF A QUALITY SPONSOR EXPERIENCE IS THAT UNBOUND MAINTAINS A HIGH SPONSOR RETENTION RATE. UNBOUND ENDED 2022 WITH A SPONSOR RETENTION RATE OF MORE THAN 92%.

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THE FOLLOWING ARE EXAMPLES OF ACHIEVEMENTS IN THE UNBOUND SCHOLARSHIP PROGRAM.

THE UNBOUND SCHOLARSHIP PROGRAM ASSISTS STUDENTS PURSUING SECONDARY, POST-SECONDARY AND VOCATIONAL EDUCATION AND STRUGGLING TO CONTINUE BECAUSE OF ECONOMIC CIRCUMSTANCES. ALONG WITH ACADEMICS, THE PROGRAM FOCUSES ON SERVICE TO THE COMMUNITY AND LEADERSHIP DEVELOPMENT. IT INCLUDES A SELECTION PROCESS FOR APPLICANTS THAT RECOGNIZES STUDENTS WITH A PARTICIPATORY ATTITUDE, PERSEVERANCE, COMMITMENT TO SERVICE AND A DESIRE TO BE LEADERS IN THEIR COMMUNITIES.

WHILE EDUCATION REDUCES POVERTY, THE COST CAN BE PROHIBITIVE. MANY STUDENTS MUST CHOOSE BETWEEN PAYING FOR SCHOOL AND USING INCOME THEY EARN FROM PART-TIME OR FULL-TIME WORK TO PROVIDE MUCH-NEEDED INCOME FOR THEIR FAMILIES. THIS LEADS TO HIGHER DROPOUT RATES AT EACH LEVEL OF SCHOOL. UNBOUND SCHOLARSHIPS MAKE AN EDUCATION THAT WAS ONCE OUT OF REACH

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ACCESSIBLE.

SCHOLARSHIPS HELP STUDENTS IN COMMUNITIES AROUND THE WORLD ACHIEVE THEIR EDUCATIONAL GOALS, FOLLOW THEIR CHOSEN CAREER PATHS AND BE OF SERVICE TO THE LARGER COMMUNITY. IN 2022, SCHOLARSHIP GRANTS TO UNBOUND FIELD OFFICES TOTALED MORE THAN \$3.7 MILLION. SCHOLARSHIPS WERE AWARDED TO 8,839 STUDENTS IN BOLIVIA, CHILE, COLOMBIA, COSTA RICA, THE DOMINICAN REPUBLIC, ECUADOR, EL SALVADOR, GUATEMALA, HONDURAS, INDIA, KENYA, MADAGASCAR, MEXICO, PERU, THE PHILIPPINES, TANZANIA AND UGANDA.

SCHOLARSHIPS HELP WITH TUITION AND OTHER SCHOOL FEES, INTERNET ACCESS, COMPUTER NEEDS, TRANSPORTATION, BOOKS, SUPPLIES AND MORE. STUDENTS CONTRIBUTE WHAT THEY CAN TOWARD THEIR EDUCATIONAL COSTS, AS UNBOUND SCHOLARSHIPS ARE INTENDED AS SUPPLEMENTAL ASSISTANCE.

MANY SCHOLARS ARE UNBOUND SPONSORED YOUTH WHO NEED FINANCIAL HELP IN ADDITION TO SPONSORSHIP SUPPORT TO COMPLETE THEIR EDUCATIONS. IN 2022, 57% OF SCHOLARSHIP STUDENTS WERE ALSO SPONSORED. QUALIFIED NON-SPONSORED STUDENTS ARE ELIGIBLE FOR SCHOLARSHIPS AND REPRESENT 43% OF THOSE RECEIVING AWARDS.

UNBOUND SCHOLARS PARTICIPATE IN COMMUNITY SERVICE AS A REQUIREMENT OF THE PROGRAM. SCHOLARS TUTOR CHILDREN, TEACH LITERACY AND HEALTH WORKSHOPS, PLAN ACTIVITIES FOR ELDERLY, HELP WITH CORRESPONDENCE BETWEEN SPONSORED CHILDREN AND THEIR SPONSORS, PROVIDE TECHNOLOGY EXPERTISE, AND PERFORM

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OFFICE WORK OR OTHER TASKS RELATED TO THEIR FIELDS OF STUDY.

A NUMBER OF FORMER SCHOLARS HAVE JOINED UNBOUND AS STAFF MEMBERS AFTER
THEY GRADUATED. THEY BRING TO THEIR WORK A WEALTH OF KNOWLEDGE AND A
SPECIAL PERSPECTIVE ON THE PROGRAM AND THEIR COMMUNITIES.

IN ADDITION, IT HAS BEEN NOTED THAT SOME FORMER SCHOLARS, BECAUSE OF
THEIR EXPERIENCES IN THE SCHOLARSHIP PROGRAM, HAVE BEEN INSPIRED TO
CHOOSE CAREER PATHS THAT CONTRIBUTE TO THE SOCIAL AND ECONOMIC
DEVELOPMENT OF THEIR COMMUNITIES (OR RATHER ARE SERVICE-ORIENTED).

STUDENTS ARE CHOOSING CAREERS SUCH AS THOSE IN THE FIELDS OF SOCIAL WORK,
PSYCHOLOGY, EDUCATION, HEALTH CARE AND WORKING WITH NONPROFIT
ORGANIZATIONS.

MONITORING PROGRAM SUCCESS

SCHOLARS ARE REQUIRED TO MAINTAIN GOOD GRADES IN ADDITION TO FULFILLING
SERVICE REQUIREMENTS. LOCAL UNBOUND TEAMS MONITOR STUDENTS TO MAKE SURE
THEY ARE MEETING PROGRAM REQUIREMENTS. THEY ALSO PROVIDE ANNUAL REPORTS
ON THE SCHOLARSHIP PROGRAMS IN THEIR AREAS.

EXAMPLES OF PROGRAM SUCCESS

AT VARIOUS LOCATIONS AROUND THE WORLD, COMMUNITY-LEVEL EVALUATIONS ARE
ONGOING AND BEING LED BY PROGRAM STAFFS IN EACH COUNTRY. THE PRIMARY

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PURPOSE OF EVALUATIONS AT THE LOCAL LEVEL IS TO ENSURE CONTINUOUS PROGRAM IMPROVEMENTS AND ADAPTATIONS TO THE EVER-CHANGING ENVIRONMENT. IN 2022, 55 LOCAL-LEVEL EVALUATIONS WERE CONDUCTED, INCLUDING THE FOLLOWING EXAMPLES PERTAINING TO THE SCHOLARSHIP PROGRAM.

IN COLOMBIA, 92% OF SCHOLARSHIP RECIPIENTS SHOWED VERY HIGH ACADEMIC PERFORMANCE. IN ADDITION, THEY REPORTED A HIGH DEGREE OF COMMITMENT TO IMPROVING THEIR OVERALL QUALITY OF LIFE BY DEALING WITH ACADEMIC DIFFICULTIES ON TIME AND THROUGH SUPPORT AND CARE FROM OTHERS. SCHOLARS WERE SEEN TO HAVE HIGH RECOGNITION IN THE COMMUNITY AS THEY OFTEN USE THEIR TRAINING AND SKILLS TO INSPIRE OTHERS TO SET GOALS. IT WAS FOUND THAT 87% OF SCHOLARSHIP HOLDERS PRESENT SOCIAL SERVICE PLANS TO RESPOND TO THE FELT AND EXPRESSED NEEDS OF THE COMMUNITY. THE SCHOLARS REPORTED THAT PARTICIPATION IN UNBOUND SOLIDARITY GROUPS HAS BEEN A GREAT SUPPORT FOR THEIR SOCIAL SKILLS.

IN COSTA RICA, 57% OF THE COMMUNITY MEMBERS REPORTED THAT THEY ALWAYS PERCEIVE AND RELY ON SCHOLARSHIP RECIPIENTS AS LEADERS IN THEIR COMMUNITIES. IN ADDITION, 61% OF THE COMMUNITY MEMBERS REPORTED TO HAVE BEEN MOTIVATED AND ENCOURAGED BY THE ACTIVITIES, PROJECTS AND BEHAVIORS OF THE SCHOLARS. UNBOUND FAMILIES ALSO REPORTED TO HAVE BEEN ON THE RECEIVING END OF THE SCHOLARS' SUPPORT, WITH 43% SAYING THEY ALWAYS FIND SCHOLARS GIVING VALUABLE INFORMATION ABOUT UNBOUND PROGRAMS AS WELL AS THEIR OWN GOALS.

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IN PAST YEARS, UNBOUND HAS ALSO INITIATED QUALITATIVE EVALUATIONS OF THE SCHOLARSHIP PROGRAM WITH ALUMNI FROM GUATEMALA, THE PHILIPPINES AND KENYA, UTILIZING A GROUP MIND-MAPPING PROCESS AND INDIVIDUAL INTERVIEWS TO EXPLORE LONG-TERM OUTCOMES.

AMONG THE KEY FINDINGS WERE:

-EDUCATION AS A KEY OUTCOME:

AS THE SPONSORED CHILD'S ENROLLMENT IN SCHOOL IS A REQUIREMENT OF THE PROGRAM, IT IS NOT SURPRISING THAT EDUCATION WAS MENTIONED AS AN OUTCOME. ALUMNI REPORTED THE SIGNIFICANCE OF THE IMPACT OF EDUCATION BY NAMING IT AS A KEY OUTCOME THAT HAS ALWAYS STEMMED DIRECTLY FROM UNBOUND AND CONNECTED TO THE ORGANIZATION'S WORK.

-HOPE:

A SUBTLE CONNECTION IS EMERGING BETWEEN THE OUTCOMES OF HOPE AND EDUCATION. WHILE IT IS NOT PRESENT ON ALL MAPS, IT HAS BEEN PRESENT IN ALL COUNTRIES. A CONNECTION BETWEEN HOPE AND EDUCATION CAN BE SEEN ON BOTH MAPS FROM NAIROBI ALUMNI, ONE MAP FROM THE PHILIPPINES AND ONE MAP FROM GUATEMALA. THE PRESENCE OF THIS CONNECTION ACROSS THE GLOBE ADDS STRENGTH TO THE RELATIONSHIP BETWEEN THE OUTCOMES.

-COMMUNITY PARTICIPATION:

ANOTHER OUTCOME OF THE PROGRAM AS EXPRESSED BY ALUMNI WAS HIGHER COMMUNITY PARTICIPATION, ALSO MENTIONED AS "HUMANITY" OR "CHARITY."

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COMMUNITY PARTICIPATION INVOLVES REACHING OUT TO THE WIDER COMMUNITY, INCLUDING, BUT NOT LIMITED TO, UNBOUND. THEY EXPRESSED THAT, THROUGH A RANGE OF ACTIVITIES, THEY WERE ENCOURAGED AND MOTIVATED TO PARTICIPATE MORE ACTIVELY IN THEIR COMMUNITIES - BE IT THROUGH CHARITY OR USING THEIR SKILLS TO SOLVE ISSUES OR STARTING THEIR OWN BUSINESS AND PROVIDING OPPORTUNITIES TO OTHERS. THEY EXPRESSED THAT SUCH PARTICIPATION IN THEIR WIDER COMMUNITIES IGNITED AND IMPROVED THE SENSE OF RESPONSIBILITY THEY FELT TOWARD OTHERS AROUND THEM.

-GRATITUDE AND GIVING BACK:

THE FEELING OF GRATITUDE AND THE ACTION OF GIVING BACK WERE BOTH CONNECTED AND COMMON ACROSS THE RIPPLE MAPS IN GUATEMALA, THE PHILIPPINES AND KENYA. A NUMBER OF YOUTHS IN NAIROBI SHARED THE DIFFERENT KINDS OF YOUTH GROUPS THEY HAD STARTED WITH OTHER MEMBERS OF THEIR COMMUNITIES. PARTICIPANTS EXPRESSED HOW INDIVIDUALS AND COMMUNITIES IN POVERTY MIGHT FOCUS INTERNALLY ON WHAT LITTLE THEY HAVE, BUT THROUGH UNBOUND THEY INSTEAD BEGAN TO SEE THE STRENGTHS AND ASSETS THEY HAVE. THIS GRATITUDE FOR WHAT THEY HAD AND FOR WHAT WAS SHARED THROUGH UNBOUND SPURRED A DESIRE TO HELP OTHERS, WHETHER FAMILY, FRIENDS OR STRANGERS (JUST LIKE THEIR SPONSOR DID).

THE MOST SIGNIFICANT, LONG-TERM OUTCOMES OF THE UNBOUND PROGRAM WERE OVERWHELMINGLY REAL AND INTANGIBLE. HOUSING AND HEALTH, EDUCATION AND WORK WERE ALL PRESENT IN THE LIVES OF UNBOUND ALUMNI, YET THE CORE OF THE IMPACT REMAINING FOR FORMERLY SPONSORED MEMBERS LIES IN A MORAL,

**SCHEDULE O
(Form 990 or 990-EZ)**

Department of the Treasury
Internal Revenue Service

Name of the organization

UNBOUND

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.

▶ Information about Schedule O (Form 990 or 990-EZ) and its instructions is at www.irs.gov/form990.

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CHARACTER-CENTERED, REFLECTIVE, AND GOAL-ORIENTED WORLDVIEW. THIS INTANGIBLE CORE APPEARS TO OFFER A FOUNDATION FOR THE ALUMNI TO CONTINUE TO BUILD THEIR OWN TANGIBLE RIPPLES IN PROVIDING FOR THEIR FAMILIES AND ASSISTING COMMUNITY MEMBERS.

ONE BENEFIT OF THE RIPPLE-EFFECT-MAPPING METHOD OVER SEPARATE EVALUATIONS OF EACH OUTCOME DOMAIN IS THAT IT MORE CLEARLY DEMONSTRATES LINKS BETWEEN PHYSICAL AND PSYCHO-SOCIAL-SPIRITUAL DEVELOPMENT. THIS MAKES AN EXCELLENT CASE FOR THE PERSONALIZED ATTENTION, PROGRAM ACTIVITIES AND RELATIONSHIPS THAT COMPLEMENT TANGIBLE SPONSORSHIP BENEFITS. THESE COMPONENTS CAN ALSO BE CALLED BENEFITS.

FORM 990, PART VI, SECTION B, LINE 11B

AN INDEPENDENT ACCOUNTING FIRM PREPARES THE 990. THE 990 IS THEN REVIEWED BY THE ORGANIZATION'S PRESIDENT/CEO AND FINANCE PERSONNEL. ANY QUESTIONS AND CONCERNS THE ORGANIZATION'S PRESIDENT/CEO AND FINANCE PERSONNEL HAVE ARE ADDRESSED AND ANY CORRECTIONS OR CLARIFICATIONS THAT NEED TO BE MADE ARE MADE. THE 990 IS THEN PROVIDED TO THE FULL BOARD FOR THEIR REVIEW. ANY QUESTIONS AND CONCERNS OF THE BOARD ARE ADDRESSED AND CORRECTIONS OR CLARIFICATIONS ARE MADE PRIOR TO FILING THE 990.

FORM 990, PART VI, SECTION B, LINE 12C

ALL BOARD MEMBERS ANNUALLY DISCLOSE THEIR INVOLVEMENT WITH OTHER ORGANIZATIONS, COMMUNITIES, EMPLOYMENT, STAFF, VENDORS OR ANY OTHER ASSOCIATIONS THAT MIGHT POTENTIALLY PRODUCE A CONFLICT, REGARDLESS OF THE LIKELIHOOD OF AN ACTUAL CONFLICT ARISING. NEW BOARD NOMINEES ALSO COMPLETE A DISCLOSURE FORM. WHEN THE BOARD IS TO DECIDE AN ISSUE THAT

**SCHEDULE O
(Form 990 or 990-EZ)**

Department of the Treasury
Internal Revenue Service

Name of the organization

UNBOUND

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PRESENTS AN UNAVOIDABLE CONFLICT OF INTEREST FOR A MEMBER, THE MEMBER WITH THE CONFLICT ABSTAINS FROM PARTICIPATION IN BOTH THE DELIBERATION AND VOTE.

ALL EMPLOYEES ANNUALLY SIGN A RECEIPT AND ACKNOWLEDGEMENT OF UNBOUND'S EMPLOYEE MANUAL. THE CODE OF CONDUCT WHICH FORBIDS A CONFLICT OR THE APPEARANCE OF A CONFLICT BETWEEN THE EMPLOYEE'S PERSONAL INTERESTS AND THOSE OF UNBOUND IS PART OF THAT REVIEW. THE EMPLOYEE'S SIGNATURE ACKNOWLEDGES THEIR AGREEMENT TO ADHERE TO THIS CODE AND TO IMMEDIATELY DISCLOSE A SUSPECTED CONFLICT OF INTEREST TO THE PRESIDENT & CEO, PEOPLE EXPERIENCE TEAM, OR CONFIDENTIALLY THROUGH UNBOUND'S INDEPENDENT REPORTING SERVICE.

FORM 990, PART VI, SECTION B, LINE 15A & 15B

THE COMPENSATION OF THE PRESIDENT/CEO FOR JUNE 2022-JUNE 2023 WAS DETERMINED AT THE JUNE 2022 GOVERNING BOARD OF DIRECTORS MEETING. PRIOR TO THIS DISCUSSION, THE PRESIDENT/CEO AND THE NONVOTING MEMBERS OF THE BOARD EXCUSED THEMSELVES FROM THE BOARD MEETING. THE VOTING MEMBERS MET WITH THE DIRECTOR OF UNBOUND EXPERIENCE WHO PROVIDED THEM WITH THE FOLLOWING INFORMATION WHICH THEY USED TO DETERMINE THE COMPENSATION AMOUNT.

USING COMPANALYST, WHICH IS AN INDEPENDENT COMPENSATION CONSULTANT SUBSCRIPTION PROGRAM, MARKET DATA RESEARCH WAS REVIEWED BASED ON CURRENT MARKET PAY FOR SIMILAR POSITIONS. OUR PHILOSOPHY IS TO TARGET THE 25TH TO 60TH PERCENTILE OF THE RANGE WHERE THE JOB HAS BEEN MATCHED. IT IS

**SCHEDULE O
(Form 990 or 990-EZ)**

Department of the Treasury
Internal Revenue Service

Name of the organization

UNBOUND

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ALSO BASED ON CURRENT MARKET DATA WITHIN THE PROFIT AND NON-PROFIT INDUSTRIES, CONTAINING UP TO 500 EMPLOYEES AND MATCHED ON JOB RESPONSIBILITIES IN THE MARKET PLACE.

THE BOARD CONSIDERED OTHER FACTORS SUCH AS A COMPARISON OF COMPENSATION OF EXECUTIVES FROM SIMILAR SPONSORSHIP ORGANIZATIONS AND A FORMAL EVALUATION OF JOB PERFORMANCE TO DETERMINE THE PRESIDENT/CEO'S JUNE 2022-JUNE 2023 COMPENSATION.

THE VOTING MEMBERS THEN APPROVED THE ANNUAL SALARY FOR THE PRESIDENT/CEO. SUBSTANTIATION OF THE DECISION OF THE BOARD'S DETERMINATION WAS MAINTAINED BY THE DIRECTOR OF PEOPLE EXPERIENCE.

THE COMPENSATION OF THE OTHER OFFICERS (TREASURER AND SECRETARY) AND ALL OTHER EMPLOYEES WERE APPROVED BY THEIR RESPECTIVE SUPERVISOR AT UNBOUND. IT WAS BASED ON BOTH A WRITTEN PERFORMANCE EVALUATION AS WELL AS THE ORGANIZATION'S COMPENSATION FRAMEWORK AND PLANNING SYSTEM.

COMPENSATION CHANGE DECISIONS ARE PLANNED AND DOCUMENTED IN THE ADP WORKFORCE NOW COMPENSATION MODULE.

FORM 990, PART VI, SECTION C, LINE 19

UNBOUND'S ARTICLES OF INCORPORATION, AUDITED FINANCIAL STATEMENTS, BY-LAWS AND CONFLICT OF INTEREST POLICY ALONG WITH IRS FORMS 1023, 990 AND 990-T ARE AVAILABLE FOR INSPECTION AT OUR OFFICES. UNBOUND'S AUDITED FINANCIAL STATEMENTS AND IRS FORMS 990 AND 990-T ARE POSTED ON OUR

SCHEDULE O
(Form 990 or 990-EZ)

Supplemental Information to Form 990 or 990-EZ

OMB No. 1545-0047

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

▶ Attach to Form 990 or 990-EZ.

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▶ Information about Schedule O (Form 990 or 990-EZ) and its instructions is at www.irs.gov/form990.

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UNBOUND

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WEBSITE (WWW.UNBOUND.ORG). PRINTED COPIES ARE AVAILABLE UPON REQUEST.

FORM 990, PART XI, LINE 9

CHANGE IN UNINSURED ANNUITY OBLIGATIONS	\$ 25,153
UNREALIZED GAIN/LOSS ON FOREIGN CURRENCY	(\$ 2,206)

TOTAL OTHER CHANGES IN NET ASSETS	\$ 22,947

Name of the organization

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UNBOUND

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FORM 990, PART V, LINE 4B - FOREIGN COUNTRIES

=====

COLOMBIA
PHILIPPINES

Name of the organization

Employer identification number

UNBOUND

43-1243999

FORM 990, PART VI, LINE 17 - STATES

=====

AL, AK, AR, CA, CO, CT,
FL, GA, HI, IL, KS, KY, MD, MA, MI,
MN, MS, NH, NJ, NM, NY, OH, OK, OR, PA,
RI, SC, TN, UT, VA, WV, WI,

Name of the organization

UNBOUND

Employer identification number

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FORM 990, PART VII-COMPENSATION OF THE 5 HIGHEST PAID IND. CONTRACTORS

NAME AND ADDRESS	DESCRIPTION OF SERVICES	COMPENSATION
TF/BOK-FINANCIAL PO BOX 443 TULSA, OK 74101	MERCHANT SERVICES	1,011,197.
MEDIA TWO INTERACTIVE LLC 112 S BLOUNT ST RALEIGH, NC 27601	ADVERTISING	636,500.
GOOGLE LLC 1600 AMPHITHEATRE PKWY MOUNTAIN VIEW, CA 94043	ADVERTISING	306,835.
BOK-FINANCIAL 7101 COLLEGE BLVD, FLOOR 11 OVERLAND PARK, KS 66210	BANKING SERVICES	229,114.
AMERICAN EXPRESS 200 VESEY STREET NEW YORK, NY 10285	MERCHANT SERVICES	201,032.

**SCHEDULE R
(Form 990)**

Department of the Treasury
Internal Revenue Service

Name of the organization

UNBOUND

Related Organizations and Unrelated Partnerships

Complete if the organization answered "Yes" on Form 990, Part IV, line 33, 34, 35b, 36, or 37.

Attach to Form 990.

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

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Part I Identification of Disregarded Entities. Complete if the organization answered "Yes" on Form 990, Part IV, line 33.

(a) Name, address, and EIN (if applicable) of disregarded entity	(b) Primary activity	(c) Legal domicile (state or foreign country)	(d) Total income	(e) End-of-year assets	(f) Direct controlling entity
(1)					
(2)					
(3)					
(4)					
(5)					
(6)					

Part II Identification of Related Tax-Exempt Organizations. Complete if the organization answered "Yes" on Form 990, Part IV, line 34, because it had one or more related tax-exempt organizations during the tax year.

(a) Name, address, and EIN of related organization	(b) Primary activity	(c) Legal domicile (state or foreign country)	(d) Exempt Code section	(e) Public charity status (if section 501(c)(3))	(f) Direct controlling entity	(g) Section 512(b)(13) controlled entity?	
						Yes	No
(1) UNBOUND COLOMBIA 90-1091198 CALLE 50 NO. 65-42 CENTRO CONT MEDELLIN ANTIOQUIA, CO	PRJT SUPPORT	CO	501(C)(3)		UNBOUND	X	
(2) UNBOUND - PHILIPPINES BRANCH 20-2003725 5 RED STREET, RAINBOW VILLAGE SAN ISIDRO, RIZAL RP 1930	PRJT SUPPORT	RP	501(C)(3)		UNBOUND	X	
(3)							
(4)							
(5)							
(6)							
(7)							

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

Schedule R (Form 990) 2022

Part III Identification of Related Organizations Taxable as a Partnership. Complete if the organization answered "Yes" on Form 990, Part IV, line 34, because it had one or more related organizations treated as a partnership during the tax year.

(a) Name, address, and EIN of related organization	(b) Primary activity	(c) Legal domicile (state or foreign country)	(d) Direct controlling entity	(e) Predominant income (related, unrelated, excluded from tax under sections 512 - 514)	(f) Share of total income	(g) Share of end-of-year assets	(h) Disproportionate allocations?		(i) Code V - UBI amount in box 20 of Schedule K-1 (Form 1065)	(j) General or managing partner?		(k) Percentage ownership
							Yes	No		Yes	No	
(1)												
(2)												
(3)												
(4)												
(5)												
(6)												
(7)												

Part IV Identification of Related Organizations Taxable as a Corporation or Trust. Complete if the organization answered "Yes" on Form 990, Part IV, line 34, because it had one or more related organizations treated as a corporation or trust during the tax year.

(a) Name, address, and EIN of related organization	(b) Primary activity	(c) Legal domicile (state or foreign country)	(d) Direct controlling entity	(e) Type of entity (C corp, S corp, or trust)	(f) Share of total income	(g) Share of end-of-year assets	(h) Percentage ownership	(i) Section 512(b)(13) controlled entity?	
								Yes	No
(1)									
(2)									
(3)									
(4)									
(5)									
(6)									
(7)									

Part V Transactions With Related Organizations. Complete if the organization answered "Yes" on Form 990, Part IV, line 34, 35b, or 36.

Note: Complete line 1 if any entity is listed in Parts II, III, or IV of this schedule.

	Yes	No
1 During the tax year, did the organization engage in any of the following transactions with one or more related organizations listed in Parts II-IV?		
a Receipt of (i) interest, (ii) annuities, (iii) royalties, or (iv) rent from a controlled entity		X
b Gift, grant, or capital contribution to related organization(s)	X	
c Gift, grant, or capital contribution from related organization(s)		X
d Loans or loan guarantees to or for related organization(s)		X
e Loans or loan guarantees by related organization(s)		X
f Dividends from related organization(s)		X
g Sale of assets to related organization(s)		X
h Purchase of assets from related organization(s)		X
i Exchange of assets with related organization(s)		X
j Lease of facilities, equipment, or other assets to related organization(s)		X
k Lease of facilities, equipment, or other assets from related organization(s)		X
l Performance of services or membership or fundraising solicitations for related organization(s)		X
m Performance of services or membership or fundraising solicitations by related organization(s)		X
n Sharing of facilities, equipment, mailing lists, or other assets with related organization(s)		X
o Sharing of paid employees with related organization(s)		X
p Reimbursement paid to related organization(s) for expenses		X
q Reimbursement paid by related organization(s) for expenses		X
r Other transfer of cash or property to related organization(s)		X
s Other transfer of cash or property from related organization(s)		X

2 If the answer to any of the above is "Yes," see the instructions for information on who must complete this line, including covered relationships and transaction thresholds.

(a) Name of related organization	(b) Transaction type (a - s)	(c) Amount involved	(d) Method of determining amount involved
(1) UNBOUND COLOMBIA	B	162,851.	CASH
(2) UNBOUND - PHILIPPINES BRANCH	B	92,264.	CASH
(3)			
(4)			
(5)			
(6)			

Part VI **Unrelated Organizations Taxable as a Partnership.** Complete if the organization answered "Yes" on Form 990, Part IV, line 37.

Provide the following information for each entity taxed as a partnership through which the organization conducted more than five percent of its activities (measured by total assets or gross revenue) that was not a related organization. See instructions regarding exclusion for certain investment partnerships.

(a) Name, address, and EIN of entity	(b) Primary activity	(c) Legal domicile (state or foreign country)	(d) Predominant income (related, unrelated, excluded from tax under sections 512 - 514)	(e) Are all partners section 501(c)(3) organizations?		(f) Share of total income	(g) Share of end-of-year assets	(h) Disproportionate allocations?		(i) Code V - UBI amount in box 20 of Schedule K-1 (Form 1065)	(j) General or managing partner?		(k) Percentage ownership
				Yes	No			Yes	No		Yes	No	
(1)													
(2)													
(3)													
(4)													
(5)													
(6)													
(7)													
(8)													
(9)													
(10)													
(11)													
(12)													
(13)													
(14)													
(15)													
(16)													

Part VII **Supplemental Information**

Provide additional information for responses to questions on Schedule R. See instructions.
