UNBOUND FORM 990 & 990 T PUBLIC DISCLOSURE COPY TAX YEAR 2022 Form 8879-TE

Department of the Treasury Internal Revenue Service

IRS e-file Signature Authorization for a Tax Exempt Entity

OMB No. 1545-0047

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

Do not send to the IRS. Keep for your records. Go to www.irs.gov/Form8879TE for the latest information. 2022

EIN or SSN

43-1243999

Name of filer UNBOUND

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 doltars and cents. For all other forms, enter whole doltars 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	X	b Total revenue, if any (Form 990, Part VIII, column (A), line 12) 1b 13934	5487.
2a	Form 990-EZ check here		b Total revenue, if any (Form 990-EZ, line 9)	
3a	Form 1120-POL check here		b Total tax (Form 1120-POL, line 22)	
4a	Form 990-PF check here		b Tax based on investment income (Form 990-PF, Part V, line 5) 4b	
5a	Form 8868 check here		b Balance due (Form 8868, line 3c)	
6a	Form 990-T check here		b Total tax (Form 990-T, Part III, line 4)	
7a	Form 4720 check here		b Total tax (Form 4720, Part III, line 1)	
8a	Form 5227 check here		b FMV of assets at end of tax year (Form 5227, Item D) 8b	
9a	Form 5330 check here		b Tax due (Form 5330, Part II, line 19)	
	Form 8038-CP check here		b Amount of credit payment requested (Form 8038CP, Part III, line 22) .10b	
Part	II Declaration and Signa	ture	Authorization of Officer or Person Subject to Tax	

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

JSA 2X3008 2 000

X Lauthorize FORVIS, LLP	to enter my PIN 8 6 2 4 8 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 the agency(ies) regulating charities as part of the IRS Fed/State program, I als return's disclosure consent screen.	is return that a copy of the return is being filed with a state
As an officer or person subject to tax with respect to the entity. I will enter filed return. If I have indicated within this return that a copy of the return is of the IRS Fed/State program. I will enter my PIN on the return's disclosure conse	being filed with a state agency(ies) regulating charities as part
Signature of officer or person subject to tax South againa	Date JUNE 92027
Part III Certification and Authentication	1,00.00
ERO's EFIN/PIN. Enter your six-digit electronic filing identification number (EFIN) followed by your five-digit self-selected PIN. 4 3 D	7 2 2 4 4 0 1 6 o not enter all zeros
I certify that the above numeric entry is my PIN, which is my signature on the 20 am submitting this return in accordance with the requirements of Pub. 4163, M Providers for Business Returns. ERO's signature	22 electronically filed return indicated above. I confirm that I Nodernized e-File (MeF) Information for Authorized IRS <i>e-file</i>
ERO Must Retain This Form - Se Do Not Submit This Form to the IRS Unle	e Instructions ss Requested To Do So
For Privacy Act and Paperwork Reduction Act Notice, see back of form.	Form 8879-TE (2022)

Form	9	9	0
Departn Internal			

Return of Organization Exempt From Income Tax

Under section 501(c), 527, or 4947(a)(1) of the Internal Revenue Code (except private foundations) not enter Social Security numbers on this form as it may be made nublic

Open to

OMB No. 1545-0047

Do not enter Social Securit	y numbers on uns ionn a	is it may be made public.
Information about Form 99	0 and its instructions is a	at www.irs.gov/form990

AF	or th	e 202	2 cale	endar year, o	or tax	year begi	nning				and er	nding		-		
_			C Nar	me of organizatio	on		_					-	D Em	ployer id	entific	cation number
B c	heck if ap	oplicable:	U U	JNBOUND												
	Addre		Doii	ng Business As										43	-124	43999
	-	e change	Nur	mber and street	(or P.O	. box if mail is	not delivered t	to street addre	ss)	F	Room/su	ite	E Tel	ephone n	umber	r
	Initial	return	1	ELMWOOD	AVE									(8	00)	875-6564
	Term	inated	City	y or town, state of	or provi	nce, country, a	and ZIP or fore	eign postal coo	le						,	
	Amer		K	ANSAS CI	TY,	KS 6610	3						G Gro	oss receip	ts \$	161,838,822.
		cation	-	me and address				r wasser	RMAN				H(a) Is	this a gro	up retu	
	_ pena	ing	1	ELMWOOD	AVE	, KANSA	S CITY,	KS 6610)3					ibordinates re all subord		
I	Tax-ex	empt st	tatus:	X 501(c)(3))	501(c) () ┥ (in:	sert no.)	4947	(a)(1) oi	r	527	lf	"No," atta	ch a list	t. (see instructions)
J	Websi	ite: 🕨	WWW	.UNBOUND	.ORG								H(c) G	roup exem	ption n	umber 🕨
к	Form	of orgar	nization:	: X Corporati	ion	Trust	Association	Other	•		L Ye	ar of format	ion: 19	81 M	State	of legal domicile: MO
P	art I	Su	mmar	y												
	1	Briefly	y desc	ribe the organ	ization	's mission o	or most signif	icant activitie	es: Ul	IBOUN	ND'S	MISSIO	N IS	TO W.	ALK	WITH THE
e		PO	OR A	ND_MARGIN	NALI	ZED_OF_1	THE WORL	D. SEE	SCHE	DULE	Ο.					
Jan																
Governance	2	Check	k this b	oox ▶ 🔄 if	the or	ganization d	liscontinued	its operatio	ns or di	sposed	of more	e than 25%	of its n	et asset	s.	
ŝ	3	Numb	ber of v	voting member	rs of th	e governing	body (Part V	/I, line 1a)							3	9
ა ა	4	Numb	ber of i	ndependent vo	oting m	nembers of	the governin	ig body (Part	VI, line	1b)					4	9
Activities &	5	Total	numbe	er of individual	ls emp	loyed in cale	endar year 20	022 (Part V,	line 2a)						5	164
cti	6			er of volunteers	•										6	2,228
٩	7a	Total	unrela	ted business r	evenue	e from Part V	/III, column (C), line 12							7a	NONI
	b	Net u	nrelate	ed business ta	xable i	ncome from	Form 990-T,	line 34				<u></u>			7b	NONE
													Prior			Current Year
ē	8			ns and grants (F						COPY	EOP		.42,6	17,88	32.	137,562,066.
ent	9	Progra	am se	rvice revenue (l	Part VI	II, line 2g)			PUB		SPECTION			1,7		8,463.
Revenue	10			income (Part \									2,7	62,82	28.	1,774,535.
_	11			ue (Part VIII, o											04.	423
	12			ue - add lines 8										82,98		139,345,487.
	13			similar amount									.16,3	75,85		115,465,826.
	14			d to or for mer											ONE	NONI
ses	15			her compensat									12,3	36,74		13,026,920.
Expenses	16a			I fundraising fe								• •		N	ONE	NONI
Ä	b			aising expenses								-				
	17	Other	rexper	nses (Part IX, c	column	(A), lines 11	a-11d, 11f-2	24e)				••	-	79,93		7,750,969.
		Total	expens	ses. Add lines	13-17	(must equal	Part IX, colu	umn (A), line	25)			••		92,52		136,243,715.
- s	19	Rever	nue les	ss expenses. S	Subtrac	t line 18 from	n line 12							90,45 Current \		3,101,772. End of Year
Net Assets or Fund Balances	20	T -4-1			2)							begin	-			
Asse Bala	20			(Part X, line 16					• • •			••		03,83		83,366,432.
und /	21 22			ies (Part X, line or fund balanc					• • •			••		33,38 70,44		2,162,404. 81,204,028.
	rt II			re Block	es. 3u	biraci ime z				<u></u>		••	03,1	70,44	±5.	01,204,020.
			5		t I have	examined th	is return inclu	uding accom	nanving	schedule	es and si	atements a	and to th	e hest o	fmvk	knowledge and belief, it is
true	e, corre	ect, and	comple	ete. Declaration of	of prepa	rer (other that	n officer) is ba	sed on all info	rmation	of which	h prepare	er has any kr	nowledg	e.	, .	
Sig	n		Signat	ure of officer										Date		
Не	re															
			Туре о	or print name and	d title											
				reparer's name			Preparer's s	ignature			Date		CH	neck	if F	PTIN
Paic	ł	ANG	ET D	LEININGE	R (CPA	ANGELA	LEININ	IGEB	CPA	11/	15/202		If-employ	' . I	P01721142
	parer		s name	► FORVI			11110BUA	11 111 111	10111	CIA	//		Firm's I			4-0160260
Use	Only		s addres				1700 KANSAS	G CITY. MO	64106-3	2246			Phone			16-221-6300
Ma	/ the I			his return with					2	2240			1 110118		0.	X Yes No
				ction Act Notic		•										Form 990 (2022)

	UNBOUND	43-1243999
	m 990 (2022)	Page 2
Pa	art III Statement of Program Service Accomplishments	
4	Check if Schedule O contains a response or note to any line in this Part IIIBriefly describe the organization's mission:	X
1	UNBOUND'S MISSION IS TO WALK WITH THE POOR AND MARGINALIZED OF	י יינד
	WORLD.	
	Did the organization undertake any significant program services during the year which wer	in pat listed on the
	prior Form 990 or 990-EZ?	
	If "Yes," describe these new services on Schedule O.	
	Did the organization cease conducting, or make significant changes in how it condu	ucts, any program
	services?	
	If "Yes," describe these changes on Schedule O.	
	Describe the organization's program service accomplishments for each of its three large	
	expenses. Section $501(c)(3)$ and $501(c)(4)$ organizations are required to report the amount the total expenses, and revenue, if any, for each program service reported.	unt of grants and allocations to others,
4a	(Code:) (Expenses \$ 120,530,553. including grants of \$ 111,750,534.) (F	Revenue \$ 8,463.)
	SPONSORSHIP - SEE SCHEDULE O	·,
4b	(Code:) (Expenses \$ 4,005,540. including grants of \$ 3,715,292.) (F	Revenue \$ NONE)
	SCHOLARSHIP - SEE SCHEDULE O	·,
4.0	· (Code:) / European C including grants of C) / [
4C	: (Code:) (Expenses \$including grants of \$) (F	Revenue \$)
4d	I Other program services (Describe on Schedule O.))
40	(Expenses \$ including grants of \$) (Revenue \$Total program service expenses124,536,093.)
JSA		Form 990 (2022)
2E1(1020 1.000 7118FD K922 06/12/2023 15:35:10 V22-5.3F 97053	6

43-1243999

	90 (2022)		F	Page 3
Part	V Checklist of Required Schedules		X	
			Yes	No
1	Is the organization described in section 501(c)(3) or 4947(a)(1) (other than a private foundation)? If "Yes," complete Schedule A	1	х	
2	Is the organization required to complete Schedule B, Schedule of Contributors? See instructions	2	Λ	Х
3	Did the organization engage in direct or indirect political campaign activities on behalf of or in opposition to	-		
•	candidates for public office? If "Yes," complete Schedule C, Part I	3		х
4	Section 501(c)(3) organizations. Did the organization engage in lobbying activities, or have a section 501(h)			
	election in effect during the tax year? If "Yes," complete Schedule C, Part II	4		х
5	Is the organization a section 501(c)(4), 501(c)(5), or 501(c)(6) organization that receives membership dues,			
	assessments, or similar amounts as defined in Rev. Proc. 98-19? If "Yes," complete Schedule C, Part III	5		Х
6	Did the organization maintain any donor advised funds or any similar funds or accounts for which donors			
	have the right to provide advice on the distribution or investment of amounts in such funds or accounts? If			
	"Yes," complete Schedule D, Part I.	6		Х
7	Did the organization receive or hold a conservation easement, including easements to preserve open space,			
-	the environment, historic land areas, or historic structures? If "Yes," complete Schedule D, Part II	7		X
8	Did the organization maintain collections of works of art, historical treasures, or other similar assets? If "Yes,"			37
0	complete Schedule D, Part III	8		X
9	Did the organization report an amount in Part X, line 21, for escrow or custodial account liability, serve as a custodian for amounts not listed in Part X; or provide credit counseling, debt management, credit repair, or			
	debt negotiation services? If "Yes," complete Schedule D, Part IV	9		х
10	Did the organization, directly or through a related organization, hold assets in donor-restricted endowments			- 21
	or in quasi endowments? If "Yes," complete Schedule D, Part V	10		x
11	If the organization's answer to any of the following questions is "Yes," then complete Schedule D, Parts VI,			
	VII, VIII, IX, or X, as applicable.			
а	Did the organization report an amount for land, buildings, and equipment in Part X, line 10? If "Yes,"			
	complete Schedule D, Part VI	11a	Х	
b	Did the organization report an amount for investments-other securities in Part X, line 12, that is 5% or more			
	of its total assets reported in Part X, line 16? If "Yes," complete Schedule D, Part VII	11b		Х
С	Did the organization report an amount for investments-program related in Part X, line 13, that is 5% or more			
	of its total assets reported in Part X, line 16? If "Yes," complete Schedule D, Part VIII	11c		X
d	Did the organization report an amount for other assets in Part X, line 15, that is 5% or more of its total assets	444	37	
•	reported in Part X, line 16? If "Yes," complete Schedule D, Part IX	11d 11e	X X	
	Did the organization report an amount for other liabilities in Part X, line 25? <i>If "Yes," complete Schedule D, Part X</i> Did the organization's separate or consolidated financial statements for the tax year include a footnote that addresses	ITE	Λ	
	the organization's liability for uncertain tax positions under FIN 48 (ASC 740)? If "Yes," complete Schedule D, Part X	11f		x
12 a	Did the organization obtain separate, independent audited financial statements for the tax year? If "Yes," complete			
	Schedule D, Parts XI and XII	12a		х
b	Was the organization included in consolidated, independent audited financial statements for the tax year? If			
	"Yes," and if the organization answered "No" to line 12a, then completing Schedule D, Parts XI and XII is optional	12b	Х	
13	Is the organization a school described in section 170(b)(1)(A)(ii)? If "Yes," complete Schedule E.	13		Х
	Did the organization maintain an office, employees, or agents outside of the United States?	14a	Х	
b	Did the organization have aggregate revenues or expenses of more than \$10,000 from grantmaking,			
	fundraising, business, investment, and program service activities outside the United States, or aggregate			
	foreign investments valued at \$100,000 or more? If "Yes," complete Schedule F, Parts I and IV	14b	X	
15	Did the organization report on Part IX, column (A), line 3, more than \$5,000 of grants or other assistance to or	45	37	
16	for any foreign organization? <i>If "Yes," complete Schedule F, Parts II and IV</i> Did the organization report on Part IX, column (A), line 3, more than \$5,000 of aggregate grants or other	15	X	
16	assistance to or for foreign individuals? If "Yes," complete Schedule F, Parts III and IV	16	Х	
17	Did the organization report a total of more than \$15,000 of expenses for professional fundraising services on	10	Λ	
17	Part IX, column (A), lines 6 and 11e? If "Yes," complete Schedule G, Part I. See instructions	17		x
18	Did the organization report more than \$15,000 total of fundraising event gross income and contributions on			
	Part VIII, lines 1 c and 8a? If "Yes," complete Schedule G, Part II	18		х
19	Did the organization report more than \$15,000 of gross income from gaming activities on Part VIII, line 9a?			
	If "Yes," complete Schedule G, Part III	19		x
20 a	Did the organization operate one or more hospital facilities? If "Yes," complete Schedule H	20a		Х
	If "Yes" to line 20a, did the organization attach a copy of its audited financial statements to this return?	20b		
21	Did the organization report more than \$5,000 of grants or other assistance to any domestic organization or			
	domestic government on Part IX, column (A), line 1? If "Yes," complete Schedule I, Parts I and II	21		Х
JSA			000	(2022)

Form **990** (2022) **7**

T art	oneckist of required ochedules (continued)		Vee	Na
			Yes	No
22	Did the organization report more than \$5,000 of grants or other assistance to or for domestic individuals on			
	Part IX, column (A), line 2? If "Yes," complete Schedule I, Parts I and III	22		X
23	Did the organization answer "Yes" to Part VII, Section A, line 3, 4, or 5, about compensation of the			
	organization's current and former officers, directors, trustees, key employees, and highest compensated			
	employees? If "Yes," complete Schedule J.	23	Х	
24 a	Did the organization have a tax-exempt bond issue with an outstanding principal amount of more than			
	\$100,000 as of the last day of the year, that was issued after December 31, 2002? If "Yes," answer lines 24b			
	through 24d and complete Schedule K. If "No," go to line 25a	24a		x
Ь	Did the organization invest any proceeds of tax-exempt bonds beyond a temporary period exception?	24b		- 21
		240		
C	Did the organization maintain an escrow account other than a refunding escrow at any time during the year			
	to defease any tax-exempt bonds?	24c		
d	Did the organization act as an "on behalf of" issuer for bonds outstanding at any time during the year?	24d		
25 a	Section 501(c)(3), 501(c)(4), and 501(c)(29) organizations. Did the organization engage in an excess benefit			
	transaction with a disqualified person during the year? If "Yes," complete Schedule L, Part I	25a		Х
b	Is the organization aware that it engaged in an excess benefit transaction with a disqualified person in a prior			
	year, and that the transaction has not been reported on any of the organization's prior Forms 990 or 990-EZ?			
	If "Yes," complete Schedule L, Part I	25b		Х
26	Did the organization report any amount on Part X, line 5 or 22, for receivables from or payables to any current			
	or former officer, director, trustee, key employee, creator or founder, substantial contributor, or 35%			
	controlled entity or family member of any of these persons? If "Yes," complete Schedule L, Part II.	26		v
27		20		X
27	Did the organization provide a grant or other assistance to any current or former officer, director, trustee, key			
	employee, creator or founder, substantial contributor or employee thereof, a grant selection committee			
	member, or to a 35% controlled entity (including an employee thereof) or family member of any of these			
	persons? If "Yes," complete Schedule L, Part III	27		X
28	Was the organization a party to a business transaction with one of the following parties (see the Schedule L,			
	Part IV, instructions for applicable filing thresholds, conditions, and exceptions):			
а	A current or former officer, director, trustee, key employee, creator or founder, or substantial contributor? If			
	"Yes," complete Schedule L, Part IV	28a		Х
b	A family member of any individual described in line 28a? If "Yes," complete Schedule L, Part IV	28b		Х
	A 35% controlled entity of one or more individuals and/or organizations described in line 28a or 28b? If			
•	"Yes," complete Schedule L, Part IV	28c		х
29	Did the organization receive more than \$25,000 in non-cash contributions? If "Yes," complete Schedule M	29	x	
30	Did the organization receive contributions of art, historical treasures, or other similar assets, or qualified	23	A	
30	-	20		37
	conservation contributions? If "Yes," complete Schedule M	30		X
31	Did the organization liquidate, terminate, or dissolve and cease operations? If "Yes," complete Schedule N, Part I	31		X
32	Did the organization sell, exchange, dispose of, or transfer more than 25% of its net assets? If "Yes,"			
	complete Schedule N, Part II	32		Х
33	Did the organization own 100% of an entity disregarded as separate from the organization under Regulations			
	sections 301.7701-2 and 301.7701-3? If "Yes," complete Schedule R, Part I	33		Х
34	Was the organization related to any tax-exempt or taxable entity? If "Yes," complete Schedule R, Part II, III,			
	or IV, and Part V, line 1	34	Х	
35 a	Did the organization have a controlled entity within the meaning of section 512(b)(13)?	35a	Х	
	If "Yes" to line 35a, did the organization receive any payment from or engage in any transaction with a			
~	controlled entity within the meaning of section 512(b)(13)? If "Yes," complete Schedule R, Part V, line 2	35b	х	
36	Section 501(c)(3) organizations. Did the organization make any transfers to an exempt non-charitable		- 21	
50	related organization? If "Yes," complete Schedule R, Part V, line 2.	26		v
27		36		X
37	Did the organization conduct more than 5% of its activities through an entity that is not a related organization			
. -	and that is treated as a partnership for federal income tax purposes? If "Yes," complete Schedule R, Part VI	37		X
38	Did the organization complete Schedule O and provide explanations on Schedule O for Part VI, lines 11b and			
	19? Note: All Form 990 filers are required to complete Schedule O.	38	Х	
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	<u></u>	<u></u>	<u> </u>
			Yes	No
1a	Enter the number reported in box 3 of Form 1096. Enter -0- if not applicable			
	Enter the number of Forms W-2G included on line 1a. Enter -0- if not applicable 1b NONE			
	Did the organization comply with backup withholding rules for reportable payments to vendors and			
5	reportable gaming (gambling) winnings to prize winners?	1c	Х	
JSA 2E1030				(2022)
2 H 1 () 2 ()				· · · · · /

Part IV Checklist of Required Schedules (continued)

Form 990 (2022)

Form 990 (2022)

Page 5

Par	V Statements Regarding Other IRS Filings and Tax Compliance (continued)		Yes	No
2a	Enter the number of employees reported on Form W-3, Transmittal of Wage and Tax			
	Statements, filed for the calendar year ending with or within the year covered by this return 2a 164			
b	If at least one is reported on line 2a, did the organization file all required federal employment tax returns?	2b	Х	
3a	Did the organization have unrelated business gross income of \$1,000 or more during the year?	3a		Х
b	If "Yes," has it filed a Form 990-T for this year? If "No" to line 3b, provide an explanation on Schedule O	3b		
4a	At any time during the calendar year, did the organization have an interest in, or a signature or other authority over,			
	a financial account in a foreign country (such as a bank account, securities account, or other financial account)?	4a	Х	
b	If "Yes," enter the name of the foreign country SEE SCHEDULE O			
	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		Х
b	Did any taxable party notify the organization that it was or is a party to a prohibited tax shelter transaction?	5b		Х
С	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		Х
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).			
а	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	Х	
	If "Yes," did the organization notify the donor of the value of the goods or services provided?	7b	Х	
С	Did the organization sell, exchange, or otherwise dispose of tangible personal property for which it was			
	required to file Form 8282?	7c		X
	If "Yes," indicate the number of Forms 8282 filed during the year	7-		37
	Did the organization receive any funds, directly or indirectly, to pay premiums on a personal benefit contract?	7e		X
	Did the organization, during the year, pay premiums, directly or indirectly, on a personal benefit contract?	7f		X
-	If the organization received a contribution of qualified intellectual property, did the organization file Form 8899 as required?	7g 7h		
-	If the organization received a contribution of cars, boats, airplanes, or other vehicles, did the organization file a Form 1098-C?	711		
8	Sponsoring organizations maintaining donor advised funds. Did a donor advised fund maintained by the	8		
0	sponsoring organization have excess business holdings at any time during the year?			
9	Sponsoring organizations maintaining donor advised funds.	9a		
	Did the sponsoring organization make any taxable distributions under section 4966?	9b		
10	Section 501(c)(7) organizations. Enter:			
	Initiation fees and capital contributions included on Part VIII, line 12			
	Gross receipts, included on Form 990, Part VIII, line 12, for public use of club facilities 10b			
11	Section 501(c)(12) organizations. Enter:			
	Gross income from members or shareholders			
	Gross income from other sources. (Do not net amounts due or paid to other sources			
	against amounts due or received from them.)			
12 a	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			
13	Section 501(c)(29) qualified nonprofit health insurance issuers.			
а	Is the organization licensed to issue qualified health plans in more than one state?	13a		
	Note: See the instructions for additional information the organization must report on Schedule O.			
b	Enter the amount of reserves the organization is required to maintain by the states in which			
	the organization is licensed to issue qualified health plans			
	Enter the amount of reserves on hand			
	Did the organization receive any payments for indoor tanning services during the tax year?	14a		X
	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	4 -		v
	excess parachute payment(s) during the year?	15		X
4.0	If "Yes," see the instructions and file Form 4720, Schedule N.	16		Х
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.	10		Λ
17	Section 501(c)(21) organizations. Did the trust, or any disqualified or other person engage in any activities			
17	that would result in the imposition of an excise tax under section 4951, 4952, or 4953?	17		
	If "Yes." complete Form 6069.			

Form 9	90 (2022	2) UNBOUND 43-1243	999	F	Page 6
Part		Governance, Management, and Disclosure. For each "Yes" response to lines 2 through 7b below			
		response to line 8a, 8b, or 10b below, describe the circumstances, processes, or changes on Schedule O.			
		Check if Schedule O contains a response or note to any line in this Part VI			X
Sect	ion A.	Governing Body and Management		Yes	No
4.	Entor	the number of voting members of the governing body at the end of the tax year $ \mathbf{1a} = 9$		100	110
1a		the number of voting members of the governing body at the end of the tax year 1a 9 e are material differences in voting rights among members of the governing body, or			
	if the	governing body delegated broad authority to an executive committee or similar			
h		ittee, explain on Schedule O.			
2		ny officer, director, trustee, or key employee have a family relationship or a business relationship with her officer, director, trustee, or key employee?	2		Х
3	-	e organization delegate control over management duties customarily performed by or under the direct	_		
3		vision of officers, directors, trustees, or key employees to a management company or other person?	3		Х
4	-	organization make any significant changes to its governing documents since the prior Form 990 was filed?	4		Х
5		e organization become aware during the year of a significant diversion of the organization's assets?	5		Х
6		e organization have members or stockholders?	6		Х
7a		e organization have members, stockholders, or other persons who had the power to elect or appoint			
		more members of the governing body?	7a		Х
b		ny governance decisions of the organization reserved to (or subject to approval by) members,			
		olders, or persons other than the governing body?	7b		Х
8		e organization contemporaneously document the meetings held or written actions undertaken during			
-		ar by the following:			
а	•	overning body?	8a	Х	
b		committee with authority to act on behalf of the governing body?	8b	Х	
9		e any officer, director, trustee, or key employee listed in Part VII, Section A, who cannot be reached at			
		ganization's mailing address? If "Yes," provide the names and addresses on Schedule O.	9		Х
Secti	on B. I	Policies (This Section B requests information about policies not required by the Internal Revenue	Code	.)	
				Yes	No
10a	Did the	e organization have local chapters, branches, or affiliates?	10a		Х
b	If "Yes	," did the organization have written policies and procedures governing the activities of such chapters,			
	affiliate	es, and branches to ensure their operations are consistent with the organization's exempt purposes?	10b		
11a	Has the	e organization provided a complete copy of this Form 990 to all members of its governing body before filing the form?	11a	Х	
b	Descri	be on Schedule O the process, if any, used by the organization to review this Form 990.			
12a	Did the	e organization have a written conflict of interest policy? If "No," go to line 13	12a	Х	
b	Were	officers, directors, or trustees, and key employees required to disclose annually interests that could give			
	rise to	conflicts?	12b	Х	
С	Did th	e organization regularly and consistently monitor and enforce compliance with the policy? If "Yes,"			
		be on Schedule O how this was done	12c	X	
13		e organization have a written whistleblower policy?	13	Х	
14		e organization have a written document retention and destruction policy?	14	Х	
15		e process for determining compensation of the following persons include a review and approval by			
		endent persons, comparability data, and contemporaneous substantiation of the deliberation and decision?	45.		
а		ganization's CEO, Executive Director, or top management official	15a	X	37
b		officers or key employees of the organization	15b		X
		" to line 15a or 15b, describe the process on Schedule O. See instructions.			
16a		e organization invest in, contribute assets to, or participate in a joint venture or similar arrangement	160		v
		taxable entity during the year?	16a		X
b		," did the organization follow a written policy or procedure requiring the organization to evaluate its			
		pation in joint venture arrangements under applicable federal tax law, and take steps to safeguard the zation's exempt status with respect to such arrangements?	16b		
Secti		Disclosure	100		
-					
17			F (04(-)
18	(3)s or	n 6104 requires an organization to make its Forms 1023 (1024 or 1024-A, if applicable), 990, and 990- ly) available for public inspection. Indicate how you made these available. Check all that apply. Dwn website Another's website X Upon request Other <i>(explain on Schedule O)</i>	I (sec	tion 5	01(C)
10			f inte		
19		be on Schedule O whether (and if so, how) the organization made its governing documents, conflict o nancial statements available to the public during the tax year.	n intel	εςι β	oncy,
20		lancial statements available to the public during the tax year.	le		
20		IN MASSERMAN-PRESIDENT/CEO 1 ELMWOOD AVE KANSAS CITY, KS 66103	10		
		384-6500	Form	990	(2022)
JSA 2E1042			51		, _)
1042		FD K922 06/12/2023 15:35:10 V22-5.3F 97053		10	

Independent Contractors

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.

Name and titleAverage hours per week notified and a director/trusteel organization from the organization and related organizations organization and related organizations organization and related organizations organizations doited ine)Reportable compensation from the organization from the organizations organizations from the organizations organizations doited ine)Estimated amount of 0 the organization from the organizations organizations from the organizations from the organizations from the organizations organizations from the organizations from the from the organizations from the from the from the from the from the from the from the from the from the fro					((
Integration Thours per week used box: unless person is both an officer and a director/tustee) The person compensation from the organizations (W2') 1099-NEC) The person compensation from teland organizations (W2') 1099-NEC) (1) SCOTT WASSERMAN 55.00 X 255,160 NONE X (2) ROB MCELROY 45.00 X 153,941 NONE 43,938. (3) STEVE MCCLAIN 45.00 X 150,115 NONE 42,959. (4) MARTIN KRAUS 50.00 X 137,168 NONE 42,959. (6) JOHN DOUGHERTY 45.00 X 137,168 NONE 42,781. (6) JOHN DOUGHERTY 45.00 X 143,749 NONE 21,415. (7) KRISTINA THOMPSON 45.00 X 143,749 NONE 143,749. NONE (7) KRISTINA THOMPSON 45.00 X 129,505 NONE 143,749. NONE 141,415. <	(A)	(B)	(do r	not ch			than o	ne	(D)	(E)	(F)
inferer and a director/tursteefrom related organizations (W-2/ toganization (W-2/ toganization (W-2/ toganization (W-2/ toganization (W-2/ toganization and related organizations and related organization and related organi	Name and lille	0	`								
hours for related organizations below dotted line)iso related organizations below dotted line)iso related organizationsiso related organizations related organizations(1) SCOTT WASSERMAN55.00 PRESIDENT/CEO (NON-VOTING)S5.00 NONEX255,160.NONE(2) ROB MCELROY45.00 DIR OF GROWTH AND REVENUE DEV TREASURER (NON-VOTING)/DIR FIN NONEX153,941.NONE43,938.(3) STEVE MCCLAIN45.00 DIR OF GROWTH AND REVENUE DEV NONENONEX150,115.NONE42,959.(4) MARTIN KRAUS50.00 TREASURER (NON-VOTING)/DIR FIN DIR OF INTERNATIONAL PROGRAMS IOUHERTY45.00 45.00X137,168.NONE42,781.(6) JOHN DUGHERTY SECRETARY (NON-VOTING)/FIN MGR NONE45.00 XX143,749.NONE21,415.(7) KRISTINA THOMPSON PREACH MERSEN45.00 45.00X129,505.NONE8,226.(6) WILLIAM HANSEN45.00 XX129,505.NONE8,226.(7) KRISTINA THOMPSON PREACH REP-NON-VOTING)/FIN MGR PREACH REP-NON-VOTING45.00 NONEX129,505.NONE(10) DAVING HERETOR PREACH REP-NON-VOTINGNONE NONEX109,102.NONENONE(10) DAVING HEREDON DIRECTOR6.00X109,016.10,016.10,016.(11) DENNIS BERNARDO DIRECTOR2.00XXNONENONENONE(12) EMMA MILLER3.00XXNONENONENONENONE <td></td> <td></td> <td>office</td> <td>er and</td> <td>dad</td> <td>lirect</td> <td>or/trust</td> <td>iee)</td> <td></td> <td></td> <td></td>			office	er and	dad	lirect	or/trust	iee)			
organizations below doted line)organizations ge ge ge ge ge ge georganizations ge ge ge ge ge ge georganizations ge ge ge ge ge ge georganizations ge ge ge ge ge ge georganizations ge ge ge ge ge ge ge ge ge ge ge ge ge ge ge ge ge ge ge ge ge ge ge ge ge ge ge ge ge ge ge ge ge ge ge ge ge ge ge ge ge ge ge ge ge ge ge ge ge ge ge ge ge ge ge ge ge ge ge ge ge ge ge ge ge ge ge ge ge ge ge ge ge ge ge ge ge ge ge ge ge ge ge ge ge ge ge ge ge ge ge ge ge ge ge ge ge ge ge ge ge ge ge ge ge ge ge ge ge ge ge ge ge ge ge ge ge ge ge ge ge ge ge ge ge ge ge ge ge ge ge ge ge ge ge ge ge ge ge ge ge ge ge ge ge ge ge ge ge ge ge ge ge ge ge ge ge ge ge ge ge ge ge ge ge ge ge ge ge ge ge ge ge ge ge ge ge ge ge ge ge ge ge ge ge ge ge ge ge ge ge ge ge ge ge ge ge ge ge ge ge ge ge ge ge ge ge ge ge ge ge ge ge ge ge ge ge ge ge ge ge ge ge ge ge ge ge ge ge ge ge ge ge ge ge ge ge ge ge ge 			9 J	l.	Q	۲e	en Hi	Fo		, v	
organizations below doted line)organizations below doted line)organizations doted line)organiza			divid dire	stitu	fice	y en	ghes 1plo	me			, e
(1) SCOTT WASSERMAN55.00PRESIDENT/CEO (NON-VOTING)NONEX255,160.NONE56,876.(2) ROB MCELROY45.001LEAD SOFTWARE ARCHITECTNONEX153,941.NONE43,938.(3) STEVE MCCLAIN45.001DIR OF GROWTH AND REVENUE DEVNONEX144,356.NONE42,959.(4) MARTIN KRAUS50.001TREASURER (NON-VOTING)/DIR FINNONEX150,115.NONE36,210.(6) JOHN DOUGHERTY45.001DIR OF INTERNATIONAL PROGRAMSNONEX161, JOHN DOUGHERTY45.001DIRECTOR OF TECHNOLOGY SERVICENONEXMARKETING/COM DIRECTORNONEXMARKETING/COM DIRECTOR45.001SECRETARY (NON-VOTING)/FIN MGRNONEX94,102.NONE19,016.(9) REV. DENNIS MARTIN2.001PREACH REP-NON-VOTING6.001DIRECTOR/CGONONEXNONEX19,949.NONENONENONE(10) DAVID HERBISON6.001DIRECTOR/CGONONEXNONEXNONENONEXNONE(11) DENNIS BERNARDO2.00DIRECTORNONEXNONENONENONE(12) EMMA MILLER3.00			lual	tiona	7	nplo	st co yee	-	1099-NEC)	1099-NEC)	
(1) SCOTT WASSERMAN55.00PRESIDENT/CEO (NON-VOTING)NONEX255,160.NONEXLEAD SOFTWARE ARCHITECTNONEX153,941.NONE43,938.(3) STEVE MCCLAIN45.00XDIR OF GROWTH AND REVENUE DEVNONEX16) DAW WINHOLTZ PEARSON45.00XDIR OF INTERNATIONAL PROGRAMSNONEX150,115.NONEX16) JOHN DOUGHERTY45.00XDIRECTOR OF TECHNOLOGY SERVICENONEX16() JOHN DUGHERTY45.00X170, KRISTINA THOMPSON45.00XMARKETING/COM DIRECTORNONEX16() WILLIAM HANSEN45.00XSECRETARY (NON-VOTING)/FIN MGRNONEX19, PEACH REP-NON-VOTING //FIN MGRNONEX10) RAVID HERBISON6.00XDIRECTOR/CGONONEX10) DAVID HERBISON6.00DIRECTOR/CGODIRECTOR/CGONONEX10) DAVID HERBISON6.00DIRECTORNONEX110) DENNIS BERNARDO2.00DIRECTORNONEX110) DENNIS BERNARDO2.00DIRECTORNONEX10) DAVID HERBISON6.00DIRECTORNONEX110) DENNIS BERNARDO2.00DIRECTORNONEX110) DENNIS BERNARDO2.00DIRECTORNONEX110) DENNIS BERNARDO2.00DIRECTORNONE </td <td></td> <td>-</td> <td>trust</td> <td>altru</td> <td></td> <td>yee</td> <td>mpe</td> <td></td> <td></td> <td></td> <td></td>		-	trust	altru		yee	mpe				
(1) SCOTT WASSERMAN55.00PRESIDENT/CEO (NON-VOTING)NONEX255,160.(2) ROB MCELROY45.00X153,941.LEAD SOFTWARE ARCHITECTNONEX153,941.NONE OF GROWTH AND REVENUE DEVNONEX144,356.MARTIN KRAUS50.00X144,356.TREASURER (NON-VOTING)/DIR FINNONEX150,115.DIR OF INTERNATIONAL PROGRAMSNONEX137,168.DIR OF INTERNATIONAL PROGRAMSNONEX143,749.DIRECTOR OF TECHNOLOGY SERVICENONEX143,749.MARKETING/COMM DIRECTORNONEX129,505.MARKETING/COMM DIRECTORNONEX94,102.MARKETING/COMM DIRECTORNONEX94,102.MARKETING/COM DIRECTORNONEX5,949.MARKETING/COGNONEXNONE(1) DAVID HERBISON6.00NONEXDIRECTOR/CGGNONEXNONEMARIN2.00DIRECTOR/CGGNONEMREAL REP-NON-VOTINGNONEXNONEMONEXNONEXNONEMARTIN2.00DIRECTOR/CGGNONENONEDIRECTORNONEXNONENONEMARTIN2.00DIRECTOR/CGGNONENONEMARTIN2.00DIRECTOR/CGGNONENONEMARTIN3.00NONEXNONEMARTIN3.00NONENONENONEMARTIN3.00		dotted line)	ee	Istee			ensa				
PRESIDENT/CEO (NON-VOTING)NONEX255,160.NONE56,876.(2) ROB MCELROY45.00X153,941.NONE43,938.(3) STEVE MCCLAIN45.00X153,941.NONE43,938.(3) STEVE MCCLAIN45.00X144,356.NONE42,959.(4) MARTIN KRAUS50.00X144,356.NONE42,959.(5) DAN WINHOLTZ PEARSON45.00X150,115.NONE36,210.(5) DAN WINHOLTZ PEARSON45.00X137,168.NONE42,781.(6) JOHN DOUGHERTY45.00X143,749.NONE21,415.(7) KRISTINA THOMPSON45.00X129,505.NONE8,226.(8) WILLIAM HANSEN45.00X129,505.NONE8,226.(9) REV. DENNIS MARTIN2.00PREACH REP-NON-VOTING /FIN MGRNONEX94,102.NONE19,016.(10) DAVID HERBISON6.00DIRECTOR/CGGNONEXNONENONENONE(11) DENNIS BERNARDO2.00DIRECTORNONEXNONENONENONE(12) EMMA MILLER3.00XNONENONENONENONENONE							ted				
PRESIDENT/CEO (NON-VOTING)NONEX255,160.NONE56,876.(2) ROB MCELROY45.00X153,941.NONE43,938.(3) STEVE MCCLAIN45.00X153,941.NONE43,938.(3) STEVE MCCLAIN45.00X144,356.NONE42,959.(4) MARTIN KRAUS50.00X144,356.NONE42,959.(5) DAN WINHOLTZ PEARSON45.00X150,115.NONE36,210.(5) DAN WINHOLTZ PEARSON45.00X137,168.NONE42,781.(6) JOHN DOUGHERTY45.00X143,749.NONE21,415.(7) KRISTINA THOMPSON45.00X129,505.NONE8,226.(8) WILLIAM HANSEN45.00X129,505.NONE8,226.(9) REV. DENNIS MARTIN2.00PREACH REP-NON-VOTING /FIN MGRNONEX94,102.NONE19,016.(10) DAVID HERBISON6.00DIRECTOR/CGGNONEXNONENONENONE(11) DENNIS BERNARDO2.00DIRECTORNONEXNONENONENONE(12) EMMA MILLER3.00XNONENONENONENONENONE	(1) COOTT WACCEDMAN	55 00									
(2) ROB MCELROY 45.00 X 153,941. NONE 43,938. (3) STEVE MCCLAIN 45.00 X 144,356. NONE 43,938. (3) STEVE MCCLAIN 45.00 X 144,356. NONE 42,959. (4) MARTIN KRAUS 50.00 X 144,356. NONE 42,959. (4) MARTIN KRAUS 50.00 X 150,115. NONE 42,959. (5) DAN WINHOLTZ PEARSON 45.00 X 137,168. NONE 42,781. (6) JOHN DOUGHERTY 45.00 X 143,749. NONE 21,415. (7) KRISTINA THOMPSON 45.00 X 143,749. NONE 8,226. (8) WILLIAM HANSEN 45.00 X 129,505. NONE 8,226. (10) DAVID HERBISON 6.00 X 94,102. NONE 19,016. (10) DAVID HERBISON 6.00 X 10,016. 19,016. 19,016. (10) DAVID HERBISON 6.00 X NONE X NONE NONE					v				255 160	NONE	56 876
LEAD SOFTWARE ARCHITECTNONEX153,941.NONE43,938.(3) STEVE MCCLAIN45.00X144,356.NONE42,959.(4) MARTIN KRAUS50.00X144,356.NONE42,959.(4) MARTIN KRAUS50.00X150,115.NONE42,959.(5) DAN WINHOLTZ PEARSON45.00X137,168.NONE42,781.(6) JOHN DOUGHERTY45.00X143,749.NONE21,415.(7) KRISTINA THOMPSON45.00X129,505.NONE8,226.(7) KRISTINA THOMPSON45.00X129,505.NONE8,226.(7) KRISTINA THOMPSON45.00X129,505.NONE8,226.(9) WILLIAM HANSEN45.00X94,102.NONE19,016.(10) DAVID HERBISON6.00X5,949.NONENONE(11) DENNIS BERNARDO2.00XNONENONENONE(12) EMMA MILLER3.00XNONENONENONE		-			Δ				255,100.	INCINE	
(3) STEVE MCCLAIN45.00DIR OF GROWTH AND REVENUE DEVNONEX144,356.NONE42,959.(4) MARTIN KRAUS50.00X150,115.NONE42,959.(5) DAN WINHOLTZ PEARSON45.00X150,115.NONE36,210.(6) JOHN DOUGHERTY45.00X137,168.NONE42,781.(6) JOHN DOUGHERTY45.00X143,749.NONE21,415.(7) KRISTINA THOMPSON45.00X129,505.NONE8,226.(8) WILLIAM HANSEN45.00X94,102.NONE19,016.(9) REV. DENNIS MARTIN2.00X5,949.NONENONEPREACH REP-NON-VOTINGNONEXXNONENONE(10) DAVID HERBISON6.00DIRECTOR/CGONONEXNONENONE(11) DENNIS BERNARDO2.00DIRECTORNONEXNONENONE(12) EMMA MILLER3.0000000			-				х		153,941.	NONE	43,938.
DIR OF GROWTH AND REVENUE DEVNONEX144,356.NONE42,959.(4) MARTIN KRAUS50.00X150,115.NONE42,959.(5) DAN WINHOLTZ PEARSON45.00X150,115.NONE36,210.(6) JOHN DOUGHERTY45.00X137,168.NONE42,781.(6) JOHN DOUGHERTY45.00X144,3749.NONE21,415.(7) KRISTINA THOMPSON45.00X143,749.NONE21,415.(8) WILLIAM HANSEN45.00X129,505.NONE8,226.(8) WILLIAM HANSEN45.00X94,102.NONE19,016.(9) REV. DENNIS MARTIN2.00X5,949.NONENONEPREACH REP-NON-VOTING)/FIN MGRNONEXXNONENONE(10) DAVID HERBISON6.00XNONENONENONE(11) DENNIS BERNARDO2.00XNONENONENONE(12) EMMA MILLER3.00XNONENONENONE		_							100,9111		10,75001
(4) MARTIN KRAUS50.00X150,115.NONETREASURER (NON-VOTING)/DIR FINNONEX150,115.NONE36,210.(5) DAN WINHOLTZ PEARSON45.00X137,168.NONE42,781.(6) JOHN DOUGHERTY45.00X137,168.NONE42,781.(7) KRISTINA THOMPSON45.00X143,749.NONE21,415.(7) KRISTINA THOMPSON45.00X129,505.NONE8,226.(8) WILLIAM HANSEN45.00X129,505.NONE8,226.(9) REV. DENNIS MARTIN2.00X94,102.NONE19,016.(9) REV. DENNIS MARTIN2.00DIRECTOR/CGONONEXNONENONE(10) DAVID HERBISON6.00DIRECTOR/CGONONEXNONENONE(11) DENNIS BERNARDO2.00DIRECTORNONEXNONENONE(12) EMMA MILLER3.0000000							Х		144,356.	NONE	42,959.
TREASURER (NON-VOTING)/DIR FINNONEX150,115.NONE36,210.(5) DAN WINHOLTZ PEARSON45.00 </td <td>(4) MARTIN KRAUS</td> <td>50.00</td> <td></td> <td></td> <td></td> <td></td> <td></td> <td></td> <td></td> <td></td> <td>· · · · ·</td>	(4) MARTIN KRAUS	50.00									· · · · ·
DIR OFINTERNATIONAL PROGRAMSNONEX137,168.NONE42,781.(6) JOHN DOUGHERTY45.00 </td <td></td> <td>NONE</td> <td></td> <td></td> <td>Х</td> <td></td> <td></td> <td></td> <td>150,115.</td> <td>NONE</td> <td>36,210.</td>		NONE			Х				150,115.	NONE	36,210.
(6) JOHN DOUGHERTY45.00X143,749.NONE21,415.DIRECTOR OF TECHNOLOGY SERVICENONEX143,749.NONE21,415.(7) KRISTINA THOMPSON45.00X129,505.NONE8,226.(8) WILLIAM HANSEN45.00X94,102.NONE19,016.(9) REV. DENNIS MARTIN2.00X5,949.NONENONEPREACH REP-NON-VOTINGNONEXXNONENONE(10) DAVID HERBISON6.00XNONENONENONEDIRECTOR/CGONONEXXNONENONE(11) DENNIS BERNARDO2.00NONENONENONENONE(12) EMMA MILLER3.00IIII	(5) DAN WINHOLTZ PEARSON	45.00									
DIRECTOR OF TECHNOLOGY SERVICENONEX143,749.NONE21,415.(7) KRISTINA THOMPSON45.00X129,505.NONE8,226.(8) WILLIAM HANSEN45.00X94,102.NONE19,016.SECRETARY (NON-VOTING)/FIN MGRNONEX94,102.NONE19,016.(9) REV. DENNIS MARTIN2.005,949.NONENONEPREACH REP-NON-VOTINGNONEX5,949.NONENONE(10) DAVID HERBISON6.00NONENONEDIRECTOR/CGONONEXXNONENONENONE(11) DENNIS BERNARDO2.00NONENONE(12) EMMA MILLER3.00NONENONE	DIR OF INTERNATIONAL PROGRAMS	NONE					Х		137,168.	NONE	42,781.
(7) KRISTINA THOMPSON45.00 NONEX129,505.NONE8,226.(8) WILLIAM HANSEN45.00X94,102.NONE19,016.SECRETARY (NON-VOTING)/FIN MGRNONEX94,102.NONE19,016.(9) REV. DENNIS MARTIN2.0010,016.PREACH REP-NON-VOTINGNONEX5,949.NONENONE(10) DAVID HERBISON6.00 </td <td>(6) JOHN DOUGHERTY</td> <td>45.00</td> <td></td> <td></td> <td></td> <td></td> <td></td> <td></td> <td></td> <td></td> <td></td>	(6) JOHN DOUGHERTY	45.00									
MARKETING/COMM DIRECTORNONEX129,505.NONE8,226.(8) WILLIAM HANSEN45.00X94,102.NONE19,016.SECRETARY (NON-VOTING)/FIN MGRNONEX94,102.NONE19,016.(9) REV. DENNIS MARTIN2.005,949.NONENONEPREACH REP-NON-VOTINGNONEX5,949.NONENONE(10) DAVID HERBISON6.00 </td <td>DIRECTOR OF TECHNOLOGY SERVICE</td> <td>NONE</td> <td></td> <td></td> <td></td> <td></td> <td>Х</td> <td></td> <td>143,749.</td> <td>NONE</td> <td>21,415.</td>	DIRECTOR OF TECHNOLOGY SERVICE	NONE					Х		143,749.	NONE	21,415.
(8) WILLIAM HANSEN45.00X94,102.NONE19,016.SECRETARY (NON-VOTING)/FIN MGRNONEX94,102.NONE19,016.(9) REV. DENNIS MARTIN2.005,949.NONENONEPREACH REP-NON-VOTINGNONEX5,949.NONENONE(10) DAVID HERBISON6.00 </td <td>(7) KRISTINA THOMPSON</td> <td>45.00</td> <td></td> <td></td> <td></td> <td></td> <td></td> <td></td> <td></td> <td></td> <td></td>	(7) KRISTINA THOMPSON	45.00									
SECRETARY (NON-VOTING)/FIN MGRNONEX94,102.NONE19,016.(9) REV. DENNIS MARTIN2.00 </td <td>MARKETING/COMM DIRECTOR</td> <td>NONE</td> <td></td> <td></td> <td></td> <td></td> <td>Х</td> <td></td> <td>129,505.</td> <td>NONE</td> <td>8,226.</td>	MARKETING/COMM DIRECTOR	NONE					Х		129,505.	NONE	8,226.
(9) REV. DENNIS MARTIN2.00PREACH REP-NON-VOTINGNONEX5,949.(10) DAVID HERBISON6.00DIRECTOR/CGONONEDIRECTOR/CGONONEXXDIRECTOR2.00DIRECTORDIRECTORNONEX(12) EMMA MILLER3.00Image: Construction of the second s	(8) WILLIAM HANSEN	45.00									
PREACH REP-NON-VOTINGNONEX5,949.NONENONE(10) DAVID HERBISON6.00 </td <td>SECRETARY (NON-VOTING)/FIN MGR</td> <td>NONE</td> <td></td> <td></td> <td>Х</td> <td></td> <td></td> <td></td> <td>94,102.</td> <td>NONE</td> <td>19,016.</td>	SECRETARY (NON-VOTING)/FIN MGR	NONE			Х				94,102.	NONE	19,016.
(10) DAVID HERBISON6.00NONENONENONEDIRECTOR/CGONONEXXNONENONE(11) DENNIS BERNARDO2.00DIRECTORNONENONENONEDIRECTORNONEXNONENONENONE(12) EMMA MILLER3.00Image: Constraint of the second secon	(9) REV. DENNIS MARTIN	2.00									
DIRECTOR/CGONONEXXNONENONE(11) DENNIS BERNARDO2.00 </td <td>PREACH REP-NON-VOTING</td> <td>NONE</td> <td>Х</td> <td></td> <td></td> <td></td> <td></td> <td></td> <td>5,949.</td> <td>NONE</td> <td>NONE</td>	PREACH REP-NON-VOTING	NONE	Х						5,949.	NONE	NONE
(11) DENNIS BERNARDO2.00DIRECTORNONE(12) EMMA MILLER3.00	(10) DAVID HERBISON	6.00	-								
DIRECTOR NONE X NONE NONE (12) EMMA MILLER 3.00	DIRECTOR/CGO	NONE	Х		Х				NONE	NONE	NONE
(12) EMMA MILLER 3.00	(11) DENNIS BERNARDO	2.00									
	DIRECTOR	NONE	Х						NONE	NONE	NONE
	(12) EMMA MILLER	3.00	-								
DIRECTOR/DEPUTI CGO NONE A A NONE NONE NONE	DIRECTOR/DEPUTY CGO	NONE	Х		Х				NONE	NONE	NONE
(13) JOE BARKER 5.00	(13) JOE BARKER	5.00									
DIRECTOR NONE X NONE NONE NONE		NONE	Х						NONE	NONE	NONE
(14) CINDY JONES 2.00		2.00									
DIRECTOR NONE X NONE NONE NONE NONE	DIRECTOR	NONE	Х						NONE	NONE	

art VII Section A. Officers, Directors, T	rustees, ne	y En	ipio	yee	es, a	and H	ligi				eu)	
(A) Name and title	(B) Average hours per week (list any hours for	Average hours per week (list any hours for Position Reportable compensation Reportable compensation hours per week (list any hours for (do not check more than one box, unless person is both an officer and a director/trustee) Reportable compensation Reportable compensation hours for officer and a director/trustee) the organization							Reportable compensation from	a	(F) stimated mount of other npensatio	
	related organizations below dotted line)	Individual trustee or director	Institutional trustee	Officer	Key employee	Highest compensated employee	Former	organization (W-2/1099-MISC)	(W-2/1099-MISC)	org an	rom the ganization ad related anizations	ł
5) ABBY MARIE J. ROHR	<u>2.00</u> NONE	x						NONE	NONE	2	N	NC
6) VINCENT MURMU IRECTOR (NON-VOTING)	0.50_ NONE	x						NONE	NONE	3	N	N
7) ANA MENCINI IRECTOR (RESIGNED JUNE 22)	<u>1.00</u> NONE	x						NONE	NONE	2	N	N
8) LISA PHILLIP IRECTOR	2.00_ NONE	x						NONE	NONE	2	N	N
9) HUGO PLAZA BELTRAN IRECTOR (NON-VOTING)	0.50_ NONE	x						NONE	NONE	2	Ν	N
0) LISSA HAAG IRECTOR (BEGAN 6/22)	NONE	x						NONE	NONE		N	N
1) SUSAN JOHNSON IRECTOR (BEGAN 6/22)	<u>1.00</u> 	x						NONE	NONE		N	N
b Sub-total		 					►	1,214,045.	NONE		271,4	42
c Total from continuation sheets to Part VII, d Total (add lines 1b and 1c)	Section A				• •			NONE 1,214,045.	NONE NONE		N 271,4	N(42
Total number of individuals (including but no reportable compensation from the organization		hose	liste	d al		e) who 18	o re	eceived more than	\$100,000 of			
Did the organization list any former off employee on line 1a? If "Yes," complete Scher										3	Yes	1
For any individual listed on line 1a, is the organization and related organizations g individual	reater than	\$15	50,00	00?	lf	"Yes	s," (complete Schedu		4	X	
Did any person listed on line 1a receive o for services rendered to the organization? If "	r accrue co	mpen	satio	on f	from	n any	uni	related organization		5		
ection B. Independent Contractors												
Complete this table for your five highest cor compensation from the organization. Report												
year.												

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

Form 990 (2022)

JSA 2E1055 1.000

		Check if Schedule O contains a respon		(A) Total revenue	(B) Related or exempt function revenue	(C) Unrelated business revenue	(D) Revenue excluded from tax under sections 512-514
Its,	1a	Federated campaigns 1a	36,322.				
our	b	Membership dues 1b					
A کر	с	Fundraising events 1c					
ar	d	Related organizations					
s, Gif milar	е	Government grants (contributions) 1e					
ŝ	f	All other contributions, gifts, grants,					
Contributions, Gifts, Grants, and Other Similar Amounts		and similar amounts not included above . 1f	137,525,744.				
	g	Noncash contributions included in					
		lines 1a-1f 1g 🖇					
ە ر	h	Total. Add lines 1a-1f		137,562,066.			
n			Business Code				
Š	2a	AWARENESS TRIPS	900099	8,463.	8,463.		
Program Service Revenue	b						
e le	с						
Re	d						
ě,	е						
L	f	All other program service revenue					
	g	Total. Add lines 2a-2f		8,463.			
	3	Investment income (including dividends,					
		other similar amounts)		2,210,569.			2,210,569
	4	Income from investment of tax-exempt bond		NONE			
	5	Royalties	(ii) Personal	NONE			
	6a	Gross rents 6a					
	b	Less: rental expenses 6b					
	с	Rental income or (loss) 6c NONE					
	d	Net rental income or (loss)		NONE			
	7a	Gross amount from (i) Securities	(ii) Other				
		sales of assets					
		other than inventory 7a 21,475,250.	582,051.				
enue	b	Less: cost or other basis	410.250				
ver		and sales expenses . 7b 22,082,963. Gain or (loss) 7c -607,713.	410,372.				
Other Rev	C L			426.024			426.024
Jer	d	Net gain or (loss)		-436,034.			-436,034
đ	8a	Gross income from fundraising					
		events (not including \$					
		of contributions reported on line	NONE				
		1c). See Part IV, line 18	NONE				
	b	Less: direct expenses 8b		NONE			
	c	Net income or (loss) from fundraising events		INOINE			
	9a	Gross income from gaming activities. See Part IV, line 19	NONE				
	.	· · · · · · · · · · · · · · · · · · ·	NONE				
	b	Less: direct expenses 9b		NONE			
	C	Net income or (loss) from gaming activities.		INCINE			
	10a	Gross sales of inventory, less returns and allowances 10a	NONE				
	.		NONE				
	b C	Less: cost of goods sold		NONE			
<i>.</i>			Business Code	INCINE			
ŝno		_	240				
	11a						+
	b						+
venue				1			
Scellane	c		900099	400			
Miscellaneous Revenue	c d e	All other revenue	900099	423.			423

JSA 2E1051 1.000 7118FD K922 06/12/2023 15:35:10 V22-5.3F 97053

Form 990 (2022)

UNBOUND

43-1243999

Page **9**

		a line that in Direct IV		
Check if Schedule O contains a resp		e in this Part IX	(C)	(D)
not include amounts reported on lines 6b, 7b, 9b, and 10b of Part VIII.	(A) Total expenses	Program service expenses	Management and general expenses	رط) Fundraising expenses
Grants and other assistance to domestic organizations				
and domestic governments. See Part IV, line 21	NONE			
Grants and other assistance to domestic				
individuals. See Part IV, line 22	NONE			
Grants and other assistance to foreign				
organizations, foreign governments, and				
foreign individuals. See Part IV, lines 15 and 16	115,465,826.	115,465,826.		
Benefits paid to or for members	NONE			
Compensation of current officers, directors,				
trustees, and key employees	617,428.		611,479.	5,949
Compensation not included above to disqualified				
persons (as defined under section 4958(f)(1)) and				
persons described in section 4958(c)(3)(B)	1,146.		1,146.	
Other salaries and wages	9,265,690.	5,259,490.	1,336,698.	2,669,502
Pension plan accruals and contributions (include	530,146.	271,142.	120,905.	138,099
section 401(k) and 403(b) employer contributions)				
Other employee benefits	1,856,873.	1,156,490.	227,486.	472,897
Payroll taxes	755,637.	411,783.	132,106.	211,748
Fees for services (nonemployees):				
a Management	NONE			
• Legal	16,367.		16,367.	
CAccounting	136,793.		136,793.	
Lobbying	NONE			
Professional fundraising services. See Part IV, line 17	NONE			
f Investment management fees	79,926.		79,926.	
Other. (If line 11g amount exceeds 10% of line 25, column				
(A), amount, list line 11g expenses on Schedule O.)	707,421.	178,720.	106,535.	422,166
Advertising and promotion	1,182,574.	2,318.	20,818.	1,159,438
Office expenses	3,450,117.	628,987.	1,973,387.	847,743
Information technology	724,634.	420,254.	108,744.	195,636
Royalties	NONE			
Occupancy	233,088.	135,297.	34,994.	62,797
Travel	411,507.	199,745.	23,408.	188,354
Payments of travel or entertainment expenses				
for any federal, state, or local public officials	NONE			
Conferences, conventions, and meetings	31,470.	14,619.	5,173.	11,678
Interest	NONE			
Payments to affiliates	NONE			
Depreciation, depletion, and amortization	282,267.	175,915.	37,983.	68,369
Insurance	198,275.	110,916.	38,213.	49,146
Other expenses. Itemize expenses not covered				
above. (List miscellaneous expenses on line 24e. If				
line 24e amount exceeds 10% of line 25, column				
(A), amount, list line 24e expenses on Schedule O.)				
AWARENESS & EDUCATION	58,303.	58,201.	93.	ç
BOARD EXPENSES	75,643.		75,643.	
s <u>-</u>				
<u> </u>				
All other expenses	162,584.	46,390.	57,207.	58,987
Total functional expenses. Add lines 1 through 24e	136,243,715.	124,536,093.	5,145,104.	6,562,518
Joint costs. Complete this line only if the organization reported in column (B) joint costs from a combined educational campaign and fundraising solicitation. Check here X if				

following SOP 98-2 (ASC 958-720)

Form 990 (2022)

Form 990 (2022)

Page **11**

	Check if Schedule O contains a response or note to any line in this Pa	(A)		(B)
		Beginning of year		End of year
1	Cash - non-interest-bearing	1,033,639.		834,719
2	Savings and temporary cash investments.	13,069,891.	2	13,575,007
3	Pledges and grants receivable, net	NONE		NON
4	Accounts receivable, net	993,917.	4	526,895
5	Loans and other receivables from any current or former officer, director,			
	trustee, key employee, creator or founder, substantial contributor, or 35%			
_	controlled entity or family member of any of these persons	NONE	5	NON
6	Loans and other receivables from other disqualified persons (as defined			
	under section 4958(f)(1)), and persons described in section 4958(c)(3)(B)	NONE		NON
	Notes and loans receivable, net	NONE		NON
	Inventories for sale or use	NONE		NON
9	Prepaid expenses and deferred charges	741,133.	9	629,816
Tua	Land, buildings, and equipment: cost or other			
	basis. Complete Part VI of Schedule D10a9,466,679.Less: accumulated depreciation10b6,521,125.	2,956,519.	100	2 045 554
11				2,945,554
12	Investments - publicly traded securities	52,758,367.		50,778,534
12	Investments - other securities. See Part IV, line 11.	NONE		NON NON
14	Intangible assets	NONE		NON
15	Other assets. See Part IV, line 11	13,850,368.		14,075,907
16	Total assets. Add lines 1 through 15 (must equal line 33)	85,403,834.		83,366,432
17	Accounts payable and accrued expenses.	1,465,167.		1,553,794
18	Grants payable	69,091.		NON
19	Deferred revenue	18,655.		NON
20	Tax-exempt bond liabilities	NONE		NON
21	Escrow or custodial account liability. Complete Part IV of Schedule D	NONE		NON
	Loans and other payables to any current or former officer, director,			
	trustee, key employee, creator or founder, substantial contributor, or 35%			
	controlled entity or family member of any of these persons	NONE	22	NON
j 23	Secured mortgages and notes payable to unrelated third parties	NONE		NON
24	Unsecured notes and loans payable to unrelated third parties	NONE		NON
25	Other liabilities (including federal income tax, payables to related third			
	parties, and other liabilities not included on lines 17-24). Complete Part X			
	of Schedule D	680,476.	25	608,610
26	Total liabilities. Add lines 17 through 25	2,233,389.		2,162,404
200	Organizations that follow FASB ASC 958, check here X and complete lines 27, 28, 32, and 33.			
27	Net assets without donor restrictions	48,933,262.	27	47,415,080
28	Net assets with donor restrictions.	34,237,183.	28	33,788,948
27 28 29 30 31 32	Organizations that do not follow FASB ASC 958, check here and complete lines 29 through 33.			
29	Capital stock or trust principal, or current funds		29	
30	Paid-in or capital surplus, or land, building, or equipment fund		30	
31	Retained earnings, endowment, accumulated income, or other funds		31	
32	Total net assets or fund balances	83,170,445.	32	81,204,028
2 33	Total liabilities and net assets/fund balances	85,403,834.	33	83,366,432

Form 990 (2022)

	UNBOUND 43-1	2439	99			
Form 99	90 (2022)				Pa	ge 12
Part	XI Reconciliation of Net Assets					
	Check if Schedule O contains a response or note to any line in this Part XI					. X
1	Total revenue (must equal Part VIII, column (A), line 12)	1	13	9,3	45,	487.
2	Total expenses (must equal Part IX, column (A), line 25)	2	13	6,2	43,	715.
3	Revenue less expenses. Subtract line 2 from line 1	3		3,1	01,	<u>772</u> .
4	Net assets or fund balances at beginning of year (must equal Part X, line 32, column (A))	4	8	3,1	70,	445.
5	Net unrealized gains (losses) on investments	5	_	5,0	91,	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	8	31,2	04,	028
Part						
	Check if Schedule O contains a response or note to any line in this Part XII					
					Yes	No
1	Accounting method used to prepare the Form 990: Cash X Accrual Other					
	If the organization changed its method of accounting from a prior year or checked "Other,"	explain	on			
	Schedule O.					
2a	Were the organization's financial statements compiled or reviewed by an independent accountant?			2a		Х
	If "Yes," check a box below to indicate whether the financial statements for the year were c					
	reviewed on a separate basis, consolidated basis, or both:	•				
	Separate basis Consolidated basis Both consolidated and separate basis					
b	Were the organization's financial statements audited by an independent accountant?			2b	х	
~	If "Yes," check a box below to indicate whether the financial statements for the year were au					
	separate basis, consolidated basis, or both:					
	Separate basis X 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 c	versiał	nt of			
	the audit, review, or compilation of its financial statements and selection of an independent accourt	•		2c	х	
	If the organization changed either its oversight process or selection process during the tax year,					
	Schedule O.					
32	As a result of a federal award, was the organization required to undergo an audit or audits as set	orth in	the			
vu	Uniform Guidance, 2 C.F.R. Part 200, Subpart F?			3a		Х
h	If "Yes," did the organization undergo the required audit or audits? If the organization did not u					
	required audit or audits, explain why on Schedule O and describe any steps taken to undergo such	•		3b		
				Form	990	(2022)

SCHE	DU	LE	Α
(Form	990)	

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.

OMB No. 1545-0047

Open to Public

Department of the Treasury
Internal Revenue Service

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

Nam	e of t	he organization					Employ	er identifi	cation number
UNI	SOU	ND						43-1	243999
Ра	rt I	Reason for Public Cha	arity Status. (All	organizations must	comple	ete this p	oart.) See ins	tructior	IS.
The	org	anization is not a private fou	ndation because it	is: (For lines 1 through	gh 12, ch	eck only	one box.)		
1		A church, convention of chu	irches, or associa	tion of churches desc	ribed in s	ection 1	70(b)(1)(A)(i).		
2		A school described in section	on 170(b)(1)(A)(ii)	. (Attach Schedule E	(Form 99	90).)			
3		A hospital or a cooperative	hospital service o	rganization described	in sectio	n 170(b)	(1)(A)(iii).		
4		A medical research organiz	ation operated in	conjunction with a hos	spital de	scribed ir	n section 170(b)(1)(A)	(iii). Enter the
		hospital's name, city, and st	ate:						
5		An organization operated f	or the benefit of	a college or universit	y owned	d or ope	rated by a go	vernme	ental unit described in
		section 170(b)(1)(A)(iv). (C	omplete Part II.)						
6		A federal, state, or local go	vernment or gove	rnmental unit describe	d in sect	ion 170(b)(1)(A)(v).		
7	X	An organization that norma			pport fr	om a go	vernmental ur	nit or fro	om the general public
		described in section 170(b)	(1)(A)(vi). (Compl	ete Part II.)					
8		A community trust describe	d in section 170(b	o)(1)(A)(vi). (Complete	e Part II.)				
9		An agricultural research org	ganization describe	ed in section 170(b)(1)(A)(ix)	operated	l in conjunctio	n with a	land-grant college
		or university or a non-land-	grant college of ag	riculture (see instruct	tions). E	nter the i	name, city, and	l state o	f the college or
		university:							
10		An organization that norma receipts from activities rela support from gross investmented by the construction	ted to its exempt f ent income and u	unctions, subject to c nrelated business tax	ertain ex able inco	ceptions	s; and (2) no m s section 511 t	ore than	n 331/3 % of its
11		acquired by the organizatio An organization organized a							
12		An organization organized a	-		-				rv out the nurnoses of
12		one or more publicly support		-	-				
		the box on lines 12a throug	-			-			
а	Г	Type I. A supporting orga					-		-
a		the supported organizatio	•		•		•		
		_ supporting organization.				ajonty of	the unectors		
b		Type II. A supporting org				with its	supported or	nanizati	on(s) by having
		control or management o						-	
		_ organization(s). You must				0 001001		or man	
с		Type III functionally integ	-		ated in c	onnectio	n with and fu	nctional	lly integrated with
Ŭ		_ its supported organization							ny mogratod with,
d	Γ	Type III non-functionally							ted organization(s)
ũ		that is not functionally inte	-						
		_ requirement (see instructi			-		-	lon an	
е		Check this box if the orga	-	-				I. Tvpe I	I. Type III
		functionally integrated, or						, ,, ,, ,	
f	En	ter the number of supported							
g		ovide the following information	•						
	(i) N	ame of supported organization	(ii) EIN	(iii) Type of organization	(iv) Is the	organization	(v) Amount of n	nonetary	(vi) Amount of
				(described on lines 1-10 above (see instructions))		ur governing ment?	support (s instructior		other support (see instructions)
					Yes	No	instruction	(3)	matruotionay
(~)									
(A)									
(B)									
(0)									
(C)									
(0)									
(D)									
(E)									
·-/									
Tota	al								
		much Deduction A (M ()	aa dha luaduu dh	for Form 000 000 FF				-	
ror	-ape	rwork Reduction Act Notice, s	ee the instructions	tor Form 990 or 990-EZ.				S	chedule A (Form 990) 2022

Schedule A (Form 990) 2022

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

<u>Sec</u>	tion A. Public Support						
Cale	ndar year (or fiscal year beginning in)	(a) 2018	(b) 2019	(c) 2020	(d) 2021	(e) 2022	(f) Total
1	Gifts, grants, contributions, and membership fees received. (Do not include any "unusual grants.")	133,867,370.	137,342,202.	139,403,527.	142,617,882.	137,562,066.	690,793,047.
2	Tax revenues levied for the organization's benefit and either paid to or expended on its behalf						NONE
3	The value of services or facilities furnished by a governmental unit to the organization without charge						NONE
4	Total. Add lines 1 through 3	133,867,370.	137,342,202.	139,403,527.	142,617,882.	137,562,066.	690,793,047.
5	The portion of total contributions by each person (other than a governmental unit or publicly supported organization) included on line 1 that exceeds 2% of the amount shown on line 11, column (f).						NONE
6	Public support. Subtract line 5 from line 4						690,793,047.
	tion B. Total Support						
	ndar year (or fiscal year beginning in)	(a) 2018	(b) 2019	(c) 2020	(d) 2021	(e) 2022	(f) Total
7	Amounts from line 4	133,867,370.	137,342,202.	139,403,527.	142,617,882.	137,562,066.	690,793,047.
8	Gross income from interest, dividends, payments received on securities loans, rents, royalties, and income from similar sources	1,183,406.	1,477,335.	1,512,656.	1,865,745.	2,210,569.	8,249,711.
9	Net income from unrelated business activities, whether or not the business is regularly carried on						NONE
10	Other income. Do not include gain or loss from the sale of capital assets (Explain in Part VI.) SEE SUPP PAGE	547.	766.	1,385.	504.	423.	3,625.
11	Total support. Add lines 7 through 10						699,046,383.
12	Gross receipts from related activities, etc. (s	ee instructions) .				12	1,117,472.
13	First 5 years. If the Form 990 is for organization, check this box and stop here	the organization	on's first, second	, third, fourth,	or fifth tax year	ar as a section	501(c)(3)
Sec	tion C. Computation of Public Supp	port Percenta	ge			1 1	
14	Public support percentage for 2022 (lin	ne 6, column (f)), divided by line	11, column (f))		14	98.82 %
15	Public support percentage from 2021						99.00 %
16a	33 1/3% support test - 2022. If the org	anization did n	ot check the bo	x on line 13, ar	nd line 14 is 33	1/3 % or more, c	heck this
	box and stop here. The organization qu						
b	331/3% support test - 2021. If the org	anization did n	ot check a box c	on line 13 or 16	a, and line 15 i	s 331/3%or mo	re, check
	this box and stop here. The organization			-			
17a	10%-facts-and-circumstances test - 2	-	•				
	10% or more, and if the organization					-	-
	Part VI how the organization meets to organization			-	-		
b	10%-facts-and-circumstances test - 2	021. If the org	ganization did ne	ot check a box	on line 13, 16	a, 16b, or 17a,	and line
	15 is 10% or more, and if the organiz	ation meets th	e facts-and-circ	umstances test,	check this box	k and stop here	. Explain
	in Part VI how the organization meets	the facts-and	-circumstances t	est. The organi	ization qualifies	as a publicly s	upported
	organization						
18	Private foundation. If the organizatio	n did not chec	k a box on line	13, 16a, 16b	, 17a, or 17b,	check this box	and see
	instructions						<u></u>

Schedule A (Form 990) 2022

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

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

Sec	tion A. Public Support						
Cale	ndar year (or fiscal year beginning in)	(a) 2018	(b) 2019	(c) 2020	(d) 2021	(e) 2022	(f) Total
1	Gifts, grants, contributions, and membership fees						
	received. (Do not include any "unusual grants.")						
2	Gross receipts from admissions, merchandise						
	sold or services performed, or facilities						
	furnished in any activity that is related to the						
	organization's tax-exempt purpose						
3	Gross receipts from activities that are not an						
	unrelated trade or business under section 513						
4	Tax revenues levied for the						
	organization's benefit and either paid to						
	or expended on its behalf						
5	The value of services or facilities						
	furnished by a governmental unit to the						
	organization without charge						
6	Total. Add lines 1 through 5						
7a	Amounts included on lines 1, 2, and 3						
	received from disqualified persons						
b	Amounts included on lines 2 and 3						
	received from other than disqualified persons that exceed the greater of \$5,000						
	or 1% of the amount on line 13 for the year						
с	Add lines 7a and 7b						
8	Public support. (Subtract line 7c from						
	line 6.)						
Sec	tion B. Total Support						
Cale	ndar year (or fiscal year beginning in)	(a) 2018	(b) 2019	(c) 2020	(d) 2021	(e) 2022	(f) Total
9	Amounts from line 6.						
10 a	Gross income from interest, dividends,						
	payments received on securities loans, rents, royalties, and income from similar						
	sources						
b	Unrelated business taxable income (less						
	section 511 taxes) from businesses						
	acquired after June 30, 1975						
С	Add lines 10a and 10b						
11	Net income from unrelated business						
	activities not included on line 10b, whether						
	or not the business is regularly carried on.						
12	Other income. Do not include gain or						
	loss from the sale of capital assets						
	(Explain in Part VI.)						
13	Total support. (Add lines 9, 10c, 11,						
	and 12.)						
14	First 5 years. If the Form 990 is for	the organizati	on's first, secon	d, third, fourth,	or fifth tax ye	ear as a section	501(c)(3)
	organization, check this box and stop here .	<u>.</u>		<u></u>			
Sec	tion C. Computation of Public Supp	oort Percenta	ge				
15	Public support percentage for 2022 (line 8,	column (f), divid	ed by line 13, colu	ımn (f))		15	%
16	Public support percentage from 2021 Sche	dule A, Part III, lir	ne 15			16	%
Sec	tion D. Computation of Investment	t Income Perc	centage				
17	Investment income percentage for 2022 (lin					17	%
18	Investment income percentage from 2021 S					18	%
19 a	331/3% support tests - 2022. If the or	ganization did r	not check the bo	ox on line 14, a	nd line 15 is m	ore than 331/3%	, and line
	17 is not more than 331/3%, check this	box and stop	here. The orga	nization qualifies	as a publicly s	upported organiza	ation
b	331/3% support tests - 2021. If the orga	anization 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 331/3 %, check	this box and st	t op here. The or	ganization qualifi	es as a publicly	supported organi	zation
20	Private foundation. If the organization of	did not check a	a box on line '	14, 19a, or 19b	, check this bo		
JSA 2E122	1 1.000					Schedule	A (Form 990) 2022

JSA

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

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

Yes No

1

2

3a

3b

3c

4a

4b

4c

5a

5b

5c

6

7

8

9a

9b

9c

10a

10b

Page	5

1

2

Part I	V Supporting Organizations (continued)			
			Yes	No
11	Has the organization accepted a gift or contribution from any of the following persons?			
а	A person who directly or indirectly controls, either alone or together with persons described on lines 11b and			
	11c below, the governing body of a supported organization?	11a		
b	A family member of a person described on line 11a above?	11b		
С	A 35% controlled entity of a person described on line 11a or 11b above? If "Yes" to line 11a, 11b, or 11c,			
	provide detail in Part VI.	11c		
ectio	n B. Type I Supporting Organizations			
			Yes	No

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? If "No," describe in Part VI how the supported organization(s)
effectively operated, supervised, or controlled the organization's activities. If the organization had more than one supported
organization, describe how the powers to appoint and/or remove officers, directors, or trustees were allocated among the
supported organizations and what conditions or restrictions, if any, applied to such powers during the tax year.

2 Did the organization operate for the benefit of any supported organization other than the supported organization(s) that operated, supervised, or controlled the supporting organization? If "Yes," explain in Part VI how providing such benefit carried out the purposes of the supported organization(s) that operated, supervised, or controlled the supporting organization.

Section C. Type II Supporting Organizations

 Yes
 No

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

Section D. All Type III Supporting Organizations

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

Section E. Type III Functionally Integrated Supporting Organizations

1	1 Check the box next to the method that the organization used to satisfy the Integral Part Test during the year (see instructions).					
а		The organization satisfied the Activities Test. Complete line 2 below.				
b	b The organization is the parent of each of its supported organizations. <i>Complete line 3 below.</i>					
С	The organization supported a governmental entity. Describe in Part VI how you supported a governmental entity (see instructions).					
•	A . (*	West Test Assess Research Labor		Yes	No	
2	ACTIN	rities Test. Answer lines 2a and 2b below.				
а	Did	substantially all of the organization's activities during the tax year directly further the exempt purposes of				

а	Did substantially all of the organization's activities during the tax year directly further the exempt purposes of
	the supported organization(s) to which the organization was responsive? If "Yes," then in Part VI identify
	those supported organizations and explain how these activities directly furthered their exempt purposes,
	how the organization was responsive to those supported organizations, and how the organization determined that these activities constituted substantially all of its activities.

- b Did the activities described on line 2a, above, constitute activities that, but for the organization's involvement, one or more of the organization's supported organization(s) would have been engaged in? If "Yes," explain in Part VI the reasons for the organization's position that its supported organization(s) would have engaged in these activities but for the organization's involvement.
- 3 Parent of Supported Organizations. *Answer lines 3a and 3b below.*
- **a** Did the organization have the power to regularly appoint or elect a majority of the officers, directors, or trustees of each of the supported organizations? *If "Yes" or "No," provide details in Part VI.*
- **b** Did the organization exercise a substantial degree of direction over the policies, programs, and activities of each of its supported organizations? *If "Yes," describe in Part VI the role played by the organization in this regard.*

/. 3b 3b 2022 Schedule A (Form 990) 2022

2a

2b

3a

JSA 2E1230 1.000

Page 6 Type III Non-Functionally Integrated 509(a)(3) Supporting Organizations Part V Check here if the organization satisfied the Integral Part Test as a qualifying trust on Nov. 20, 1970 (explain in Part VI). See 1 instructions. All other Type III non-functionally integrated supporting organizations must complete Sections A through E. (B) Current Year Section A - Adjusted Net Income (A) Prior Year (optional) 1 Net short-term capital gain 1 Recoveries of prior-year distributions 2 2 3 3 Other gross income (see instructions) 4 Add lines 1 through 3. 4 5 5 Depreciation and depletion 6 Portion of operating expenses paid or incurred for production or collection of gross income or for management, conservation, or maintenance of 6 property held for production of income (see instructions) 7 7 Other expenses (see instructions) 8 Adjusted Net Income (subtract lines 5, 6, and 7 from line 4) 8 (B) Current Year Section B - Minimum Asset Amount (A) Prior 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 1d d Total (add lines 1a, 1b, and 1c) e Discount claimed for blockage or other factors (explain in detail in Part VI): 2 Acquisition indebtedness applicable to non-exempt-use assets 2 3 Subtract line 2 from line 1d. 3 Cash deemed held for exempt use. Enter 0.015 of line 3 (for greater amount, 4 4 see instructions). 5 5 Net value of non-exempt-use assets (subtract line 4 from line 3) 6 Multiply line 5 by 0.035. 6 7 7 Recoveries of prior-year distributions 8 Minimum Asset Amount (add line 7 to line 6) 8 Section C - Distributable Amount Current Year 1 1 Adjusted net income for prior year (from Section A, line 8, column A) 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 5 Income tax imposed in prior year

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

6

Schedule A (Form 990) 2022

6 Distributable Amount. Subtract line 5 from line 4, unless subject to

emergency temporary reduction (see instructions).

Schedu	le A (Form 990) 2022			Р	Page 7
Part	V Type III Non-Functionally Integrated 509(a)(3)	Supporting Organizat	tions (continued)		
Secti	on D - Distributions			Current Year	,
1	Amounts paid to supported organizations to accomplish ex	xempt purposes		1	
2	Amounts paid to perform activity that directly furthers exer	ed			
	organizations, in excess of income from activity			2	
3	Administrative expenses paid to accomplish exempt purpo	ses of supported organi	zations	3	
4	Amounts paid to acquire exempt-use assets			4	
5	Qualified set-aside amounts (prior IRS approval required - p	rovide details in Part VI)		5	
6	Other distributions (describe in Part VI). See instructions.			6	
7	Total annual distributions. Add lines 1 through 6.			7	
8	Distributions to attentive supported organizations to which	the organization is resp	onsive		
	(provide details in Part VI). See instructions.			8	
9	Distributable amount for 2022 from Section C, line 6			9	
10	Line 8 amount divided by line 9 amount	1	1	0	
Secti	on E - Distribution Allocations (see instructions)	(i) Excess Distributions	(ii) Underdistributions Pre-2022	(iii) Distributable Amount for 20	
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				
а	From 2017				
b	From 2018				
C	From 2019				
d	From 2020				
е	From 2021				
f	Total of lines 3a through 3e				
<u>g</u>	Applied to underdistributions of prior years				
<u>h</u>	Applied to 2022 distributable amount			_	
i	Carryover from 2017 not applied (see instructions)				
	Remainder. Subtract lines 3g, 3h, and 3i from line 3f.				
4	Distributions for 2022 from				
	Section D, line 7: \$				
	Applied to underdistributions of prior years				
	Applied to 2022 distributable amount Remainder. Subtract lines 4a and 4b from line 4.				
5	Remaining underdistributions for years prior to 2022, if				
5	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				
U	and 4b from line 1. For result greater than zero, <i>explain in</i>				
	Part VI. 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				
	Excess from 2020				
d	Excess from 2021				
e	Excess from 2022				
— Ŭ					

Schedule A (Form 990) 2022

Schedule A (Form 990 or 990-EZ) 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.

SCHEE	DULE	D
(Form	990)	

Department of the Treasury

Supplemental Financial Statements Complete if the organization answered "Yes" on Form 990,

Part IV, line 6, 7, 8, 9, 10, 11a, 11b, 11c, 11d, 11e, 11f, 12a, or 12b.

Attach to Form 990. //Form990 for instructions an

20 2 **Open to Public**

OMB No. 1545-0047

Name of regulation Employe identification number INSORTED 0rganizations Maintaining Donor Advised Funds or Other Similar Funds or Accounts. Complete if the organization answered "Yes" on Form 990, Part IV, line 6. 1 Total number at end of year 2 Aggregate value of contributions to (during year). 3 Aggregate value of contributions to (during year). 4 Aggregate value of contributions to (during year). 5 Did the organization inform all donors and donor advisors in writing that the assets held in donor advised introd walue at ord /year. Ives No 6 Did the organization inform all grantees, donors, and donor advisors in writing that grant funds can be used only for charable purposes and not for the benefit of the donor or donor advisor, or for any other purpose conferring impermissible private benefit? Purpose(0) conservation assements held by the organization (leake all that apply). 1 Purpose(1) of conservation assements held by the organization or escuence in the last apply or conservation assements. Preservation of a conservation assements. Yes No 2 Complete if the arganization held a qualified conservation contribution in the form of a conservation assements. Yes No 2 Complete in the last apple in the arganization held a qualified conservation cassements in the last apply.		artment of the Treasury nal Revenue Service	Go to www.irs.gov//	Attach to Form 990. Form990 for instructions and the latest infor	mation. Inspection
Part1 Organizations Maintaining Donor Advised Funds or Other Similar Funds or Accounts. Complete if the organization answered 'Yes' on Form 990, Part IV, line 6. 1 Total number at end of year					
Part1 Organizations Maintaining Donor Advised Funds or Other Similar Funds or Accounts. Complete if the organization answered 'Yes' on Form 990, Part IV, line 6. 1 Total number at end of year	TINF				43-1243999
Complete if the organization answered 'Yes' on Form 990, Part IV, line 6. 1 Total number at end of year	_		tions Maintaining Donor Adv	ised Funds or Other Similar Funds of	
(a) Door added hunds (b) Funds and other accounts 1 Total number at end of year (c) Funds and other accounts 2 Aggregate value of contributions to (during year) (c) 3 Aggregate value of grants from (during year) (c) 4 Aggregate value of grants from (during year) (c) 5 Did the organization ropporty, subject to the organization's exclusive legal contro? (c) Ves No 6 Did the organization inform all grantees, donors, and donor advisors in writing that grant funds can be used only for charitable purposes and not for the benefit of the donor or donor advisor, or for any other purpose conferring impermissible private benefit? Yes No Partill Conservation Easements. Preservation of a historically important land area PP rotection of natural habitat Preservation of a conservation easements. Preservation of a conservation easements. 2 Complete if the organization held a qualified conservation contribution in the form of a conservation easements. 2a 2a 2 Complete diffe the Values and Edgester. 2a					
Aggregate value of contributions to (during year). Aggregate value of contributions to (during year). Aggregate value at end of year				(a) Donor advised funds	(b) Funds and other accounts
2 Aggregate value of contributions to (during year).	1	Total number at e	nd of year		
3 Agregate value of grants from (during year)			-		
4 Aggregate value at end of year,,,	3				
 5 Did the organization inform all donors and donor advisors in writing that the assets held in doors advised funds are the organization inform all granees, donors, and donor advisors in writing that grant funds can be used only for charitable purposes and not for the benefit of the donor advisors in writing that grant funds can be used only for charitable purposes and not for the benefit of the donor of donor advisor, or for any other purpose conforming impermissible private benefit? Parttul Conservation Easements. Complete if the organization inform all granees, donors, and donor advisor in writing that the assets held in donor advisor of a historically important land area preservation of a conservation easements held by the organization (chock all that apply). Preservation of a historically important land area preservation of a historically important land area preservation of open space. Complete lines 2a through 2d if the organization held a qualified conservation contribution in the form of a conservation easements . 2a total number of conservation easements servers. 2a total number of conservation easements in cluded in (c) acquired after July 25, 2006, and not on a historic structure listed in the National Register . 3 Number of conservation easements modified, transferred, released, extinguished, or terminated by the organization during the tax year important of estimation and entroping inspection, handling of violations, and enforciment of the conservation easement is holds? A mount of expenses incurred in monitoring, inspecting, handling of violations, and enforcing conservation easement terported on line 2(d) above satisfy the requirements of section 170(h)(4)(B)(i) and section 170(h)(4)(B)(ii) and section 170(h)(4)(B)(iii) and section 170(h)(4)(B)(iii) and section 170(h)(4)(B)(iii) and section 170(h)(4)(B)(iii) b In Part XIII, describe how the organization reports conservation	4				
6 Did the organization inform all grantees, donors, and donor advisors in writing that grant funds can be used only for charitable purposes and not for the benefit of the donor or donor advisor, or for any other purpose conferring impermisable private benefit? Yes No Part II Conservation Easements. Yes on Form 990, Part IV, line 7. 1 Purpose(s) of conservation easements held by the organization (check all that apply). Preservation of and for public use (tor example, recreation or education) Preservation of a certified historic structure Preservation of open space 2 Complete lift the organization assement? Yes" on Form 990, Part IV, line 7. 1 Preservation of a certified historic structure Preservation of a certified historic structure Preservation of a certified historic structure included in (a). 2 device on on attructure listed in the National Register . 2 device on servation easements included in (c) acquired after July 25, 2006, and not on a historic structure included in (c) acquired after July 25, 2006, and not on a historic structure listed in the National Register . 3 Number of conservation easements modified, transferred, released, extinguished, or terminated by the organization during the tax year is discuss where property subject to conservation easements included in (a) about the organization have a written policy regarding the periodic monitoring, inspection, handling of violations, and enforcing conservation easements included in (a) about the organization and written policy regarding the periodic monitoring conservation easements during the year No 6 Staff and volunteer hours devoted to monitoring, inspecting, handling of violations, and enforcing conservation easement in bolks? 7 Amount of expenses incurred in monitoring, inspecting, handling of violations, and enforcing conservation easements. Part III Organization elected, as permitted under FASB ASC 958, to report in its r	5		•		d in donor advised
only for charitable purposes and not for the benefit of the donor or donor advisor, or for any other purpose ordering impermissible private benefit? Yes No PartIII Conservation Easements. Complete if the organization answered "Yes" on Form 990, Part IV, line 7. Impermissible private benefit? 1 Purpose(s) of conservation easements held by the organization (heck all that appl). Preservation of and tor public use (tor example, recreation or educator) Preservation of a centified historic structure Preservation of one space 2 Complete lines 2 at through 2d if the organization (held a qualified conservation contribution in the form of a conservation easement on the last day of the tax year. Impermissible private benefit? 3 Total number of conservation easements . Impermissible private benefit? Impermissible private benefit? 4 Number of conservation easements on a certified historic structure included in (a) . Impermissible private benefit? Impermissible private benefit? 4 Number of conservation easements included in (c) acquired after July 25, 2006, and not on a historic structure listed in the National Register . Impermissible private by the organization have a written policy regarding the periodic monitoring, inspection, handling of violations, and enforcement of the conservation easements holds? Impermissible private benefits 5 Does the organization have a written policy regarding the periodic monitoring, inspection, handling of violations, and enforcing conservation easements during t		funds are the orga	anization's property, subject to the	e organization's exclusive legal control?	Yes 🔄 No
conferring impermissible private benefit? Yes No PartIII Conservation Easements. Yes" on Form 990, Part IV, line 7. 1 Purpose(s) of conservation easements held by the organization (check all that apply). Preservation of land for public use (tr example, recreation or education) Preservation of a historically important land area Protection of natural habitat Preservation of conservation easements. Preservation of a conservation complete lines 2a through 2d if the organization held a qualified conservation contribution in the form of a conservation easements. 2a 2 Complete lines 2a through 2d if the organization held a qualified conservation contribution in the form of a conservation easements. 2a 3 Complete lines 2a through 2d if the organization held a qualified conservation contribution in the form of a conservation easements. 2a 2 Line Line Line Line conservation easements included in (c) acquired after July 25, 2006, and not on a historic structure listed in the National Register. 2a 3 Number of conservation easements modified, transferred, released, extinguished, or terminated by the organization during the easements included in (c) acquired after July 25, 2006, and not on isolations, and enforcement of the conservation easements include? Yes No 4 Number of states where property subject to conservation eas	6	Did the organizati	on inform all grantees, donors, a	and donor advisors in writing that grant	funds can be used
PartIII Conservation Easements. Complete if the organization answered "Yes" on Form 990, Part IV, line 7. Purpose(s) of conservation easements held by the organization (check all that apply). Preservation of land for public use (or example, recreation or education) Preservation of a certified historic structure Preservation of a certified historic structure Preservation of open space 2 Complete if the organization held a qualified conservation contribution in the form of a certified historic structure include at a qualified conservation contribution in the form of a conservation easements in the last at the End of the Tax Year a Total number of conservation easements on a certified historic structure included in (a)					
Complete if the organization answered "Yes" on Form 990, Part IV, line 7. Purpose(s) of conservation easements held by the organization (check all that apply). Preservation of land for public use (for example, recreation or education) Preservation of a certified historic structure Protection of natural habitat Preservation of a certified historic structure Preservation of a conservation of the tax year. Held at the End of the Tax Year a Total number of conservation easements 2b c Number of conservation easements included in (c) acquired after July 25, 2006, and not on a historic structure listed in the National Register 2c d Number of conservation easements modified, transferred, released, extinguished, or terminated by the organization during the tax year 2d 3 Number of conservation easements modified, transferred, released, extinguished, or terminated by the organization during the tax year 2e 4 Number of states where property subject to conservation easements is located			nissible private benefit?		Yes 🔄 No
Purpose(s) of conservation easements held by the organization (check all that apply). Preservation of and for public use (to example, recreation or education) Preservation of a historically important land area Preservation of open space Complete lines 2a through 2d if the organization held a qualified conservation contribution in the form of a certified historic structure a Total number of conservation easements	Pa				
Preservation of land for public use (tor example, recreation or education) Preservation of a historically important land area Protection of natural habitat Preservation of a certified historic structure Preservation of poen space 2 Complete lines 2a through 2d if the organization held a qualified conservation contribution in the form of a conservation easement on the last day of the tax year. Implet at the End of the Tax Year 2a Total number of conservation easements included in (c) acquired after July 25, 2006, and not on 2 Number of conservation easements included in (c) acquired after July 25, 2006, and not on 2d 3 Number of conservation easements included in (c) acquired after July 25, 2006, and not on 2d 3 Number of states where property subject to conservation easements is located					
Protection of natural habitat Protection of a certified historic structure Preservation of open space Complete lines 2a through 2d if the organization held a qualified conservation contribution in the form of a conservation easement on the last day of the tax year. Total acreage restricted by conservation easements	1		•		
Preservation of open space 2 Complete lines 2a through 2d if the organization held a qualified conservation contribution in the form of a conservation easement on the last day of the tax year. a Total number of conservation easements b Total acreage restricted by conservation easements c Number of conservation easements on a certified historic structure included in (a) d Number of conservation easements included in (c) acquired after July 25, 2006, and not on a historic structure listed in the National Register 3 Number of conservation easements molfied, transferred, released, extinguished, or terminated by the organization during the tax year 4 Number of states where property subject to conservation easement is located 5 Does the organization have a written policy regarding the periodic monitoring, inspection, handling of violations, and enforcing conservation easements during the year 7 Amount of expenses incurred in monitoring, inspecting, handling of violations, and enforcing conservation easements during the year 8 Does each conservation easement reported on line 2(d) above satisfy the requirements of section 170(h)(4)(B)(ii) Yes No 9 In Part XIII, describe how the organization neoperts Section 170(h)(4)(B)(ii)? Yes' on Form 990, Part IV, line 8. 18 Does each conservation easements? Section Form 990, Part IV, line 8.					
2 Complete lines 2a through 2d if the organization held a qualified conservation contribution in the form of a conservation easement on the last day of the tax year. Held at the End of the Tax Year 2 Total number of conservation easements					n of a certified historic structure
easement on the last day of the tax year. a Total number of conservation easements	~				in the form of a concentration
a Total number of conservation easements b Total acreage restricted by conservation easements c Number of conservation easements on a certified historic structure included in (a) d Number of conservation easements included in (c) acquired after July 25, 2006, and not on a historic structure listed in the National Register 3 Number of conservation easements modified, transferred, released, extinguished, or terminated by the organization during the tax year 4 Number of states where property subject to conservation easement is located 5 Does the organization have a written policy regarding the periodic monitoring, inspection, handling of violations, and enforcement of the conservation easements it holds? c Amount of expenses incurred in monitoring, inspecting, handling of violations, and enforcing conservation easements during the year 7 Amount of expenses incurred in monitoring, inspecting, handling of violations, and enforcing conservation easements during the year 8 Does each conservation easement reported on line 2(d) above satisfy the requirements of section 170(h)(4)(B)(i) and section 170(h)(4)(B)(ii)? 9 In Part XIII, describe how the organization reports conservation easements in its revenue and expense statement and balance sheet, and include, if applicable, the text of the footnote to the organization's inancial statements that describes theo inservation easements? 9 In Part XIII, describe how the organization answered "Yes" on Form 990, Part IV, line 8. 14 If the organization elected, as permitted under FASB ASC 958, not to report in its revenue statement and balance sheet works of art, historical treasures, or other similar assets held for public exhibition, education, or research in furtherance of public service, prov	2	-		eid a quaimed conservation contribution	
 b Total acreage restricted by conservation easements	-				
 c Number of conservation easements on a certified historic structure included in (a)	-				
d Number of conservation easements included in (c) acquired after July 25, 2006, and not on a historic structure listed in the National Register		-	-		
 a historic structure listed in the National Register					
 Number of conservation easements modified, transferred, released, extinguished, or terminated by the organization during the tax year	u				
 tax year	3				· · · · · · · · · · · · · · · · · · ·
 Number of states where property subject to conservation easement is located	•				initiation of the organization daming the
 5 Does the organization have a written policy regarding the periodic monitoring, inspection, handling of violations, and enforcement of the conservation easements it holds?	4	•		rvation easement is located	
 Staff and volunteer hours devoted to monitoring, inspecting, handling of violations, and enforcing conservation easements during the year Amount of expenses incurred in monitoring, inspecting, handling of violations, and enforcing conservation easements during the year Does each conservation easement reported on line 2(d) above satisfy the requirements of section 170(h)(4)(B)(i) Yes No In Part XIII, describe how the organization reports conservation easements in its revenue and expense statement and balance sheet, and include, if applicable, the text of the footnote to the organization's financial statements that describes the organization's accounting for conservation easements. Part III Organizations Maintaining Collections of Art, Historical Treasures, or Other Similar Assets. Complete if the organization answered "Yes" on Form 990, Part IV, line 8. Ia If the organization elected, as permitted under FASB ASC 958, not to report in its revenue statement and balance sheet works of art, historical treasures, or other similar assets held for public exhibition, education, or research in furtherance of public service, provide in Part XIII the text of these items: b If the organization elected, as permitted under FASB ASC 958, to report in its revenue statement and balance sheet works of art, historical treasures, or other similar assets held for public exhibition, education, or research in furtherance of public service, provide the following amounts relating to these items: (i) Revenue included on Form 990, Part X	5	Does the organiz	ation have a written policy reg	garding the periodic monitoring, inspe	ction, handling of
 7 Amount of expenses incurred in monitoring, inspecting, handling of violations, and enforcing conservation easements during the year 8 Does each conservation easement reported on line 2(d) above satisfy the requirements of section 170(h)(4)(B)(i) 9 In Part XIII, describe how the organization reports conservation easements in its revenue and expense statement and balance sheet, and include, if applicable, the text of the footnote to the organization's financial statements that describes the organization's accounting for conservation easements. Part III Organizations Maintaining Collections of Art, Historical Treasures, or Other Similar Assets. Complete if the organization answered "Yes" on Form 990, Part IV, line 8. 1a If the organization elected, as permitted under FASB ASC 958, not to report in its revenue statement and balance sheet works of art, historical treasures, or other similar assets held for public exhibition, education, or research in furtherance of public service, provide in Part XIII the text of the footnote to its financial statement and balance sheet works of art, historical treasures, or other similar assets held for public exhibition, education, or research in furtherance of public service, provide in Part XIII the text of the footnote to its financial statements that describes these items. b If the organization elected, as permitted under FASB ASC 958, to report in its revenue statement and balance sheet works of art, historical treasures, or other similar assets held for public exhibition, education, or research in furtherance of public service, provide the following amounts relating to these items: c) Revenue included on Form 990, Part VIII, line 1. f the organization received or held works of art, historical treasures, or other similar assets for financial gain, provide the following amounts required to be reported under FASB ASC 958 relating to these items: 		violations, and enf	orcement of the conservation ea	sements it holds?	Yes 📖 No
 Boes each conservation easement reported on line 2(d) above satisfy the requirements of section 170(h)(4)(B)(i)	6	Staff and volunteer	hours devoted to monitoring, insp	ecting, handling of violations, and enforcin	g conservation easements during the year
 Boes each conservation easement reported on line 2(d) above satisfy the requirements of section 170(h)(4)(B)(i)					
 and section 170(h)(4)(B)(ii)? Yes No 9 In Part XIII, describe how the organization reports conservation easements in its revenue and expense statement and balance sheet, and include, if applicable, the text of the footnote to the organization's financial statements that describes the organization's accounting for conservation easements. Part III Organizations Maintaining Collections of Art, Historical Treasures, or Other Similar Assets. Complete if the organization answered "Yes" on Form 990, Part IV, line 8. 1a If the organization elected, as permitted under FASB ASC 958, not to report in its revenue statement and balance sheet works of art, historical treasures, or other similar assets held for public exhibition, education, or research in furtherance of public service, provide in Part XIII the text of the footnote to its financial statements that describes these items. b If the organization elected, as permitted under FASB ASC 958, to report in its revenue statement and balance sheet works of art, historical treasures, or other similar assets held for public exhibition, education, or research in furtherance of public service, provide in Part XIII the text of the footnote to its financial statements that describes these items. b If the organization elected, as permitted under FASB ASC 958, to report in its revenue statement and balance sheet works of art, historical treasures, or other similar assets held for public exhibition, education, or research in furtherance of public service, provide the following amounts relating to these items: (i) Revenue included on Form 990, Part X. 2 If the organization received or held works of art, historical treasures, or other similar assets for financial gain, provide the following amounts required to be reported under FASB ASC 958 relating to these items: 	7	Amount of expens	ses incurred in monitoring, inspec	ting, handling of violations, and enforcing	conservation easements during the year
 and section 170(h)(4)(B)(ii)? Yes No 9 In Part XIII, describe how the organization reports conservation easements in its revenue and expense statement and balance sheet, and include, if applicable, the text of the footnote to the organization's financial statements that describes the organization's accounting for conservation easements. Part III Organizations Maintaining Collections of Art, Historical Treasures, or Other Similar Assets. Complete if the organization answered "Yes" on Form 990, Part IV, line 8. 1a If the organization elected, as permitted under FASB ASC 958, not to report in its revenue statement and balance sheet works of art, historical treasures, or other similar assets held for public exhibition, education, or research in furtherance of public service, provide in Part XIII the text of the footnote to its financial statements that describes these items. b If the organization elected, as permitted under FASB ASC 958, to report in its revenue statement and balance sheet works of art, historical treasures, or other similar assets held for public exhibition, education, or research in furtherance of public service, provide in Part XIII the text of the footnote to its financial statements that describes these items. b If the organization elected, as permitted under FASB ASC 958, to report in its revenue statement and balance sheet works of art, historical treasures, or other similar assets held for public exhibition, education, or research in furtherance of public service, provide the following amounts relating to these items: (i) Revenue included on Form 990, Part X. 2 If the organization received or held works of art, historical treasures, or other similar assets for financial gain, provide the following amounts required to be reported under FASB ASC 958 relating to these items: 					
 9 In Part XIII, describe how the organization reports conservation easements in its revenue and expense statement and balance sheet, and include, if applicable, the text of the footnote to the organization's financial statements that describes the organization's accounting for conservation easements. Part III Organizations Maintaining Collections of Art, Historical Treasures, or Other Similar Assets. Complete if the organization answered "Yes" on Form 990, Part IV, line 8. 1a If the organization elected, as permitted under FASB ASC 958, not to report in its revenue statement and balance sheet works of art, historical treasures, or other similar assets held for public exhibition, education, or research in furtherance of public service, provide in Part XIII the text of the footnote to its financial statements that describes these items. b If the organization elected, as permitted under FASB ASC 958, to report in its revenue statement and balance sheet works of art, historical treasures, or other similar assets held for public exhibition, education, or research in furtherance of public service, provide in Part XIII the text of the footnote to its financial statements that describes these items. b If the organization elected, as permitted under FASB ASC 958, to report in its revenue statement and balance sheet works of art, historical treasures, or other similar assets held for public exhibition, education, or research in furtherance of public service, provide the following amounts relating to these items: (i) Revenue included on Form 990, Part X. 2 If the organization received or held works of art, historical treasures, or other similar assets for financial gain, provide the following amounts required to be reported under FASB ASC 958 relating to these items: 	8		•		
 balance sheet, and include, if applicable, the text of the footnote to the organization's financial statements that describes the organization's accounting for conservation easements. Part III Organizations Maintaining Collections of Art, Historical Treasures, or Other Similar Assets. Complete if the organization answered "Yes" on Form 990, Part IV, line 8. 1a If the organization elected, as permitted under FASB ASC 958, not to report in its revenue statement and balance sheet works of art, historical treasures, or other similar assets held for public exhibition, education, or research in furtherance of public service, provide in Part XIII the text of the footnote to its financial statements that describes these items. b If the organization elected, as permitted under FASB ASC 958, to report in its revenue statement and balance sheet works of art, historical treasures, or other similar assets held for public exhibition, education, or research in furtherance of public service, provide in Part XIII the text of the footnote to its financial statements that describes these items. b If the organization elected, as permitted under FASB ASC 958, to report in its revenue statement and balance sheet works of art, historical treasures, or other similar assets held for public exhibition, education, or research in furtherance of public service, provide the following amounts relating to these items: (i) Revenue included on Form 990, Part VIII, line 1	•	and section 170(n))(4)(B)(II)?		
 organization's accounting for conservation easements. Part III Organizations Maintaining Collections of Art, Historical Treasures, or Other Similar Assets. Complete if the organization answered "Yes" on Form 990, Part IV, line 8. 1a If the organization elected, as permitted under FASB ASC 958, not to report in its revenue statement and balance sheet works of art, historical treasures, or other similar assets held for public exhibition, education, or research in furtherance of public service, provide in Part XIII the text of the footnote to its financial statements that describes these items. b If the organization elected, as permitted under FASB ASC 958, to report in its revenue statement and balance sheet works of art, historical treasures, or other similar assets held for public exhibition, education, or research in furtherance of public service, provide the following amounts relating to these items: (i) Revenue included on Form 990, Part VIII, line 1. (ii) Assets included in Form 990, Part X. 2 If the organization received or held works of art, historical treasures, or other similar assets for financial gain, provide the following amounts required to be reported under FASB ASC 958 relating to these items: 	9		0	•	•
 Part III Organizations Maintaining Collections of Art, Historical Treasures, or Other Similar Assets. Complete if the organization answered "Yes" on Form 990, Part IV, line 8. 1a If the organization elected, as permitted under FASB ASC 958, not to report in its revenue statement and balance sheet works of art, historical treasures, or other similar assets held for public exhibition, education, or research in furtherance of public service, provide in Part XIII the text of the footnote to its financial statements that describes these items. b If the organization elected, as permitted under FASB ASC 958, to report in its revenue statement and balance sheet works of art, historical treasures, or other similar assets held for public exhibition, education, or research in furtherance of public service, provide the following amounts relating to these items: (i) Revenue included on Form 990, Part VIII, line 1. (ii) Assets included in Form 990, Part X. 2 If the organization received or held works of art, historical treasures, or other similar assets for financial gain, provide the following amounts required to be reported under FASB ASC 958 relating to these items: 			••		intancial statements that describes the
Complete if the organization answered "Yes" on Form 990, Part IV, line 8. 1a If the organization elected, as permitted under FASB ASC 958, not to report in its revenue statement and balance sheet works of art, historical treasures, or other similar assets held for public exhibition, education, or research in furtherance of public service, provide in Part XIII the text of the footnote to its financial statements that describes these items. b If the organization elected, as permitted under FASB ASC 958, to report in its revenue statement and balance sheet works of art, historical treasures, or other similar assets held for public exhibition, education, or research in furtherance of public service, provide the following amounts relating to these items: (i) Revenue included on Form 990, Part VIII, line 1. (ii) Assets included in Form 990, Part X. 2 If the organization received or held works of art, historical treasures, or other similar assets for financial gain, provide the following amounts required to be reported under FASB ASC 958 relating to these items: 	Pa				er Similar Assets.
 service, provide in Part XIII the text of the footnote to its financial statements that describes these items. b If the organization elected, as permitted under FASB ASC 958, to report in its revenue statement and balance sheet works of art, historical treasures, or other similar assets held for public exhibition, education, or research in furtherance of public service, provide the following amounts relating to these items: (i) Revenue included on Form 990, Part VIII, line 1					
 service, provide in Part XIII the text of the footnote to its financial statements that describes these items. b If the organization elected, as permitted under FASB ASC 958, to report in its revenue statement and balance sheet works of art, historical treasures, or other similar assets held for public exhibition, education, or research in furtherance of public service, provide the following amounts relating to these items: (i) Revenue included on Form 990, Part VIII, line 1	1a	If the organization	n elected, as permitted under FA	ASB ASC 958, not to report in its rever	nue statement and balance sheet works
 b If the organization elected, as permitted under FASB ASC 958, to report in its revenue statement and balance sheet works of art, historical treasures, or other similar assets held for public exhibition, education, or research in furtherance of public service, provide the following amounts relating to these items: (i) Revenue included on Form 990, Part VIII, line 1. (ii) Assets included in Form 990, Part X. 2 If the organization received or held works of art, historical treasures, or other similar assets for financial gain, provide the following amounts required to be reported under FASB ASC 958 relating to these items: 		of art, historical t	treasures, or other similar asse	ts held for public exhibition, education	n, or research in furtherance of public
 art, historical treasures, or other similar assets held for public exhibition, education, or research in furtherance of public service, provide the following amounts relating to these items: (i) Revenue included on Form 990, Part VIII, line 1	h				
 provide the following amounts relating to these items: (i) Revenue included on Form 990, Part VIII, line 1	D				
 (ii) Assets included in Form 990, Part X. 2 If the organization received or held works of art, historical treasures, or other similar assets for financial gain, provide the following amounts required to be reported under FASB ASC 958 relating to these items: 		provide the follow	ing amounts relating to these iter	ms:	•
2 If the organization received or held works of art, historical treasures, or other similar assets for financial gain, provide the following amounts required to be reported under FASB ASC 958 relating to these items:					
2 If the organization received or held works of art, historical treasures, or other similar assets for financial gain, provide the following amounts required to be reported under FASB ASC 958 relating to these items:					
	2	If the organizatio	n received or held works of a	rt, historical treasures, or other similar	
a Revenue included on Form 990. Part VIII. line 1		-		-	
	a L				
_b Assets included in Form 990, Part X\$ For Paperwork Reduction Act Notice, see the Instructions for Form 990. Schedule D (Form 990) 2022	_				

For Paperwork Reduction Act Notice, see the Instructions for Form 990.							
JSA							
2E1268	1.000						
	7118FD	К922	06/12/2023	15:35:10	V22-5.3F	97053	

		OUND									243999		age 2
Pa	rt III Organizations Maintain	-		•						•		<u> </u>	
3	Using the organization's acquisition collection items (check all that app Public exhibition		sion, and o		_	-			-	nake sigr	nificant us	se of	f its
a				d	-	or excha							
b	Scholarly research			e	Other								
c	Preservation for future gene												- .
4	Provide a description of the orga	nization's	collections	s and expla	ain how t	they fur	ther	the or	ganization	s exempt	t purpose	e in l	Part
	XIII.												
5	During the year, did the organization												
	assets to be sold to raise funds rati			ained as pa	irt of the o	organiza	ation	s colleo	ction?		Yes		No
Pa	rt IV Escrow and Custodial A Complete if the organiza 990, Part X, line 21.	•		es" on For	m 990, F	Part IV,	line	9, or r	eported a	n amour	nt on For	m	
1a	Is the organization an agent, trus	tee cust	odian or o	ther intern	nediary fo	or contr	ributio	ons or	other ass	ets not			
iu	included on Form 990, Part X?				-						Yes		No
h	If "Yes," explain the arrangement i	n Part XI	ll and com	nlete the fo	llowing tak	nle [.]				L			
~	in roo, oxplain the arrangement	in i alt / a			no ming tai					Amount			
с	Beginning balance						1c			/ inouni			
	Additions during the year						1d						
e	Distributions during the year						1e						
f	Ending balance						1f						
-	Did the organization include an am							stodial	account lis	bility2	Yes		No
	If "Yes," explain the arrangement i											\square	NO
	rt V Endowment Funds.		II. OHECK H		Apialiation		enpr	ovided				•	
Гa	Complete if the organiza	ation and	wered "Ye	es" on For	m 990 F	Part IV	line	10					
			rrent year	(b) Pric		(c) Two			(d) Three y	ears back	(e) Four y	ears h	ack
		(4) 00	from your		i you	(0)	o your			cars back			
1a	Beginning of year balance												
b	Contributions												
С	Net investment earnings, gains,												
	and losses												
	Grants or scholarships												
е	Other expenditures for facilities												
	and programs												
f	Administrative expenses												
g	End of year balance												
2	Provide the estimated percentage				e (line 1g,	column	(a))	held as	:				
a	Board designated or quasi-endown			%									
b	Permanent endowment	%											
С	Term endowment%		المنتخب الماريم	4000/									
•	The percentages on lines 2a, 2b, a									ماله م			
3a	Are there endowment funds not in	the poss	ession of th	ne organiza	ation that	are nei	a and	aamir	listered for	the		es	No
	organization by:											6 3	NO
	(i) Unrelated organizations									• • • • •	3a(i)		
	(ii) Related organizations										3a(ii)		
	If "Yes" on line 3a(ii), are the relat	0		•			?	• • • •	• • • • •		3b		
4	Describe in Part XIII the intended			ation's endo	wment fui	nds.							
Ра	rt VI Land, Buildings, and Eq Complete if the organiz	ation and	swered "Y	es" on Fo	rm 990.	Part IV.	line	11a. S	See Form	990. Pa	rt X. line	10.	
	Description of property		(a) Cost or	r other basis	(b) Cost	or other ba		(c) Acc	cumulated) Book valu		
	1 1		(inves	stment)	,	other)		depr	eciation		0.53		
1a						273,05		0.0	04 100			3,05	
b	Buildings				5,2	267,32	9.	2,9	94,102.		2,273	,22	
C	Leasehold improvements						-						
d	Equipment.					.70,67			71,400.		399	,27	4.
e	Other		(55,62			55,623.				
l ota	I. Add lines 1a through 1e. (Column	ı (a) mus	t equal Fori	m 990, Part	x, colum	п (В), IIN	ie 10	c.) .			2,945	,55	64.

Schedule D (Form 990) 2022

Part VII	Investments - Other Securities. Complete if the organization answered	d "Yes" on Form 99	0, Part IV, line 11b. See Form 990,	Part X, line 12.
	(a) Description of security or category (including name of security)	(b) Book value	(c) Method of valuati Cost or end-of-year marke	
(1) Financia	al derivatives			
(2) Closely	held equity interests			
(A)				
(B) (C)				
(C) (D)				
(E)				
(F)				
(G)				
(U) (H)				
	n (b) must equal Form 990, Part X, col. (B) line 12.)			
Part VIII		d "Yes" on Form 99	0, Part IV, line 11c. See Form 990,	Part X, line 13.
	(a) Description of investment	(b) Book value	(c) Method of valuati Cost or end-of-year marke	on:
(1)				
(2)				
(3)				
(4)				
<u>(5)</u>				
<u>(6)</u> (7)				
(8)				
(9)				
	n (b) must equal Form 990, Part X, col. (B) line 13.)			
Part IX	Other Assets. Complete if the organization answere	d "Yes" on Form 99	0, Part IV, line 11d. See Form 990,	Part X, line 15.
	(a) De	escription		(b) Book value
(1)CSV L	IFE INSURANCE			44,263.
(2)ASSET	S HELD FOR SALE			117,271.
(3)ANNUI	FIES			13,914,373.
(4)				
(5)				
(6)				
(7)				
(8)				
(9) Total (Coli	umn (b) must equal Form 990, Part X, col. (B)	line 15)		14,075,907.
Part X	Other Liabilities. Complete if the organization answere line 25.	·		
			1	(L) D
$\frac{1}{(1)}$ Eq. (1)	ral income taxes	ption of liability		(b) Book value
	TY OBLIGATIONS			608,610.
(2)AININU 1	TI ODITATIONS			000,010.
(4)				
(5)				
(6)				
(7)				
(8)				

(9)

 Total. (Column (b) must equal Form 990, Part X, col. (B) line 25.)
 608 , 610 .

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.

Schedu	Ile D (Form 990) 2022 UNBOUND	43-	-1243999 Page 4
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.	n.	
1	Total revenue, gains, and other support per audited financial statements	1	134,277,300.
2	Amounts included on line 1 but not on Form 990, Part VIII, line 12:		
а	Net unrealized gains (losses) on investments		
b	Donated services and use of facilities		
с	Recoveries of prior year grants		
d	Other (Describe in Part XIII.)		
е	Add lines 2a through 2d	2e	-5,091,136.
3	Subtract line 2e from line 1	3	139,368,436.
4	Amounts included on Form 990, Part VIII, line 12, but not on line 1:		
а	Investment expenses not included on Form 990, Part VIII, line 7b		
b	Other (Describe in Part XIII.) 4b2,949.		
с	Add lines 4a and 4b	4c	-22,949.
5	Total revenue. Add lines 3 and 4c. (This must equal Form 990, Part I, line 12.)	5	139,345,487.
Part	XII Reconciliation of Expenses per Audited Financial Statements With Expenses per Retu Complete if the organization answered "Yes" on Form 990, Part IV, line 12a.	ırn.	
1	Total expenses and losses per audited financial statements	1	136,242,162.
2	Amounts included on line 1 but not on Form 990, Part IX, line 25:		
а	Donated services and use of facilities		
b	Prior year adjustments		
с	Other losses		
d			
	Other (Describe in Part XIII.)		
e		2e	
	Add lines 2a through 2d	2e 3	136,242,162.
е	Add lines 2a through 2d Subtract line 2e from line 1		136,242,162.
е 3	Add lines 2a through 2d Subtract line 2e from line 1 Amounts included on Form 990, Part IX, line 25, but not on line 1:		136,242,162.
е 3 4	Add lines 2a through 2d Subtract line 2e from line 1 Amounts included on Form 990, Part IX, line 25, but not on line 1: Investment expenses not included on Form 990, Part VIII, line 7b		136,242,162.
e 3 4 a	Add lines 2a through 2d Subtract line 2e from line 1 Amounts included on Form 990, Part IX, line 25, but not on line 1: Investment expenses not included on Form 990, Part VIII, line 7b Other (Describe in Part XIII.)		136,242,162.
e 3 4 a b	Add lines 2a through 2d Subtract line 2e from line 1 Amounts included on Form 990, Part IX, line 25, but not on line 1: Investment expenses not included on Form 990, Part VIII, line 7b	3 4c	<u> </u>

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

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 Complete if the organization answered "Yes" on Form 990, Part IV, line 14b, 15, or 16.			омв №. 1545-0047 20 22		
Department of the Treasury Internal Revenue Service	Attach to Form 990. Go to <i>www.irs.gov/Form990</i> for instructions and the latest information.		Open to Public Inspection		
Name of the organization		Employer ide	entification number		
UNBOUND		43-12	43999		
	formation on Activities Outside the United States. Complete if the Part IV, line 14b.	organizat	ion answered "Yes" on		
•	Does the organization maintain records to substantiate the amount of its the grantees' eligibility for the grants or assistance, and the selection crite or assistance?	ria used to			

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)					
3aSubtotalbTotalfromcontinuation	1	5.			116,902,802.
sheets to Part I c Totals (add lines 3a and 3b)	1.	5.			116,902,802.

Part II	Grants and Other Assist Part IV, line 15, for any re	ance to Organiza	ations or Entities Outsi ived more than \$5,000. I	de the Unite Part II can be o	d States. Comple	ete if the orgain	anization answe needed.	red "Yes" on	Form 990,
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 ta	x
	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

Schedule F (Form 990) 2022

Page **2**

UNBOUNE

Schedule F (Form 990) 2022

43-1243999

Part III

43-1243999 Grants and Other Assistance to Individuals Outside the United States. Complete if the organization answered "Yes" on Form 990, Part IV, line 16.

Page 3

(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)							

Schedule F (Form 990) 2022

43-1243999	Page 4
------------	---------------

Sched	ule F (Form 990) 2022 UNBOUND	43-124399	9 Page
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 X	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 X	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 X	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? <i>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)</i>	Yes X	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 X	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 X	No

Schedule F (Form 990) 2022

Schedule F (Form 990) 2022

UNBOUND

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.

Schedule F	(Form	990)	2022
------------	-------	------	------

Supplemental Information

Part V 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

UNBOUND

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).

Supplemental Information

Part V 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.

Supplemental Information

Part V 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		Compen	sation Information	0	MB No.	1545-0	047
(Forn	n 990)	For certain Officers, Directors, Trustees, Key Employees, and Highest			എത	7 7)
			mpensated Employees n answered "Yes" on Form 990, Part IV, line 2:	3	$\mathbb{Z} \mathbb{V}$		
Department of the Treasury			Attach to Form 990.	C	pen to		
	Revenue Service	Go to www.irs.gov/Form9	90 for instructions and the latest information.	Employer identification	Insp		n
UNB(Part		ns Regarding Compensation		43-124399	9		
Tari	Questio	no regularing compensation				Yes	No
1a	Check the app	propriate box(es) if the organization pro	ovided any of the following to or for a pers	on listed on Form			
	990, Part VII,	Section A, line 1a. Complete Part III to	provide any relevant information regarding	g these items.			
	First-cla	ss or charter travel	Housing allowance or residence for	personal use			
	X Travel for	or companions	Payments for business use of perso	nal residence			
	Tax inde	emnification and gross-up payments	Health or social club dues or initiation	on fees			
	Discretio	onary spending account	Personal services (such as maid, ch	auffeur, chef)			
b	If any of the	hoves on line 12 are checked did th	ne organization follow a written policy re	aarding navment			
D D	or reimburse	ement or provision of all of the ex	penses described above? If "No," com	plete Part III to			
	explain				1b	Х	
2	•		to reimbursing or allowing expenses				
		-	D/Executive Director, regarding the items				
					2	Х	
3			on used to establish the compensation of				
			at apply. Do not check any boxes for metho e CEO/Executive Director, but explain in P				
		isation committee	Written employment contract				
		dent compensation consultant	X Compensation survey or study				
		00 of other organizations	X Approval by the board or compensation	ation committee			
		•					
4		or a related organization:	Part VII, Section A, line 1a, with respect to	o the filing			
а			ayment?		4a		Х
b			tal nonqualified retirement plan?		4b		Х
С	Participate in	or receive payment from an equity-bas	sed compensation arrangement?		4c		Х
	If "Yes" to an	y of lines 4a-c, list the persons and pl	rovide the applicable amounts for each it	em in Part III.			
	Only section	501(c)(3) $501(c)(4)$ and $501(c)(20)$ or	rganizations must complete lines 5-9.				
5	-		on A, line 1a, did the organization pa	av or accrue any			
Ū	•	n contingent on the revenues of:					
а		5			5a		Х
					5b		X
	If "Yes" on lin	e 5a or 5b, describe in Part III.					
6	For persons	listed on Form 990, Part VII, Secti	on A, line 1a, did the organization pa	ay or accrue any			
		n contingent on the net earnings of:					
					6a		Х
b	•	-			6b		X
		e 6a or 6b, describe in Part III.					
7			n A, line 1a, did the organization prov		_		
~			escribe in Part III		7		X
8	•	•	paid or accrued pursuant to a contract the				
		-	Regulations section 53.4958-4(a)(3)? If				v
9			low the rebuttable presumption proced		8		X
3		.	iow the rebuttable presumption proceed		9		
For Pa		ction Act Notice, see the Instructions for Fo			ule J (Fo	orm 99	0) 2022

Schedule J	J (Form 990) 2022	UNBOUND	43-1243999	Page 2

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.

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

Schedule J (Form 990) 2022

Part ||| 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)

Noncash Contributions

OMB No. 1545-0047

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. 2022 Open to Public Inspection

Department of the Treasury Internal Revenue Service Name of the organization

. .

UNBOUND	

Employer identification number
43-1243999

Par	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	Method of noncash contr			
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		35	811,480.	FAIR MARKE	ET VA	LUE	
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 ora	anization during the tax ve	ear for contributions for				
	which the organization completed F				29			
	······································	0			<u></u>	١	ſes	No
30a	During the year, did the organizat	ion receive	by contribution any proper	rty reported in Part I, line	s 1 through [
	28, that it must hold for at least th				- 1			
	to be used for exempt purposes for	•				30a		Х
b	If "Yes," describe the arrangement i							
31	Does the organization have a		tance policy that require	s the review of any i	nonstandard			
	contributions?			=		31	х	
32a	Does the organization hire or use					-	-	
	contributions?	•	•			32a		Х
b	If "Yes," describe in Part II.							-
33	If the organization didn't report an	amount in c	olumn (c) for a type of pro	perty for which column (a)	is checked.			
	describe in Part II.							
	anorwork Reduction Act Nation and the Inst							

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

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.

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. OMB No. 1545-0047

Employer identification number

43-1243999

Department of the Treasury Internal Revenue Service Name of the organization

UNBOUND

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.

GROUNDED 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.

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. Employer identification number 43-1243999

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.

Department of the Treasury

Internal Revenue Service

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.



Employer identification number

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

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.



Department of the Treasury Internal Revenue Service Name of the organization

UNBOUND

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.

Department of the Treasury

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. uctions is at www.irs.gov/form990. OMB No. 1545-0047 **Open to Public** Inspection

Internal Revenue Service	Information about Schedule O (Form 990 or 990-EZ) and its instruction
Name of the organization	
UNBOUND	

Employer identification number

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:

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.



Department of the Treasury Internal Revenue Service Information about Schedule O (Form 990 or 990-EZ) and its instructions is at www.irs.gov/form990. Name of the organization Employer ide

UNBOUND

Employer identification number 43-1243999

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?

Department of the Treasury

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.



Internal Revenue Service

UNBOUND

Employer identification number

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

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. OMB No. 1545-0047

Department of the Treasury Internal Revenue Service Name of the organization

UNBOUND

•	
	Employer identification number
	43-1243999

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

Department of the Treasury

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.



Internal Revenue Service Name of the organization

UNBOUND

Employer identification number

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

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. OMB No. 1545-0047

Department of the Treasury Internal Revenue Service Name of the organization

UNBOUND

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

 Inspection

 Employer identification number

 43-1243999

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,

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.



Department of the Treasury Internal Revenue Service Name of the organization

UNBOUND

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

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

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.



Department of the Treasury Internal Revenue Service Name of the organization

UNBOUND

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

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.

Department of the Treasury Internal Revenue Service

Supplemental Information to Form 990 or 990-EZ

Complete to provide information for responses to specific questions on Form 990 or 990-EZ or to provide any additional information. Attach to Form 990 or 990-EZ. Information about Schedule O (Form 990 or 990-EZ) and its instructions is at www.irs.gov/form990.



Name of the organization

UNBOUND

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.

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.

OMB No. 1545-0047

Department of the Treasury Internal Revenue Service Name of the organization

UNBOUND

Employer identification number

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.

FORM 990, PART III, LINE 4A CONTINUED

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

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.



Department of the Treasury Internal Revenue Service Name of the organization

UNBOUND

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

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

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.



Department of the Treasury Internal Revenue Service Name of the organization

UNBOUND

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

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 LESSENED 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.

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.

Open to Public Inspection

OMB No. 1545-0047

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

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

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.



Department of the Treasury Internal Revenue Service Name of the organization

UNBOUND

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

 Inspection

 Employer identification number

 43-1243999

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.

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.



Department of the Treasury Internal Revenue Service Name of the organization

UNBOUND

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%.

FORM 990, PART III, LINE 4B

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

Department of the Treasury Internal Revenue Service

Supplemental Information to Form 990 or 990-EZ

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



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

Employer identification number

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 ELDERS, HELP WITH CORRESPONDENCE BETWEEN SPONSORED CHILDREN AND THEIR SPONSORS, PROVIDE TECHNOLOGY EXPERTISE, AND PERFORM

Department of the Treasury

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. OMB No. 1545-0047 **Open to Public** Inspection

Internal Revenue Service Name of the organization

UNBOUND

Employer identification number

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

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. OMB No. 1545-0047

Department of the Treasury Internal Revenue Service Name of the organization

UNBOUND

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.

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.



Department of the Treasury Internal Revenue Service Name of the organization

UNBOUND

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

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."

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.



Department of the Treasury Internal Revenue Service Name of the organization

UNBOUND

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,

Department of the Treasury

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.



Internal Revenue Service Name of the organization

UNBOUND

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

Department of the Treasury Internal Revenue Service

Supplemental Information to Form 990 or 990-EZ

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



Information about Schedule O (Form 990 or 990-EZ) and its instructions is at www.irs.gov/form990. Name of the organization Employer identification number UNBOUND 43-1243999

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. TT TS

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.



Department of the Treasury Internal Revenue Service Name of the organization

UNBOUND

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

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.

OMB No. 1545-0047 2 2 **Open to Public**

Department of the Treasury Internal Revenue Service Na

Internal Revenue Service	Information about Schedule O (Form 990 or 990-EZ) and its instructions is at www.irs	s.gov/form990.	Inspection
Name of the organization		Employer identi	fication number
UNBOUND		43-124	3999

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

Schedule O (Form 990 or 990-EZ) 2022		Page 2
Name of the organization	Employer identification number	
UNBOUND	43-1243999	

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

COLOMBIA PHILIPPINES

72

Schedule O (Form 990 or 990-EZ) 2022	Page
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,

73

Name of the organization	Employer ide	entification number
UNBOUND	43-124	3999
DODM 000 DADE VIT CONDENSATION OF THE		
FORM 990, PART VII-COMPENSATION OF THE		
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		

MERCHANT SERVICES

NEW YORK, NY 10285

201,032.

SCHEDULE R (Form 990)

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.

OMB No. 1545-0047

Open to Public

Inspection

22

2(

Employer identification number

43-1243999

Department of the Treasury

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

Internal Revenue Service Name of the organization

UNBOUND

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
(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 5 contr enti	512(b)(13)
						Yes	No
(1) UNBOUND COLOMBIA 90-1091198							
CALLE 50 NO. 65-42 CENTRO CONT MEDELLIN ANTIOQUIA, CO	PRJT SUPPORT	CO	501(C)(3)		UNBOUND	х	
(2) UNBOUND - PHILIPPINES BRANCH 20-2003725							
5 RED STREET, RAINBOW VILLAGE SAN ISIDRO, RIZAL RP 1930	PRJT SUPPORT	RP	501(C)(3)		UNBOUND	х	
(3)	-						
(4)	-						
(5)	-						
(6)	_						
(7)	_						

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

Schedule R (Form 990) 2022

(5) (6) (7)		 	
	(5)		
(7)	(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,

(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		(h) Percentage ownership	controlled entity?
(1)								Yes No
(2)								
(3)								
(4)								
(5)								
(6)								
(7)								
						Schedule I	∣ R (Form 99	<u>∣</u> 90) 2022

Schedule R	(Form 990) 2022	UNB	OUND				43-124	13999		
Part III	Identification of Relate because it had one or						inswered "Yes"	on Form	n 990, Part IV,	line 34,
	(a)	(b)	(c)	(d)	(e)	(f)	(g)	(h)	(i)	(j)

	(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	Disprop	h) portionate ations?	(i) Code V - UBI amount in box 20 of Schedule K-1 (Form 1065)	(j Gene mana parti	ral or aging	(k) Percentage ownership
					,			Yes	No		Yes	No	
(1)													
(2)													
(3)													
(4)													
(5)													
(6)													
(7)													
						1	1			1			

Page **2**

chedule R ((Form 990) 2022	UNBOUND		43-1243999			Page
Part V	Transactions With Rel	ated Organizations. Complete if the organization ans	wered "Yes" on Form 990, F	Part IV, line 34, 35b, or 36.			
Note: Co	mplete line 1 if any entity is	listed in Parts II, III, or IV of this schedule.				Y	es No
		anization engage in any of the following transactions with on					
		es, (iii) royalties, or (iv) rent from a controlled entity				1a	X
		n to related organization(s)			· · · · · ⊢		x
		n from related organization(s)			· · · · · ⊢	1c	X
		for related organization(s)			· · · · · ⊢	1d	X
e Loar	ns or loan guarantees by re	ated organization(s)			•••••	1e	X
f Divic	dends from related organiza	tion(s)				1f	X
		ation(s)			· · · · · ⊢	1g	X
h Purc	chase of assets from related	organization(s)				1h	X
		l organization(s).			· · · · · ⊢	<u>1i</u>	X
j Leas	se of facilities, equipment, o	or other assets to related organization(s)			· · · · · -	1j	X
k Leas	se of facilities, equipment, c	or other assets from related organization(s)				1k	X
I Perfe	ormance of services or me	mbership or fundraising solicitations for related organization(s)			11	X
m Perfe	ormance of services or me	mbership or fundraising solicitations by related organization(s)		1	lm	X
n Shar	ring of facilities, equipment,	mailing lists, or other assets with related organization(s) .				1n	X
o Shar	ring of paid employees with	related organization(s)			· · · · · ·	10	X
n Reim	nhursement naid to related	organization(s) for expenses.				1p	x
-	-	organization(s) for expenses				1q	X
		rty to related organization(s)				1r	X
s Othe	er transfer of cash or prope	rty from related organization(s).	<u> </u>	<u> </u>	· · · · · · · · ·	1s	X
2 If the	e answer to any of the abov	e is "Yes," see the instructions for information on who must					
		(a) Name of related organization	(b) Transaction type (a - s)	(c) Amount involved	Method of amount		
1) UNE	BOUND COLOMBIA		В	162,851.	CASH		
2) UNE	30UND - PHILIPPINES	BRANCH	в	92,264.	CASH		
3)							
(4)							
(4) (5)							

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.

(b) Primary activity	(c) Legal domicile (state or foreign country)	(d) Predominant income (related, unrelated, excluded from tax under	i ordaniz	tion (c)(3) ations?	(f) Share of total income	(g) Share of end-of-year assets	Disprop	ortionate	(i) Code V - UBI amount in box 20 of Schedule K-1 (Form 1065)	man part	aging ner?	ownership
		sections 512 - 514)	Yes	No			Yes	No		Yes	No	
												+
	(b) Primary activity	(state or foreign	(state or foreign income (related, country) unrelated, excluded from tax under	(state or foreign income (related, see country) unrelated, excluded 501 from tax under organia	(state or foreign income (related, section country) unrelated excluded 501(c)(3)	(state or foreign income (related, section total income country) unrelated, excluded 501(c)(3) from tax under organizations?	(state or foreign income (related, section total income end-of-year country) unrelated, excluder 501(c)(3) assets assets	(state or foreign income (related, section total income end-of-year country) unrelated, excluded 501(c)(3) assets alloci	(state or foreign income (related, section total income end-of-year country) urrelated, excluded 501(c)(3) assets allocations?	(state or foreign income (related, section total income end-of-year allocations? amount in box 20 country) unrelated, excluded organizations? assets of Schedule K-1 (Form 1065)	(state or foreign income (related, section total income end-of-year allocations? amount in box 20 man country) unrelated, excluded 501(c)(3) assets of Schedule K-1 part (form 1065)	(state or foreign income (related, section total income end-of-year allocations? amount in box 20 managing country) unrelated, excluded 501(c)(3) assets assets (Form 1065) (Form 1065)

Schedule R (Form 990) 2022

Schedule R (Form 990) 2022 UNBOUND

 Part VII
 Supplemental Information

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