Return of Organization Exempt From Income Tax

OMB No. 1545-0047

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

Department of the Treasury Internal Revenue Service Do not enter social security numbers on this form as it may be made public.
 Go to www.irs.gov/Form990 for instructions and the latest information.

Open to Public Inspection

| Ā | For the | e 2021 calend | dar year, or tax year beginning 01/01/2021 and ending 12/ | 31/2021 | | | | |
|--------------------------------|------------|------------------|---|--------------|--------------------------------|--|--|--|
| в | - | f applicable: | C Name of organization ASCEND - LEADERSHIP THROUGH ATHLETICS INC | - | oyer identification number | | | |
| | | s change | | 46-3380394 | | | | |
| | Name c | | F Telept | none number | | | | |
| | Initial re | 0 | 202-403-9901 | | | | | |
| | | urn/terminated | | 202-403-3301 | | | | |
| | | G Gross | receipts \$ 1,130,223 | | | | | |
| | | ed return | ARLINGTON, VA 22207 F Name and address of principal officer: MARINA LEGREE H(a) Is this | | or subordinates? Yes V No | | | |
| | Applicat | tion pending | | | es included? Yes No | | | |
| | | empt status: | | | es included? Yes No | | | |
| י ן | | | | | | | | |
| | | organization: | 0 | up exemption | | | | |
| | art I | | | M State | of legal domicile: VA | | | |
| | | Summa | | | | | | |
| • | 1 | | cribe the organization's mission or most significant activities: ASCEND DEVELO | | | | | |
| ő | | | FIDENCE AND SKILLS THROUGH THE SPORT OF MOUNTAIN CLIMBING IN POST-C | ONFLICIC | OUNTRIES IN | | | |
| Activities & Governance | | | PROMOTE YOUTH LEADERSHIP AND CIVIC-MINDEDNESS. | | ····· | | | |
| ove | 2 | | box ► [] if the organization discontinued its operations or disposed of more th voting members of the governing body (Part VI, line 1a) | 1 1 | | | | |
| ğ | 3 | | | 11 | | | | |
| 8 8 | 4 | | independent voting members of the governing body (Part VI, line 1b) | | 10 | | | |
| itie | 5 | | | 1 | | | | |
| ctiv | 6 | Total numb | . 6 | 100 | | | | |
| Ā | 7a | Total unrel | . 7a | 0 | | | | |
| | b | Net unrelat | ed business taxable income from Form 990-T, Part I, line 11 | . 7b | 0 | | | |
| | | | Prior | | Current Year | | | |
| e | 8 | | ons and grants (Part VIII, line 1h) | 183,592 | 1,126,677 | | | |
| Revenue | 9 | - | ervice revenue (Part VIII, line 2g) | 0 | 0 | | | |
| Jev | 10 | | income (Part VIII, column (A), lines 3, 4, and 7d) | 0 | 0 | | | |
| | 11 | | nue (Part VIII, column (A), lines 5, 6d, 8c, 9c, 10c, and 11e) | 2,828 | 3,546 | | | |
| | 12 | | ue-add lines 8 through 11 (must equal Part VIII, column (A), line 12) | 186,420 | 1,130,223 | | | |
| | 13 | | I similar amounts paid (Part IX, column (A), lines 1–3) | 0 | 10,250 | | | |
| | 14 | Benefits pa | 0 | 0 | | | | |
| es | 15 | Salaries, ot | her compensation, employee benefits (Part IX, column (A), lines 5–10) | 61,726 | 30,035 | | | |
| Expenses | 16a | Profession | al fundraising fees (Part IX, column (A), line 11e) | 0 | 0 | | | |
| adx. | b | | aising expenses (Part IX, column (D), line 25) ►10,742 | | | | | |
| ш | 17 | Other expe | enses (Part IX, column (A), lines 11a–11d, 11f–24e) | 106,214 | 345,080 | | | |
| | 18 | • | nses. Add lines 13–17 (must equal Part IX, column (A), line 25) | 167,940 | 385,365 | | | |
| | 19 | Revenue le | ess expenses. Subtract line 18 from line 12 | 18,480 | 744,858 | | | |
| Net Assets or Fund Balances | | | Beginning of | Current Year | End of Year | | | |
| sets alan | 20 | Total asset | s (Part X, line 16) | 47,859 | 790,245 | | | |
| tAs | 21 | Total liabili | ties (Part X, line 26) | 3,000 | 528 | | | |
| s ji | 22 | Net assets | or fund balances. Subtract line 21 from line 20 | 44,859 | 789,717 | | | |
| Pa | art II | Signatu | re Block | | | | | |
| | | | I declare that I have examined this return, including accompanying schedules and statements, and to | | my knowledge and belief, it is | | | |
| tru | e, correc | ct, and complete | e. Declaration of preparer (other than officer) is based on all information of which preparer has any kno | wledge. | | | | |
| | | m | aring Lexfree | 02/08/20 | 23 | | | |
| Sig | gn | | | Date | ate | | | |
| He | ere | MAR | NA LEGREE, EXECUTIVE DIRECTOR | | | | | |
| | | | r print name and title | | | | | |
| | | -• | | | | | | |

| Paid | Print/Type preparer's name | Preparer's signature | Date | | Check 🗌 if | PTIN | | | |
|---|---|----------------------|-----------------|--------|---------------|------------------------|--|--|--|
| Preparer | JEREMY CORK | Jeremy Cork | 02/08/2023 | 3 | self-employed | P01544850 | | | |
| Use Only | Firm's name FASY OFFICE DBA JIT | ASA ⁰ | | Firm's | s EIN 🕨 | 26-2176601 | | | |
| Use Only | Firm's address ► 1750 W FRONT STREE | | Phone | eno. 2 | 08-287-4777 | | | | |
| May the IRS discuss this return with the preparer shown above? See instructions | | | | | | | | | |
| For Paperwo | rk Reduction Act Notice, see the separa | te instructions. | Cat. No. 11282Y | , | | Form 990 (2021) | | | |

| orm 99 | 90 (2021) Page |
|--------|---|
| Part | |
| | Check if Schedule O contains a response or note to any line in this Part III |
| 1 | Briefly describe the organization's mission: |
| | ASCEND DEVELOPS YOUNG WOMEN'S SELF-CONFIDENCE AND SKILLS THROUGH THE SPORT OF MOUNTAIN CLIMBING |
| | IN POST-CONFLICT COUNTRIES IN ORDER TO PROMOTE YOUTH LEADERSHIP AND CIVIC-MINDEDNESS. |
| | |
| 2 | Did the organization undertake any significant program services during the year which were not listed on the |
| | prior Form 990 or 990-EZ? |
| _ | If "Yes," describe these new services on Schedule O. |
| 3 | Did the organization cease conducting, or make significant changes in how it conducts, any program |
| | services? |
| | If "Yes," describe these changes on Schedule O. |
| 4 | Describe the organization's program service accomplishments for each of its three largest program services, as measured to expenses. Section 501(c)(3) and 501(c)(4) organizations are required to report the amount of grants and allocations to other the total expenses, and revenue, if any, for each program service reported. |
| 4a | (Code:) (Expenses \$ 336,228 including grants of \$ 10,250) (Revenue \$ 0) |
| | ASCEND AFGHANISTAN - ASCEND IS AN INTERNATIONAL NONPROFIT ORGANIZATION THAT BUILDS FEMALE LEADERS |
| | THROUGH ATHLETICS-BASED TRAINING. OUR VISION IS TO DEVELOP CITIZEN-ATHLETES WHO TAKE AN ACTIVE ROLE |
| | IN THEIR SOCIETY'S TRANSITION TO PEACE. SINCE 2015 ASCEND HAS PUT MORE THAN 150 YOUNG WOMEN THROUGH |
| | A 2-YEAR TRAINING PROGRAM THAT PREPARES GIRLS TO BE PHYSICALLY AND MENTALLY STRONG AND |
| | ENCOURAGES THEM TO BE ACTIVE COMMUNITY LEADERS AND ROLE MODELS. WE HIGHLIGHT THE CAPABILITY OF |
| | WOMEN THROUGH AMBITIOUS MOUNTAINEERING EXPEDITIONS, LEADERSHIP DEVELOPMENT, COMMUNITY SERVICE, |
| | AND FITNESS AND MENTAL HEALTH SKILLS AND AWARENESS. IN AUGUST 2021, ASCEND SHIFTED AWAY FROM |
| | REGULAR PROGRAMMING DUE TO THE EMERGENCY SITUATION IN AFGHANISTAN WITH THE TALIBAN TAKEOVER OF |
| | THE GOVERNMENT. TO PROTECT THE SAFETY OF PARTICIPANTS, ASCEND EVACUATED AND RESETTLED 134 PEOPLE. |
| | |
| | |
| 41- | |
| 4b | (Code:) (Expenses \$ 789 including grants of \$ 0) (Revenue \$ 0) |
| | MOUNTAINEERING AND ROCK CLIMBING PROVIDE THE ENVIRONMENT FOR OUR PARTICIPANTS TO PRACTICE THEIR |
| | SKILLS AND SET NEW GOALS FOR THEMSELVES. IN A CHALLENGING PHYSICAL SETTING, GIRLS LEARN TO RELY ON THEIR OWN STRENGTH AND WORK AS A TEAM. THIS ENTAILS EXPEDITIONS TO THE MOUNTAINS AS WELL AS |
| | REGULAR DAY TRIPS TO CLIMBING CRAGS. THERE IS ALSO A REGULAR INDOOR ROCK-CLIMBING PRACTICE. |
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| | |
| 4c | (Code:) (Expenses \$ including grants of \$) (Revenue \$) |
| | |
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| | |
| 4d | Other program services (Describe on Schedule O.) |
| | (Expenses \$ 0 including grants of \$ 0) (Revenue \$ 0) |
| 4e | Total program service expenses ► 337,017 |
| | |

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|---------|--|-----------|-----|--------|
| Part | V Checklist of Required Schedules | | | |
| | Is the experimentian described in section $501(c)(2)$ as $4047(c)(1)$ (other than a private foundation)? If "Vec." | | 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 | ~ | |
| 2 | Is the organization required to complete Schedule B, Schedule of Contributors? See instructions | 2 | ~ | |
| 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 | | ~ |
| 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? <i>If "Yes," complete Schedule C, Part II</i> . | 4 | | ~ |
| 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? <i>If "Yes," complete Schedule C, Part III</i> | 5 | | ~ |
| 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? <i>If "Yes," complete Schedule D, Part I</i> | 6 | | ~ |
| 7 | Did the organization receive or hold a conservation easement, including easements to preserve open space, the environment, historic land areas, or historic structures? <i>If "Yes," complete Schedule D, Part II</i> | 7 | | ~ |
| 8 | Did the organization maintain collections of works of art, historical treasures, or other similar assets? <i>If "Yes," complete Schedule D, Part III</i> | 8 | | ~ |
| 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? <i>If "Yes," complete Schedule D, Part IV</i> . | 9 | | ~ |
| 10 | Did the organization, directly or through a related organization, hold assets in donor-restricted endowments or in quasi endowments? <i>If "Yes," complete Schedule D, Part V</i> . | 10 | | ~ |
| 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 | | ~ |
| 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? <i>If "Yes," complete Schedule D, Part VII</i> | 11b | | ~ |
| 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? <i>If "Yes," complete Schedule D, Part VIII</i> . | 11c | | ~ |
| d | Did the organization report an amount for other assets in Part X, line 15, that is 5% or more of its total assets reported in Part X, line 16? <i>If "Yes," complete Schedule D, Part IX</i> | 11d | | ~ |
| e f | 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 the organization's liability for uncertain tax positions under FIN 48 (ASC 740)? <i>If "Yes," complete Schedule D, Part X</i> | 11e | ~ | ~ |
| 12a | Did the organization obtain separate, independent audited financial statements for the tax year? If "Yes," complete Schedule D, Parts XI and XII | 12a | | ~ |
| 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 | | ~ |
| 13 | Is the organization a school described in section 170(b)(1)(A)(ii)? If "Yes," complete Schedule E | 13 | | ~ |
| 14a | Did the organization maintain an office, employees, or agents outside of the United States? | 14a | ~ | |
| 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? <i>If "Yes," complete Schedule F, Parts I and IV.</i> | | | |
| 15 | Did the organization report on Part IX, column (A), line 3, more than \$5,000 of grants or other assistance to or for any foreign organization? <i>If "Yes," complete Schedule F, Parts II and IV</i> | 14b | ~ | |
| 16 | Did the organization report on Part IX, column (A), line 3, more than \$5,000 of aggregate grants or other assistance to or for foreign individuals? If "Yes," complete Schedule F, Parts III and IV. | 15 | | |
| 17 | Did the organization report a total of more than \$15,000 of expenses for professional fundraising services on Part IX, column (A), lines 6 and 11e? <i>If "Yes," complete Schedule G, Part I.</i> See instructions | 16 17 | ~ | ~ |
| 18 | Did the organization report more than \$15,000 total of fundraising event gross income and contributions on Part VIII, lines 1c and 8a? <i>If "Yes," complete Schedule G, Part II</i> | 17 | | ~ |
| 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 | 10 | | ~ |
| 20a | Did the organization operate one or more hospital facilities? If "Yes," complete Schedule H | 19 20a | | ~ |
| b | If "Yes" to line 20a, did the organization attach a copy of its audited financial statements to this return? | 20b | | |
| 21 | Did the organization report more than \$5,000 of grants or other assistance to any domestic organization or domestic government on Part IX, column (A), line 1? <i>If "Yes," complete Schedule I, Parts I and II</i> | 21 | | ~ |

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|--------------|---|------------|-----|---------------|
| Part | V Checklist of Required Schedules (continued) | | | |
| | | - | Yes | No |
| 22 | Did the organization report more than \$5,000 of grants or other assistance to or for domestic individuals on Part IX, column (A), line 2? <i>If "Yes," complete Schedule I, Parts I and III</i> | 22 | | ~ |
| 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? <i>If "Yes," complete Schedule J</i> . | 23 | | ~ |
| 24a | Did the organization have a tax-exempt bond issue with an outstanding principal amount of more than \$100,000 as of the last day of the year, that was issued after December 31, 2002? <i>If "Yes," answer lines 24b through 24d and complete Schedule K. If "No," go to line 25a</i> | 24a | | - |
| b c | Did the organization invest any proceeds of tax-exempt bonds beyond a temporary period exception? Did the organization maintain an escrow account other than a refunding escrow at any time during the year to defease any tax-exempt bonds? | 24b 24c | | |
| d 25a | Did the organization act as an "on behalf of" issuer for bonds outstanding at any time during the year? 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? <i>If "Yes," complete Schedule L, Part I</i> | 24d 25a | | ~ |
| 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? <i>If "Yes," complete Schedule L, Part I</i> | 25b | | ~ |
| 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? <i>If "Yes," complete Schedule L, Part II</i> | 26 | | ~ |
| 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? <i>If "Yes," complete Schedule L, Part III</i> | 27 | | ~ |
| 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? <i>If</i> "Yes," <i>complete Schedule L, Part IV</i> | 28a | | ~ |
| b c | A family member of any individual described in line 28a? <i>If "Yes," complete Schedule L, Part IV</i> A 35% controlled entity of one or more individuals and/or organizations described in line 28a or 28b? <i>If "Yes," complete Schedule L, Part IV</i> | 28b 28c | | ~ ~ |
| 29 30 | Did the organization receive more than \$25,000 in non-cash contributions? <i>If "Yes," complete Schedule M</i> Did the organization receive contributions of art, historical treasures, or other similar assets, or qualified conservation contributions? <i>If "Yes," complete Schedule M</i> | 29 30 | | ~ |
| 31 32 | Did the organization liquidate, terminate, or dissolve and cease operations? <i>If "Yes," complete Schedule N, Part I</i> Did the organization sell, exchange, dispose of, or transfer more than 25% of its net assets? <i>If "Yes," complete Schedule N, Part II</i> | 31 | | / |
| 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? <i>If "Yes," complete Schedule R, Part I</i> | 32 33 | ~ | |
| 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 | | ~ |
| 35a b | Did the organization have a controlled entity within the meaning of section 512(b)(13)? | 35a 35b | ~ | ~ |
| 36 | Section 501(c)(3) organizations. Did the organization make any transfers to an exempt non-charitable related organization? If "Yes," complete Schedule R, Part V, line 2 | 36 | | ~ |
| 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? <i>If "Yes," complete Schedule R, Part VI</i> | 37 | | ~ |
| 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 | ~ | |
| 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> | | |
| | | | Yes | No |
| 1a b c | Enter the number reported in box 3 of Form 1096. Enter -0- if not applicable1a2Enter the number of Forms W-2G included on line 1a. Enter -0- if not applicable1b0Did the organization comply with backup withholding rules for reportable payments to vendors and | - | | |
| U | reportable gaming (gambling) winnings to prize winners? | 1c | | ~ |

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|----------|--|----------|-----|----------|
| Part | | | 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 1 | | | |
| b | If at least one is reported on line 2a, did the organization file all required federal employment tax returns? . | 2b | ~ | |
| | Note: If the sum of lines 1a and 2a is greater than 250, you may be required to e-file. See instructions. | | | |
| 3a | Did the organization have unrelated business gross income of \$1,000 or more during the year? | 3a | | ~ |
| 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 | | <u> </u> |
| 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 | ~ | |
| b | If "Yes," enter the name of the foreign country Afghanistan | | | |
| 50 | See instructions for filing requirements for FinCEN Form 114, Report of Foreign Bank and Financial Accounts (FBAR). Was the organization a party to a prohibited tax shelter transaction at any time during the tax year? | 5a | | ~ |
| 5a b | Did any taxable party notify the organization that it was or is a party to a prohibited tax shelter transaction? | 5a 5b | | ~ |
| c | If "Yes" to line 5a or 5b, did the organization file Form 8886-T? | 50 50 | | - |
| 6a | Does the organization have annual gross receipts that are normally greater than \$100,000, and did the | | | <u> </u> |
| | organization solicit any contributions that were not tax deductible as charitable contributions? | 6a | | ~ |
| 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 | | ~ |
| b | If "Yes," did the organization notify the donor of the value of the goods or services provided? | 7b | | |
| С | Did the organization sell, exchange, or otherwise dispose of tangible personal property for which it was | | | |
| | required to file Form 8282? | 7c | | ~ |
| d | If "Yes," indicate the number of Forms 8282 filed during the year | - | | |
| e | Did the organization receive any funds, directly or indirectly, to pay premiums on a personal benefit contract? | 7e 7f | | レ レ |
| f | Did the organization, during the year, pay premiums, directly or indirectly, on a personal benefit contract? . If the organization received a contribution of qualified intellectual property, did the organization file Form 8899 as required? | 7g | | |
| g h | If the organization received a contribution of cars, boats, airplanes, or other vehicles, did the organization file a Form 1098-C? | 79 7h | | <u> </u> |
| 8 | Sponsoring organizations maintaining donor advised funds. Did a donor advised fund maintained by the | 711 | | |
| - | sponsoring organization have excess business holdings at any time during the year? | 8 | | |
| 9 | Sponsoring organizations maintaining donor advised funds. | | | |
| а | Did the sponsoring organization make any taxable distributions under section 4966? | 9a | | |
| b | Did the sponsoring organization make a distribution to a donor, donor advisor, or related person? | 9b | | |
| 10 | Section 501(c)(7) organizations. Enter: | | | |
| а | Initiation fees and capital contributions included on Part VIII, line 12 | | | |
| b | Gross receipts, included on Form 990, Part VIII, line 12, for public use of club facilities . 10b | | | |
| 11 | Section 501(c)(12) organizations. Enter: | | | |
| a | Gross income from members or shareholders | | | |
| b | Gross income from other sources. (Do not net amounts due or paid to other sources against amounts due or received from them.) | | | |
| 10- | against amounts due or received from them.) | 12a | | |
| 12a b | If "Yes," enter the amount of tax-exempt interest received or accrued during the year 12b | 128 | | |
| 13 | Section 501(c)(29) qualified nonprofit health insurance issuers. | | | |
| a | Is the organization licensed to issue qualified health plans in more than one state? | 13a | | |
| | Note: See the instructions for additional information the organization must report on Schedule O. | | | |
| b | Enter the amount of reserves the organization is required to maintain by the states in which | | | |
| | the organization is licensed to issue qualified health plans | | | |
| С | Enter the amount of reserves on hand | | | |
| 14a | Did the organization receive any payments for indoor tanning services during the tax year? | 14a | | ~ |
| b | If "Yes," has it filed a Form 720 to report these payments? If "No," provide an explanation on Schedule O. | 14b | | <u> </u> |
| 15 | Is the organization subject to the section 4960 tax on payment(s) of more than \$1,000,000 in remuneration or | | | |
| | excess parachute payment(s) during the year? | 15 | | ~ |
| 16 | If "Yes," see the instructions and file Form 4720, Schedule N. | 16 | | |
| 16 | Is the organization an educational institution subject to the section 4968 excise tax on net investment income? If "Yes," complete Form 4720, Schedule O. | 16 | | ~ |
| 17 | Section 501(c)(21) organizations. Did the trust, any disqualified person, or mine operator engage in any | | | |
| | activities that would result in the imposition of an excise tax under section 4951, 4952 or 4953? | 17 | | |
| | If "Yes," complete Form 6069. | | | |
| | | | | |

| Part | | Governance, Management, and Disclosure. For each "Yes" response to lines 2 through 7b below, and for a "No" response to line 8a, 8b, or 10b below, describe the circumstances, processes, or changes on Schedule O. See instructions. | | | | | | | | | |
|---------|--|--|--------------|---------|--|--|--|--|--|--|--|
| Secti | on A. Governing Body and Management | • • | • • | | | | | | | | |
| 0000 | on A. doverning body and management | | Yes | No | | | | | | | |
| 1a | Enter the number of voting members of the governing body at the end of the tax year 1a 11 | | 100 | | | | | | | | |
| | If there are material differences in voting rights among members of the governing body, or | 1 | | | | | | | | | |
| | if the governing body delegated broad authority to an executive committee or similar | | | | | | | | | | |
| | committee, explain on Schedule O. | | | | | | | | | | |
| b | Enter the number of voting members included on line 1a, above, who are independent . 10 | | | | | | | | | | |
| 2 | Did any officer, director, trustee, or key employee have a family relationship or a business relationship with | | | | | | | | | | |
| - | any other officer, director, trustee, or key employee? | 2 | | ~ | | | | | | | |
| 3 | Did the organization delegate control over management duties customarily performed by or under the direct | | | | | | | | | | |
| | supervision of officers, directors, trustees, or key employees to a management company or other person? . | 3 | | ~ | | | | | | | |
| 4 | Did the organization make any significant changes to its governing documents since the prior Form 990 was filed? | 4 5 | ~ | ~ | | | | | | | |
| 5 6 | Did the organization become aware during the year of a significant diversion of the organization's assets? . Did the organization have members or stockholders? | 5 6 | | ~ | | | | | | | |
| 0 7a | Did the organization have members, stockholders, or other persons who had the power to elect or appoint | 0 | | | | | | | | | |
| 74 | one or more members of the governing body? | 7a | | ~ | | | | | | | |
| b | Are any governance decisions of the organization reserved to (or subject to approval by) members, | | | | | | | | | | |
| | stockholders, or persons other than the governing body? | 7b | | ~ | | | | | | | |
| 8 | Did the organization contemporaneously document the meetings held or written actions undertaken during | | | | | | | | | | |
| | the year by the following: | | | | | | | | | | |
| а | The governing body? | 8a | ~ | | | | | | | | |
| b | Each committee with authority to act on behalf of the governing body? | 8b | ~ | | | | | | | | |
| 9 | Is there any officer, director, trustee, or key employee listed in Part VII, Section A, who cannot be reached at | | | | | | | | | | |
| Centi | the organization's mailing address? If "Yes," provide the names and addresses on Schedule O | 9 | | ~ | | | | | | | |
| Secu | on B. Policies (This Section B requests information about policies not required by the Internal Reven | ueC | Vae.) Yes | No | | | | | | | |
| 10a | Did the organization have local chapters, branches, or affiliates? | 10a | Tes | No V | | | | | | | |
| b | If "Yes," did the organization have written policies and procedures governing the activities of such chapters, | IVa | | V | | | | | | | |
| | affiliates, and branches to ensure their operations are consistent with the organization's exempt purposes? | 10b | | | | | | | | | |
| 11a | Has the organization provided a complete copy of this Form 990 to all members of its governing body before filing the form? | 11a | | ~ | | | | | | | |
| b | Describe on Schedule O the process, if any, used by the organization to review this Form 990. | | | | | | | | | | |
| 12a | Did the organization have a written conflict of interest policy? If "No," go to line 13 | 12a | ~ | | | | | | | | |
| b | Were officers, directors, or trustees, and key employees required to disclose annually interests that could give rise to conflicts? | 12b | ~ | | | | | | | | |
| С | Did the organization regularly and consistently monitor and enforce compliance with the policy? If "Yes," | | | | | | | | | | |
| | describe on Schedule O how this was done | 12c | | ~ | | | | | | | |
| 13 | Did the organization have a written whistleblower policy? | 13 | ~ | | | | | | | | |
| 14 | Did the organization have a written document retention and destruction policy? | 14 | ~ | | | | | | | | |
| 15 | Did the process for determining compensation of the following persons include a review and approval by | | | | | | | | | | |
| | independent persons, comparability data, and contemporaneous substantiation of the deliberation and decision? | | | | | | | | | | |
| a h | The organization's CEO, Executive Director, or top management official | 15a | | ~ | | | | | | | |
| b | Other officers or key employees of the organization | 15b | | ~ | | | | | | | |
| 16a | Did the organization invest in, contribute assets to, or participate in a joint venture or similar arrangement | | | | | | | | | | |
| ivu | with a taxable entity during the year? | 16a | | V | | | | | | | |
| b | If "Yes," did the organization follow a written policy or procedure requiring the organization to evaluate its | 100 | | | | | | | | | |
| | participation in joint venture arrangements under applicable federal tax law, and take steps to safeguard the | | | | | | | | | | |
| | organization's exempt status with respect to such arrangements? | 16b | | | | | | | | | |
| Secti | on C. Disclosure | 1 | | I | | | | | | | |
| 17 | List the states with which a copy of this Form 990 is required to be filed ► MD, NJ, NM, OR, VA | | | | | | | | | | |

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

□ Own website □ Another's website ☑ Upon request □ Other (explain on Schedule O)

- **19** Describe on Schedule O whether (and if so, how) the organization made its governing documents, conflict of interest policy, and financial statements available to the public during the tax year.
- 20 State the name, address, and telephone number of the person who possesses the organization's books and records ► MARINA LEGREE, (202)403-9901

Form 990 (2021)

Page 6

Part VII Compensation of Officers, Directors, Trustees, Key Employees, Highest Compensated Employees, and Independent Contractors

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

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

• List all of the organization's **current** officers, directors, trustees (whether individuals or organizations), regardless of amount of compensation. Enter -0- in columns (D), (E), and (F) if no compensation was paid.

• List all of the organization's current key employees, if any. See the instructions for definition of "key employee."

• List the organization's five **current** highest compensated employees (other than an officer, director, trustee, or key employee) who received reportable compensation (box 5 of Form W-2, Form 1099-MISC, and/or box 1 of Form 1099-NEC) of more than \$100,000 from the organization and any related organizations.

• List all of the organization's **former** officers, key employees, 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.

| | | | | (| C) | | | | | |
|--------------------|------------------------|--|-----------------------------|---------|--------------|------------------------------|--|----------------------------------|-----------------------------------|--------------------------|
| (A) | (B) | | | Pos | sition | | | (D) | (E) | (F) |
| Name and title | Average | | (do not check more than one | | | | | Reportable | Reportable | Estimated amount |
| Nume and the | hours | box, unless person is both an officer and a director/trustee) | | | | | | compensation | compensation | of other |
| | per week | | | | | | <u>, </u> | from the | from related | compensation from the |
| | (list any hours for | Individual trustee or director | Institutional trustee | Officer | Key employee | nplc | Former | organization (W-2/ 1099-MISC/ | organizations (W-2/ 1099-MISC/ | organization and |
| | related | dual | ltior | Ť | mp | st c | e, | 1099-NEC) | 1099-NEC) | related organizations |
| | organizations below | Ĩ Ţ | lal t | | oye | omp | | | | |
| | dotted line) | stee | uste | | a a | ens | | | | |
| | | | ĕ | | | Highest compensated employee | | | | |
| MARINA LEGREE | 40.00 | | | | | | | | | |
| EXECUTIVE DIRECTOR | | ~ | | ~ | | | | 29,622 | 0 | 0 |
| KAISA MARKHUS | 40.00 | | | | | | | | | |
| COUNTRY MANAGER | | ~ | | ~ | | | | 0 | 0 | 27,961 |
| DAVID THOENEN | 20.00 | | | | | | | | | |
| CHAIR | | ~ | | ~ | | | | 0 | 0 | 0 |
| SUSAN CORKE | 10.00 | | | | | | | | | |
| VICE CHAIR | | ~ | | ~ | | | | 0 | 0 | 0 |
| TAMARA THORP | 10.00 | | | | | | | | | |
| TREASURER | | ~ | | ~ | | | | 0 | 0 | 0 |
| OLIVER GLANVILLE | 10.00 | | | | | | | | | |
| BOARD MEMBER | | ~ | | | | | | 0 | 0 | 0 |
| FAISAL NAZIRY | 1.00 | | | | | | | | | |
| BOARD MEMBER | | ~ | | | | | | 0 | 0 | 0 |
| SABREEN DOGAR | 5.00 | | | | | | | | | |
| BOARD MEMBER | | ~ | | | | | | 0 | 0 | 0 |
| TIM PURINTON | 1.00 | | | | | | | | | |
| BOARD MEMBER | | ~ | | | | | | 0 | 0 | 0 |
| THOMAS LUND | 1.00 | | | | | | | | | |
| BOARD MEMBER | | ~ | | | | | | 0 | 0 | 0 |
| PATRICIA ALTHERR | 10.00 | | | | | | | | | |
| BOARD MEMBER | | ~ | | | | | | 0 | 0 | 0 |
| PHIL POWERS | 5.00 | - | | | | | | | | |
| BOARD MEMBER | | ~ | | | | | | 0 | 0 | 0 |
| | | ļ | | | | | | | | |
| | | | | | _ | | | | | |
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| | | | | | | | | | | 000 |

| Part | VII Section A. Officers, Directors, 1 | rustees, | Key I | Emj | ploy | yee | s, an | d F | I Highest Compensated Employees (continued) | | | | |
|-------|--|--------------------------|-----------------------------------|-----------------------|---------|--------------|------------------------------|---|---|-------------|----------|----------------------|----------|
| | | | | | (0 | C) | | | | | | | _ |
| | (A) | (B) Position | | | | | | (D) | (E) | | (F) | | |
| | Name and title | | | | | | e than c | | Reportable | Reportable | | Estimated amount | |
| | Name and the | Average hours | | | | | is both | | compensation | compens | | of other | |
| | | per week | | 1 | | | or/trust | <u> </u> | from the | from rel | | compensation | |
| | | (list any | or c | Inst | Officer | Key | Hig | Former | organization (W-2/ | organizatio | ns (W-2/ | from the | |
| | | hours for | lirea | Ī | Cer | en | nes | mer | 1099-MISC/ | 1099-M | | organization and | |
| | | related organizations | tor | ion | | gr | ee | ` | 1099-NEC) | 1099-N | IEC) | related organization | s |
| | | below | | al tr | | Key employee | m p | | | | | | |
| | | dotted line) | Individual trustee or director | Institutional trustee | | | ens | | | | | | |
| | | | | e | | | Highest compensated employee | | | | | | |
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| | Cubtotal | | | | | | | | | | - | 07.00 | _ |
| 1b | Subtotal | | • • | · | · | • • | ••• | | 29,622 | | 0 | 27,96 | <u>1</u> |
| С | Total from continuation sheets to Part | VII, Sectio | on A | · | · | • • | • • | | | | | | |
| d | | | | | | | • • | | 29,622 | | 0 | 27,96 | /1 |
| 2 | Total number of individuals (including but | not limited | d to th | iose | e list | ted | above | e) w | ho received more | e than \$1 | 00,000 | of | |
| | reportable compensation from the organi | zation 🕨 | | | | | | | 0 | | | | |
| | | | | | | | | | | | | Yes No | <u>,</u> |
| 3 | Did the organization list any former of | officer, dire | ector. | tru | istee | e. k | ev e | mpl | lovee, or highes | t compe | nsated | | |
| • | employee on line 1a? If "Yes," complete S | | | | | | | | | | | 3 🗸 | |
| 4 | For any individual listed on line 1a, is the | | | | | | | | nd other compa | nontion fr | om tha | - | |
| 4 | organization and related organizations | | | | | | | | | | | | |
| | • | greater in | an p | 150, | 000 |) | i res | s, | complete Sched | uie J io | r such | | |
| | individual | | · · | · | · | • • | • | | | | | 4 🗸 | _ |
| 5 | Did any person listed on line 1a receive o | | | | | | | | | ion or inc | lividual | | |
| | for services rendered to the organization? | ? If "Yes," c | compl | ete | Sch | nedu | ıle J f | or s | such person . | | | 5 🖌 | |
| Secti | on B. Independent Contractors | | | | | | | | | | | | _ |
| 1 | Complete this table for your five high | nest comp | ensat | ed | inde | eper | ndent | со | ontractors that r | eceived | more t | han \$100.000 | of |
| | compensation from the organization. Repo | | | | | | | | | | | | |
| | | | | | | | | ,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,, | | | | | _ |
| | (A) Name and business add | rocc | | | | | | | (B) | vices | | (C) | |
| | Name and business add | 1622 | | | | | | | Description of serv | ICES | | Compensation | |
| None | | | | | | | | | | | | | |
| | | | | | | | | | | | | | |
| | | | | | | | | | | | | | _ |
| | | | | | | | | | | | | | _ |

| 2 | Total number of independent contractors (including but not limited to those listed above) who | | | | | | | | |
|---|---|--|--|--|--|--|--|--|--|
| | received more than \$100,000 of compensation from the organization ► 0 | | | | | | | | |

Part VIII Statement of Revenue

| Check if Schedule O contains a response or note to an | ny line in this Pa | rt VIII.... | | 🗌 |
|---|--------------------|-------------|-----|-----|
| | (A) | (B) | (C) | (D) |

| | | | | (A) Total revenue | (B) Related or exempt | (C) Unrelated | (D) Revenue excluded |
|---|----------|--|-------------|-----------------------------|---------------------------------|-------------------------|------------------------------------|
| | | | | lotal revenue | function revenue | business revenue | from tax under sections 512–514 |
| its, | 1a | Federated campaigns 1a | 0 | | | | |
| Contributions, Gifts, Grants, and Other Similar Amounts | b | Membership dues 1b | 0 | | | | |
| ٦ ۲ | С | Fundraising events 1c | 0 | | | | |
| iifts ar / | d | Related organizations 1d | 0 | | | | |
| ы В | e | Government grants (contributions) 1e | 3,000 | | | | |
| Si | f | All other contributions, gifts, grants, and similar amounts not included above | | | | | |
| uti hei | ~ | and similar amounts not included above 1f Noncash contributions included in | 1,123,677 | | | | |
| <u>đ</u> | g | | 107 | | | | |
| Son | h | -9 + | 497 | 1 100 077 | | | |
| 0 | h | Total. Add lines 1a–1f | iness Code | 1,126,677 | | | |
| ø | 2a | | | | | | |
| ž 🔊 | b | | | | | | |
| jram Ser Revenue | c | | | | | | |
| E | d | | | | | | |
| gra Re | e | | | | | | |
| Program Service Revenue | f | All other program service revenue | | | | | |
| | g | Total. Add lines 2a–2f | 🕨 | 0 | | | |
| | 3 | Investment income (including dividends, inte | erest, and | | | | |
| | | other similar amounts) | 🕨 | | | | |
| | 4 | Income from investment of tax-exempt bond pr | roceeds 🕨 🗍 | | | | |
| | 5 | Royalties | ▶ | | | | |
| | | (i) Real (ii) |) Personal | | | | |
| | 6a | Gross rents 6a | | | | | |
| | b | Less: rental expenses 6b | | | | | |
| | С | Rental income or (loss) 6c 0 | 0 | | | | |
| | d | Net rental income or (loss) | 🕨 | | | | |
| | 7a | | (ii) Other | | | | |
| | | sales of assets | | | | | |
| | | other than inventory 7a | | | | | |
| Ine | b | Less: cost or other basis and sales expenses . 7b | | | | | |
| Revenue | - | | | | | | |
| Be | C ام | Gain or (loss) 7c 0 | 0 | | | | |
| 5 | d | Net gain or (loss) | 🕨 | | | | |
| Othe | 8a | Gross income from fundraising events (not including \$ 0 | | | | | |
| _ | | of contributions reported on line | | | | | |
| | | 1c). See Part IV, line 18 8a | | | | | |
| | b | Less: direct expenses 8b | | | | | |
| | с | Net income or (loss) from fundraising events | 🕨 | | | | |
| | 9a | Gross income from gaming | | | | | |
| | | activities. See Part IV, line 19 . 9a | | | | | |
| | b | Less: direct expenses 9b | | | | | |
| | С | Net income or (loss) from gaming activities . | 🕨 | | | | |
| | 10a | | | | | | |
| | | returns and allowances 10a | 0 | | | | |
| | | Less: cost of goods sold 10b | 0 | | | | |
| | С | Net income or (loss) from sales of inventory . | | 0 | 0 | 0 | 0 |
| sno | 44- | Bus | iness Code | | | | |
| Miscellaneous Revenue | 11a հ | | | | | | |
| scellanec Revenue | b | | | | | | |
| Re | c d | All other revenue | | 0.540 | 0 5 4 0 | ^ | |
| Ϊ | e e | Total. Add lines 11a-11d | | 3,546 3,546 | 3,546 | 0 | 0 |
| | 12 | Total revenue. See instructions . <th< th=""><th></th><th>1,130,223</th><th>3,546</th><th>0</th><th>0</th></th<> | | 1,130,223 | 3,546 | 0 | 0 |
| | 14 | | 🕨 | 1,100,223 | 3,340 | 0 | Eorm 990 (2021) |

| | 90 (2021) | | | | Page 10 |
|--|---|---|------------------------------------|---|--------------------------------|
| | TX Statement of Functional Expenses | lata all calumpa All | other organizations | must complete colum | ap (A) |
| Secuc | on 501(c)(3) and 501(c)(4) organizations must compl Check if Schedule O contains a response | | | | |
| | ot include amounts reported on lines 6b, 7b, b, and 10b of Part VIII. | (A) Total expenses | (B) Program service expenses | (C) Management and general expenses | (D) Fundraising expenses |
| 1 | Grants and other assistance to domestic organizations and domestic governments. See Part IV, line 21 | | | gonoral oxponoco | <u>oxponece</u> |
| 2 | Grants and other assistance to domestic individuals. See Part IV, line 22. | | | | |
| 3 | Grants and other assistance to foreign organizations, foreign governments, and foreign individuals. See Part IV, lines 15 and 16 | 10,250 | 10,250 | | |
| 4 5 | Benefits paid to or for members Compensation of current officers, directors, trustees, and key employees | 27,900 | 16,740 | 5,580 | 5,580 |
| 6 | Compensation not included above to disqualified persons (as defined under section 4958(f)(1)) and persons described in section 4958(c)(3)(B) . | , | | | |
| 7 8 | Other salaries and wages Pension plan accruals and contributions (include section 401(k) and 403(b) employer contributions) | | | | |
| 9 10 11 a | Other employee benefits | 2,135 | 1,281 | 427 | 427 |
| b c d | Legal | 4,025 9,788 | 4,025 | 9,788 | |
| e f g | Professional fundraising services. See Part IV, line 17 Investment management fees Other. (If line 11g amount exceeds 10% of line 25, column (A), amount, list line 11g expenses on Schedule O.) . | 18,004 | 8,742 | 5.367 | 3,895 |
| 12 13 14 15 16 17 18 | Advertising and promotion | 10,004 22 19,602 1,656 44,692 | 4,766 10 44,692 | 14,237 1,427 | 22 599 219 |
| 19 20 | for any federal, state, or local public officials Conferences, conventions, and meetings | | | | |
| 21 22 23 | Payments to affiliates | 242,940 866 | 242,940 86 | 780 | |
| 24 | 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.) | | | | |
| a b | PROGRAM EXPENSES | 3,485 | 3,485 | 0 | 0 |
| c d e | All other expenses | | | | |
| 25 26 | Total functional expenses. Add lines 1 through 24e Joint costs. Complete this line only if the organization reported in column (B) joint costs from a combined educational campaign and fundraising solicitation. Check here ► if following SOP 98-2 (ASC 958-720) | 385,365 | 337,017 | 37,606 | 10,742 |
| | | | | | |

Form 990 (2021)

| | 990 (20 | , | | | Page 11 |
|---------------|----------|---|--------------------------|-----|----------|
| Pa | art X | Balance Sheet | + V | | <u> </u> |
| | | Check if Schedule O contains a response or note to any line in this Pa | (A) Beginning of year | | |
| | 1 | Cash-non-interest-bearing | 47,859 | 1 | 787,618 |
| | 2 | Savings and temporary cash investments | | 2 | · · · · |
| | 3 | Pledges and grants receivable, net | | 3 | |
| | 4 | Accounts receivable, net | | 4 | |
| | 5 | Loans and other receivables from any current or former officer, director, trustee, key employee, creator or founder, substantial contributor, or 35% controlled entity or family member of any of these persons | | _ | |
| | 6 | Loans and other receivables from other disqualified persons (as defined | | 5 | |
| | 0 | under section 4958(f)(1)), and persons described in section 4958(c)(3)(B). | | 6 | |
| its | 7 | Notes and loans receivable, net | | 7 | |
| Assets | 8 | Inventories for sale or use | | 8 | |
| A | 9 10a | Prepaid expenses and deferred charges | | 9 | 2,627 |
| | | basis. Complete Part VI of Schedule D 10a | | | |
| | b | Less: accumulated depreciation 10b | | 10c | |
| | 11 | Investments-publicly traded securities | | 11 | |
| | 12 | Investments-other securities. See Part IV, line 11 | | 12 | |
| | 13 | Investments-program-related. See Part IV, line 11 | | 13 | |
| | 14 | Intangible assets | | 14 | |
| | 15 | Other assets. See Part IV, line 11 | | 15 | |
| | 16 | Total assets. Add lines 1 through 15 (must equal line 33) | 47,859 | 16 | 790,245 |
| | 17 | Accounts payable and accrued expenses | | 17 | |
| | 18 | Grants payable | | 18 | |
| | 19 | | | 19 | |
| | 20 | Tax-exempt bond liabilities | | 20 | |
| Liabilities | 21 22 | Escrow or custodial account liability. Complete Part IV of Schedule D Loans and other payables to any current or former officer, director, trustee, key employee, creator or founder, substantial contributor, or 35% | | 21 | |
| lide | | controlled entity or family member of any of these persons | | 22 | |
| Ĩ | 23 | Secured mortgages and notes payable to unrelated third parties | | 23 | |
| | 24 | Unsecured notes and loans payable to unrelated third parties | 3,000 | 24 | |
| | 25 | Other liabilities (including federal income tax, payables to related third parties, and other liabilities not included on lines 17–24). Complete Part X | | | |
| | | of Schedule D | | 25 | 528 |
| | 26 | Total liabilities. Add lines 17 through 25 | 3,000 | 26 | 528 |
| Fund Balances | | Organizations that follow FASB ASC 958, check here ► ✓ and complete lines 27, 28, 32, and 33. | | | |
| ala | 27 | Net assets without donor restrictions | 44,859 | 27 | 789,717 |
| B | 28 | Net assets with donor restrictions | 0 | 28 | 0 |
| | | Organizations that do not follow FASB ASC 958, check here ► and complete lines 29 through 33. | | | |
| 10 | 29 | Capital stock or trust principal, or current funds | | 29 | |
| iete | 30 | Paid-in or capital surplus, or land, building, or equipment fund | | 30 | |
| Ass | 31 | Retained earnings, endowment, accumulated income, or other funds | | 31 | |
| Net Assets or | 32 | Total net assets or fund balances | 44,859 | 32 | 789,717 |
| Ź | 33 | Total liabilities and net assets/fund balances | 47,859 | 33 | 790,245 |

Form **990** (2021)

| Form 99 | 90 (2021) | | | | Pa | ge 12 |
|---------|--|---------|------|----|------|--------------|
| Par | XI Reconciliation of Net Assets | | | | | |
| | Check if Schedule O contains a response or note to any line in this Part XI | | | | | |
| 1 | Total revenue (must equal Part VIII, column (A), line 12) | 1 | | | 1,13 | 0,223 |
| 2 | Total expenses (must equal Part IX, column (A), line 25) | 2 | | | 38 | 5,365 |
| 3 | Revenue less expenses. Subtract line 2 from line 1 | 3 | | | 74 | 4,858 |
| 4 | Net assets or fund balances at beginning of year (must equal Part X, line 32, column (A)) | 4 | | | 4 | 4,859 |
| 5 | Net unrealized gains (losses) on investments | 5 | | | | 0 |
| 6 | Donated services and use of facilities | 6 | | | | 0 |
| 7 | Investment expenses | 7 | | | | 0 |
| 8 | Prior period adjustments | 8 | | | | 0 |
| 9 | Other changes in net assets or fund balances (explain on Schedule O) | 9 | | | | 0 |
| 10 | Net assets or fund balances at end of year. Combine lines 3 through 9 (must equal Part X, line | | | | | |
| | 32, column (B)) | 10 | | | 78 | 9,717 |
| Part | XII Financial Statements and Reporting | | | | | |
| | Check if Schedule O contains a response or note to any line in this Part XII | • • | | | | |
| | | | _ | _ | Yes | No |
| 1 | Accounting method used to prepare the Form 990: Cash Accrual Other | | — II | | | |
| | If the organization changed its method of accounting from a prior year or checked "Other," e. | xplain | on | | | |
| | Schedule O. | | | | | |
| 2a | Were the organization's financial statements compiled or reviewed by an independent accountant? | | | 2a | | ~ |
| | If "Yes," check a box below to indicate whether the financial statements for the year were con | mpiled | or | | | |
| | reviewed on a separate basis, consolidated basis, or both: | | | | | |
| | Separate basis Consolidated basis Both consolidated and separate basis | | | | | |
| b | Were the organization's financial statements audited by an independent accountant? | | - | 2b | ~ | |
| | If "Yes," check a box below to indicate whether the financial statements for the year were aud | ited o | na | | | |
| | separate basis, consolidated basis, or both: | | | | | |
| | Separate basis Consolidated basis Both consolidated and separate basis | | | | | |
| С | If "Yes" to line 2a or 2b, does the organization have a committee that assumes responsibility for ov | | | _ | | |
| | the audit, review, or compilation of its financial statements and selection of an independent account. | | | 2c | ~ | |
| | If the organization changed either its oversight process or selection process during the tax year, e Schedule O. | xpiain | on | | | |
| 0- | | web !~ | the | | | |
| 3a | As a result of a federal award, was the organization required to undergo an audit or audits as set for Single Audit Act and OMB Circular A-133? | ortn in | | | | |
| F | If "Yes," did the organization undergo the required audit or audits? If the organization did not undergo the required audit or audits? | · · | | 3a | | ~ |
| b | required audit or audits, explain why on Schedule O and describe any steps taken to undergo such a | | | зь | | |
| | required addition addites, explain with on ochedule of and describe any steps taken to undergo such a | Judits | • | 30 | | |

Form **990** (2021)

| SCHEDULE A | |
|---------------------|---|
| (Form 990 or 990-EZ |) |

Public Charity Status and Public Support

OMB No. 1545-0047

| Department of the Treasury |
|----------------------------|
| Department of the freasury |
| Internal Revenue Service |
| internal nevenue Service |

Complete if the organization is a section 501(c)(3) organization or a section 4947(a)(1) nonexempt charitable trust. ► Attach to Form 990 or Form 990-EZ.

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

2021 Open to Public Inspection

Name of the organization

| Name | of the organization | | | | | Employer identification | number |
|--------|---|--|---|---|--------------------------------------|---|---|
| | ND - LEADERSHIP THROUGH ATH | | | | | 46-338 | |
| _ | Part I Reason for Public Charity Status. (All organizations must complete this part.) See instructions. | | | | | ons. | |
| 1 2 | rganization is not a private founda A church, convention of church A school described in section A hospital or a cooperative hospital or a cooperative hospital or a cooperative hospital's name, city, and state | hes, or association 170(b)(1)(A)(ii). Spital service orgon on operated in co | on of churches descri (Attach Schedule E (F janization described in | bed in se orm 990). n section | ction 17) 170(b)(1 | 0(b)(1)(A)(i).)(A)(iii). | iii). Enter the |
| 5 | An organization operated for section 170(b)(1)(A)(iv). (Com | the benefit of a | college or university | owned or | r operate | ed by a government | al unit described in |
| | A federal, state, or local governing An organization that normally described in section 170(b)(1) | receives a subs | tantial part of its sup | | | | the general public |
| 8 | A community trust described in | n section 170(b) | (1)(A)(vi). (Complete I | Part II.) | | | |
| 9 | An agricultural research organi or university or a non-land-gra university: | | | | | | |
| 10 | An organization that normally receipts from activities related support from gross investment acquired by the organization a | to its exempt fun t income and uni fter June 30, 197 | nctions, subject to ce related business taxal 75. See section 509(a | rtain exce ole incom i)(2). (Con | ptions; a e (less se nplete Pa | and (2) no more than ection 511 tax) from art III.) | 33 ¹ / ₃ % of its |
| | An organization organized and | | • | | | | |
| 12 | An organization organized and one or more publicly supported the box on lines 12a through 12 | l organizations d | escribed in section 50 | 09(a)(1) or | section | 509(a)(2). See secti | on 509(a)(3). Check |
| а | Type I. A supporting organ the supported organization supporting organization. Y | (s) the power to | regularly appoint or e | lect a maj | | | |
| b | Type II. A supporting organization(s). You must | the supporting o | rganization vested in | the same | | | |
| с | Type III functionally integ its supported organization(| | | | | | Illy integrated with, |
| d | Type III non-functionally in that is not functionally integrequirement (see instructionally integrequirement) | grated. The orga | nization generally mus | st satisfy a | a distribu | ition requirement an | |
| е | Check this box if the organ functionally integrated, or T | ization received Type III non-func | a written determination tionally integrated sup | on from th oporting a | e IRS tha organizati | at it is a Type I, Type ion. | e II, Type III |
| f | Enter the number of supported of | | | | | | |
| g | Provide the following information | n about the supp | orted organization(s). | 1 | | | |
| | (i) Name of supported organization | (ii) EIN | (iii) Type of organization (described on lines 1–10 above (see instructions)) | (iv) Is the or listed in you docun | r governing | (v) Amount of monetary support (see instructions) | (vi) Amount of other support (see instructions) |
| | | | | Yes | No | | |
| (A) | | | | | | | |
| (B) | | | | | | | |
| (C) | | | | | | | |
| (D) | | | | | | | |

(E) Total Part IISupport 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.)

| Secti | on A. Public Support | | | <i>,</i> , | | , | |
|-------------|---|-----------------|-----------------|-----------------|------------------|----------------------------------|----------------------|
| Calen | dar year (or fiscal year beginning in) 🕨 | (a) 2017 | (b) 2018 | (c) 2019 | (d) 2020 | (e) 2021 | (f) Total |
| 1 | Gifts, grants, contributions, and membership fees received. (Do not include any "unusual grants.") | 92,441 | 173,621 | 158,501 | 183,591 | 1,126,677 | 1,734,831 |
| 2 | Tax revenues levied for the organization's benefit and either paid to or expended on its behalf | | | | | | |
| 3 | The value of services or facilities furnished by a governmental unit to the organization without charge | | | | | | |
| 4 | Total. Add lines 1 through 3 | 92,441 | 173,621 | 158,501 | 183,591 | 1,126,677 | 1,734,831 |
| 5 | The portion of total contributions by each person (other than a governmental unit or publicly supported organization) included on line 1 that exceeds 2% of the amount shown on line 11, column (f) | | | | | | |
| 6 | Public support. Subtract line 5 from line 4 | | | | | | 175,902 1,558,929 |
| | on B. Total Support | | | | | | 1,556,929 |
| | dar year (or fiscal year beginning in) | (a) 2017 | (b) 2018 | (c) 2019 | (d) 2020 | (e) 2021 | (f) Total |
| 7 | Amounts from line 4 | 92,441 | 173,621 | 158,501 | 183,591 | 1,126,677 | 1,734,831 |
| 8 | Gross income from interest, dividends, payments received on securities loans, rents, royalties, and income from similar sources | | | | | | |
| 9 | Net income from unrelated business activities, whether or not the business is regularly carried on | | | | | | |
| 10 | Other income. Do not include gain or loss from the sale of capital assets (Explain in Part VI.) | | | | | 3,547 | 3,547 |
| 11 | Total support. Add lines 7 through 10 | | | | | | 1,738,378 |
| 12 | Gross receipts from related activities, etc | | | | | 12 | 13,027 |
| 13 Secti | First 5 years. If the Form 990 is for the organization, check this box and stop he on C. Computation of Public Support | re | | | • | ear as a sectio | |
| 14 | Public support percentage for 2021 (line 6 | 0 | | 11. column (f)) | | 14 | 89.68 % |
| 15 | Public support percentage from 2020 Sch | | - | | | 15 | 85.22 % |
| 16a | 331/3% support test-2021. If the organi | ization did not | check the box | on line 13, ar | nd line 14 is 33 | | |
| b | box and stop here. The organization qua 33 ¹ / ₃ % support test—2020. If the organi | zation did not | check a box o | n line 13 or 16 | a, and line 15 | is 33¹/₃% or m | ore, check |
| | this box and stop here. The organization | - | | - | | | |
| 17a | 17a 10%-facts-and-circumstances test—2021. If the organization did not check a box on line 13, 16a, or 16b, and line 14 is 10% or more, and if the organization meets the facts-and-circumstances test, check this box and stop here. Explain in Part VI how the organization meets the facts-and-circumstances test. The organization qualifies as a publicly supported organization | | | | | Explain in supported | |
| b | 15 is 10% or more, and if the organization meets the facts-and-circumstances test, check this box and stop here. Explain in Part VI how the organization meets the facts-and-circumstances test. The organization qualifies as a publicly supported | | | | | r e. Explain supported | |
| 18 | Private foundation. If the organization of instructions | | | | | | |
| | | | | | Sch | edule A (Form 990 |) or 990-EZ) 2021 |

Schedule A (Form 990 or 990-EZ) 2021

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.)

| Secti | on A. Public Support | | | | | | |
|-------|--|------------------|------------------|---|-----------------|-----------------|----------------|
| Calen | dar year (or fiscal year beginning in) 🕨 | (a) 2017 | (b) 2018 | (c) 2019 | (d) 2020 | (e) 2021 | (f) Total |
| 1 | Gifts, grants, contributions, and membership fees | | | | | | |
| | received. (Do not include any "unusual grants.") | | | | | | |
| 2 | Gross receipts from admissions, merchandise | | | | | | |
| | sold or services performed, or facilities | | | | | | |
| | furnished in any activity that is related to the organization's tax-exempt purpose | | | | | | |
| 3 | Gross receipts from activities that are not an | | | | | | |
| • | unrelated trade or business under section 513 | | | | | | |
| 4 | Tax revenues levied for the | | | | | | |
| 4 | 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.) | | | | | | |
| | on B. Total Support | | 1 | 1 | | | |
| | dar year (or fiscal year beginning in) 🕨 | (a) 2017 | (b) 2018 | (c) 2019 | (d) 2020 | (e) 2021 | (f) Total |
| 9 | Amounts from line 6 | | | | | | |
| 10a | Gross income from interest, dividends, | | | | | | |
| | payments received on securities loans, rents, | | | | | | |
| | royalties, and income from similar sources . | | | | | | |
| b | Unrelated business taxable income (less | | | | | | |
| | section 511 taxes) from businesses | | | | | | |
| | acquired after June 30, 1975 | | | | | | |
| 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 | organization' | 's first, second | , third, fourth, | or fifth tax ye | ar as a sec | tion 501(c)(3) |
| | organization, check this box and stop he | re | | | | | > _ |
| Secti | on C. Computation of Public Suppor | t Percentag | e | | | | |
| 15 | Public support percentage for 2021 (line 8 | 3, column (f), c | divided by line | 13, column (f)) | | 15 | % |
| 16 | Public support percentage from 2020 Sch | | | , ,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,, | | 16 | % |
| | on D. Computation of Investment In | | | | | | |
| 17 | Investment income percentage for 2021 (| | - | oy line 13, colu | ımn (f)) | 17 | % |
| 18 | Investment income percentage from 2020 | | () | • | .,, | 18 | % |
| 19a | 33 ¹ / ₃ % support tests – 2021. If the organ | | | | | | |
| | 17 is not more than $33^{1/3}$ %, check this box | | | | | | |
| b | 33 ¹ /3% support tests – 2020. If the organiz | - | - | - | | - | |
| ~ | line 18 is not more than 33 ¹ / ₃ %, check this l | | | | | | |
| 20 | Private foundation. If the organization di | - | - | - | | | |
| 20 | i mate roundation. It the organization of | u not uneuk a | SUA UN IIITE 14 | , 190, 01 190, 0 | | unu 300 1115 | |

Schedule A (Form 990 or 990-EZ) 2021

Part IV Supporting Organizations

(Complete only if you checked a box in line 12 on 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.*
- **10a** Was the organization subject to the excess business holdings rules of section 4943 because of section 4943(f) (regarding certain Type II supporting organizations, and all Type III non-functionally integrated supporting organizations)? If "Yes," answer line 10b below.
 - **b** Did the organization have any excess business holdings in the tax year? (Use Schedule C, Form 4720, to determine whether the organization had excess business holdings.)

Yes No

1

2

3a

3b

3c

4a

4b

4c

5a

5b 5c

6

7

8

9a

9b

9c

10a

10b

Part IV Supporting Organizations (continued) 11 Has the organization accepted a gift or contribution from any of the following persons? a A person who directly or indirectly controls, either alone or together with persons described on lines 11b and 11c below, the governing body of a supported organization? b A family member of a person described on line 11a above? c 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.**

Section B. Type I Supporting Organizations

- 1 Did the governing body, members of the governing body, officers acting in their official capacity, or membership of one or more supported organizations have the power to regularly appoint or elect at least a majority of the organization's officers, directors, or trustees at all times during the tax year? 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.
- 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

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).

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?
 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).*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? If "Yes," describe in **Part VI** the role the organization's supported organizations played in this regard.

Section E. Type III Functionally Integrated Supporting Organizations

- 1 Check the box next to the method that the organization used to satisfy the Integral Part Test during the year (see instructions).
- **a** The organization satisfied the Activities Test. Complete **line 2** below.
- **b** The organization is the parent of each of its supported organizations. *Complete line 3 below.*
- c 🗌 The organization supported a governmental entity. Describe in **Part VI** how you supported a governmental entity (see instructions).
- 2 Activities Test. Answer lines 2a and 2b below.
- **a** Did substantially all of the organization's activities during the tax year directly further the exempt purposes of the supported organization(s) to which the organization was responsive? 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.

11c

1

2

1

3

2a

2b

3a

3b

Yes No

Yes No

Yes No

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

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

| Sect | ion A—Adjusted Net Income | | (A) Prior Year | (B) Current Year (optional) |
|------|---|----|----------------|--------------------------------|
| 1 | Net short-term capital gain | 1 | | |
| 2 | Recoveries of prior-year distributions | 2 | | |
| 3 | Other gross income (see instructions) | 3 | | |
| 4 | Add lines 1 through 3. | 4 | | |
| 5 | Depreciation and depletion | 5 | | |
| 6 | Portion of operating expenses paid or incurred for production or collection | | | |
| | of gross income or for management, conservation, or maintenance of | | | |
| | property held for production of income (see instructions) | 6 | | |
| 7 | Other expenses (see instructions) | 7 | | |
| 8 | Adjusted Net Income (subtract lines 5, 6, and 7 from line 4) | 8 | | |
| Sect | ion B—Minimum Asset Amount | • | (A) Prior Year | (B) Current Year (optional) |
| 1 | Aggregate fair market value of all non-exempt-use assets (see | | | |
| | instructions for short tax year or assets held for part of year): | | | |
| а | Average monthly value of securities | 1a | | |
| b | Average monthly cash balances | 1b | | |
| С | Fair market value of other non-exempt-use assets | 1c | | |
| d | Total (add lines 1a, 1b, and 1c) | 1d | | |
| е | Discount claimed for blockage or other factors (explain in detail in Part VI): | | | |
| 2 | Acquisition indebtedness applicable to non-exempt-use assets | 2 | | |
| 3 | Subtract line 2 from line 1d. | 3 | | |
| 4 | Cash deemed held for exempt use. Enter 0.015 of line 3 (for greater amount, see instructions). | 4 | | |
| 5 | Net value of non-exempt-use assets (subtract line 4 from line 3) | 5 | | |
| 6 | Multiply line 5 by 0.035. | 6 | | |
| 7 | Recoveries of prior-year distributions | 7 | | |
| 8 | Minimum Asset Amount (add line 7 to line 6) | 8 | | |
| Sect | ion C-Distributable Amount | • | | Current Year |
| 1 | Adjusted net income for prior year (from Section A, line 8, column A) | 1 | | |
| 2 | Enter 0.85 of line 1. | 2 | | |
| 3 | Minimum asset amount for prior year (from Section B, line 8, column A) | 3 | | |
| 4 | Enter greater of line 2 or line 3. | 4 | | |
| 5 | Income tax imposed in prior year | 5 | | |
| 6 | Distributable Amount. Subtract line 5 from line 4, unless subject to emergency temporary reduction (see instructions). | 6 | | |
| 7 | Check have if the surrent user is the experimetics? first as a new function | | | |

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

Schedule A (Form 990 or 990-EZ) 2021

| Part | V Type III Non-Functionally Integrated 509(a)(3 |) Supporting Organi | zations (continue | ed) | Page |
|------|---|---------------------------------|--------------------------------------|-----|---|
| | ion D-Distributions | <u>, 11 0 0 </u> | | Í | Current Year |
| 1 | Amounts paid to supported organizations to accomplish | evernt nurnoses | | 1 | |
| 2 | Amounts paid to supported organizations to accomplish Amounts paid to perform activity that directly furthers exe | | rted | • | |
| _ | organizations, in excess of income from activity | b. bei beese ei eebbe | | 2 | |
| 3 | Administrative expenses paid to accomplish exempt purp | oses of supported orga | nizations | 3 | |
| 4 | Amounts paid to acquire exempt-use assets | | | 4 | |
| 5 | Qualified set-aside amounts (prior IRS approval required- | -provide details in Part | VI) | 5 | |
| 6 | Other distributions (describe in Part VI). See instructions. | | , | 6 | |
| 7 | Total annual distributions. Add lines 1 through 6. | | | 7 | |
| 8 | Distributions to attentive supported organizations to whic | h the organization is res | ponsive | | |
| | (provide details in Part VI). See instructions. | | | 8 | |
| 9 | Distributable amount for 2021 from Section C, line 6 | | | 9 | |
| 10 | Line 8 amount divided by line 9 amount | | | 10 | |
| Sect | ion E—Distribution Allocations (see instructions) | (i) Excess Distributions | (ii) Underdistributio Pre-2021 | ns | (iii) Distributable Amount for 2021 |
| 1 | Distributable amount for 2021 from Section C, line 6 | | | | |
| 2 | Underdistributions, if any, for years prior to 2021 | | | | |
| | (reasonable cause required – <i>explain in Part VI</i>). See instructions. | | | | |
| 3 | Excess distributions carryover, if any, to 2021 | | | | |
| а | From 2016 | | | | |
| b | From 2017 | | | | |
| С | From 2018 | | | | |
| d | From 2019 | | | | |
| е | From 2020 | | | | |
| f | Total of lines 3a through 3e | | | | |
| g | Applied to underdistributions of prior years | | | | |
| h | Applied to 2021 distributable amount | | | | |
| i | Carryover from 2016 not applied (see instructions) | | | | |
| J | Remainder. Subtract lines 3g, 3h, and 3i from line 3f. | | | | |
| 4 | Distributions for 2021 from Section D, line 7: \$ | | | | |
| а | Applied to underdistributions of prior years | | | _ | |
| b | Applied to 2021 distributable amount | | | | |
| С | Remainder. Subtract lines 4a and 4b from line 4. | | | | |
| 5 | Remaining underdistributions for years prior to 2021, if any. Subtract lines 3g and 4a from line 2. For result greater than zero, <i>explain in Part VI</i> . See instructions. | | | | |
| 6 | Remaining underdistributions for 2021. Subtract lines 3h and 4b from line 1. For result greater than zero, <i>explain in</i> Part VI. See instructions. | | | | |
| 7 | Excess distributions carryover to 2022. Add lines 3j and 4c. | | | | |
| 8 | Breakdown of line 7: | | | | |
| а | Excess from 2017 | | | | |
| b | Excess from 2018 | | | | |
| С | Excess from 2019 | | | | |
| d | Excess from 2020 | | | | |
| е | Excess from 2021 | | | | |

Schedule A (Form 990 or 990-EZ) 2021

Part VISupplemental 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, Line 10 - OTHER REVENUE |
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| SCHEDULE | D |
|------------|---|
| (Form 990) | |

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.

2021 Open to Public

OMB No. 1545-0047

| | nent of the Treasury Revenue Service | ► Go to www.irs.gov/Form9 | Attach to Form 990. 90 for instructions ar | nd the latest informa | ation. | Open to Public Inspection |
|------------|---|--|---|-----------------------|---------------|------------------------------------|
| | of the organization | | | | | ntification number |
| ASCE | ND - LEADERSH | IP THROUGH ATHLETICS INC | | | | 46-3380394 |
| Par | tl Organi | zations Maintaining Donor Advi | sed Funds or Oth | er Similar Fund | s or Acco | unts. |
| | Comple | ete if the organization answered " | Yes" on Form 990 | , Part IV, line 6. | | |
| | | | (a) Donor adv | vised funds | (b) Fu | nds and other accounts |
| 1 | | at end of year | | | | |
| 2 | | ue of contributions to (during year) . | | | | |
| 3 | | ue of grants from (during year) | | | | |
| 4 | | ue at end of year | | | al in alaman | |
| 5 | - | organization's property, subject to the | • | | | |
| 6 | | zation inform all grantees, donors, ar | | | | |
| • | | able purposes and not for the benefit | | | | |
| | conferring imp | ermissible private benefit? | | | | · · 🗌 Yes 🗌 No |
| Par | t II Conse | rvation Easements. | | | | |
| | Comple | ete if the organization answered "` | Yes" on Form 990 | , Part IV, line 7. | | |
| 1 | Purpose(s) of a | conservation easements held by the o | rganization (check a | all that apply). | | |
| | Preservation | of land for public use (for example, recrea | ation or education) | | | ly important land area |
| | | of natural habitat | | Preservation of | a certified l | nistoric structure |
| • | | n of open space | | | | <i>.</i> |
| 2 | | s 2a through 2d if the organization hel he last day of the tax year. | d a qualified conser | vation contribution | | |
| | | • | | | | Held at the End of the Tax Year |
| a k | | | | | | |
| b | - | restricted by conservation easements nservation easements on a certified hi | | | | |
| c d | | onservation easements included in (| | | | |
| | | | | | | |
| 3 | Number of cor | nservation easements modified, trans | ferred, released, ext | tinguished, or term | | ne organization during the |
| | tax year 🕨 | | | 0 | | 0 0 |
| 4 | | tes where property subject to conserv | | | | |
| 5 | | anization have a written policy reg | | | | |
| | | enforcement of the conservation eas | | | | |
| 6 | Staff and volunt | teer hours devoted to monitoring, inspec | ting, handling of viola | tions, and enforcing | conservation | n easements during the year |
| _ | • | | | | | |
| 7 | | enses incurred in monitoring, inspecting | g, handling of violatio | ns, and enforcing c | onservation | easements during the year |
| 8 | ►\$ | nservation easement reported on line 2 | (d) above satisfy the | requirements of s | ection 170/k | h(A)(B)(i) |
| 0 | and section 17 | '0(h)(4)(B)(ii)? | | | | · · Ves No |
| 9 | | scribe how the organization reports co | | | | |
| | | , and include, if applicable, the text of | | | | |
| | organization's | accounting for conservation easemer | nts. | | | |
| Part | illi Organi | zations Maintaining Collections | of Art, Historical | Treasures, or C | Other Simi | lar Assets. |
| | • | ete if the organization answered " | | | | |
| 1a | • | tion elected, as permitted under FAS | | • | | |
| | | al treasures, or other similar assets | | | | - |
| 1 - | • | le in Part XIII the text of the footnote t | | | | |
| b | • | tion elected, as permitted under FAS reasures, or other similar assets held | | | | |
| | | lowing amounts relating to these item | - | , equivation, or rest | | nerance of public service, |
| | | cluded on Form 990, Part VIII, line 1 | | | • | . ¢ |
| | (ii) Assets inclu | uded in Form 990, Part X | | | | Ψ ≻\$ |
| 2 | | ation received or held works of art, | | | assets for fi | • \$ inancial gain, provide the |
| - | - | unts required to be reported under FA | | | | |

| | 0 | • | • | | | | | • | | | | | | |
|---|----------------------|-------------------------|---------------|--------|--|--|--|---|--|--|--|--|----|--|
| а | Revenue included of | n Form 990 |), Part VIII, | line 1 | | | | | | | | | \$ | |
| b | Assets included in F | ⁻ orm 990, P | artX. | | | | | | | | | | \$ | |

| Schedu | le D (Form 990) 2021 | | | | | | | | Page 2 |
|------------|--|-----------------------|-------------|------------|----------------|---------------|--------------------|---------------|---------------|
| Part | III Organizations Maintaining | Collections of | Art, Hist | orical T | reasures | , or O | ther Similar A | ssets (con | tinued) |
| 3 | Using the organization's acquisition, collection items (check all that apply): | accession, and of | ther record | ds, chec | k any of th | e follov | ving that make | significant (| use of its |
| а | Public exhibition | | d [| Loan | or exchang | e progi | ram | | |
| b | Scholarly research | | - | | | | | | |
| с | Preservation for future generations | i | | | | | | | |
| 4 | Provide a description of the organization XIII. | tion's collections | and expla | in how tl | hey further | the org | ganization's exe | mpt purpos | e in Part |
| 5 | During the year, did the organization assets to be sold to raise funds rather | | | | | | | | 🗌 No |
| Part | IV Escrow and Custodial Arra | angements. | | | | | | | |
| | Complete if the organization 990, Part X, line 21. | answered "Yes | " on Forr | n 990, F | Part IV, line | e 9, or | reported an a | mount on I | Form |
| 1a | Is the organization an agent, trustee included on Form 990, Part X? | | | - | | | | not | 🗌 No |
| b | If "Yes," explain the arrangement in P | art XIII and compl | ete the fol | lowing ta | able: | | | | |
| | | | | 5 | | | | Amount | |
| с | Beginning balance | | | | | 10 | ; | | |
| d | Additions during the year | | | | | 10 | ł | | |
| е | Distributions during the year | | | | | 16 | • | | |
| f | Ending balance | | | | | 11 | F | | |
| 2a | Did the organization include an amound | nt on Form 990, P | art X, line | 21, for e | scrow or cu | ustodia | l account liabilit | y? 🗌 Yes | 🗌 No |
| b | If "Yes," explain the arrangement in P | art XIII. Check her | e if the ex | planatio | n has been | provid | ed on Part XIII . | | |
| Par | | | | | | | | | |
| | Complete if the organization | | | | | | | | |
| | | (a) Current year | (b) Pric | r year | (c) Two year | rs back | (d) Three years ba | ck (e) Four y | ears back |
| 1a | Beginning of year balance | | | | | | | | |
| b | Contributions | | | | | | | | |
| С | Net investment earnings, gains, and losses | | | | | | | | |
| d | Grants or scholarships | | | | | | | | |
| e | Other expenditures for facilities and programs | | | | | | | | |
| f | Administrative expenses | | | | | | | | |
| g | End of year balance | | | | | | | | |
| 2 | Provide the estimated percentage of t | he current year er | nd balance | e (line 1g | , column (a |)) held | as: | | |
| а | Board designated or quasi-endowment | nt 🕨 | % | | | | | | |
| b | Permanent endowment ► | % | | | | | | | |
| С | Term endowment ►% | | | | | | | | |
| | The percentages on lines 2a, 2b, and | | | | | | | | |
| 3a | Are there endowment funds not in the | e possession of th | ne organiz | ation that | at are held | and ad | lministered for t | _ | |
| | organization by: | | | | | | | | es No |
| | (i) Unrelated organizations | | | • • | | • • | | 3a(i) | |
| | · · · | | | | | | | 3a(ii) | |
| b | If "Yes" on line 3a(ii), are the related o | - | - | | | • • | | 3b | |
| 4 Part | Describe in Part XIII the intended uses VI Land, Buildings, and Equip | • | on s endo | wment it | unas. | | | | |
| Part | Complete if the organization | | " on Forr | n 000 E | Dart IV lind | - 11- | See Form 990 | Dart X lin | no 10 |
| | Description of property | (a) Cost or o | | | or other basis | | Accumulated | (d) Book | |
| | Description of property | (investm | | | ther) | • • | epreciation | (u) DOOK | value |
| 1a | Land | | | | | | | | |
| b | Buildings | | | | | | | | |
| C | Leasehold improvements | | | | | | | | |
| d | | | | | | | | | |
| e Tatal | Other | | | | | | | | |
| i otal. | Add lines 1a through 1e. (Column (d) n | iust equal Form 9 | 90, Part X | , coiumn | і (в), Ilne 10 | <i>IC.</i>). | 🏲 📗 | | |

| Schedule D (For | rm 990) 2021 | | | Page 3 |
|--------------------|--|--------------------------|-------------|---|
| Part VII | Investments-Other Securities. | | | |
| | Complete if the organization answered "Yes" on Form 990, Part | IV, line 11b. See F | orm 990, | Part X, line 12. |
| | (a) Description of security or category (including name of security) | (b) Book value | | ethod of valuation: d-of-year market value |
| (1) Financial | derivatives | | | |
| (2) Closely h | eld equity interests | | | |
| (3) Other | | | | |
| | | | | |
| (B) | | | | |
| (C) | | | | |
| (D) | | | | |
| (E) | | | | |
| (F) | | | | |
| (G) | | | | |
| (H) | | | | |
| | mn (b) must equal Form 990, Part X, col. (B) line 12.) . ► Investments—Program Related. | | | |
| Part VIII | Complete if the organization answered "Yes" on Form 990, Part | IV line 11e See E | orm 000 | Part V line 12 |
| | | | | |
| | (a) Description of investment | (b) Book value | | ethod of valuation: d-of-year market value |
| (1) | | | | ,, |
| <u>(1)</u> (2) | | | | |
| (3) | | | | |
| (4) | | | | |
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| (9) | | | | |
| | mn (b) must equal Form 990, Part X, col. (B) line 13.) . 🕨 | | | |
| Part IX | Other Assets. | • | | |
| | Complete if the organization answered "Yes" on Form 990, Part | IV, line 11d. See F | orm 990, | Part X, line 15. |
| | (a) Description | | | (b) Book value |
| (1) | | | | |
| (2) | | | | |
| (3) | | | | |
| (4) | | | | |
| (5) | | | | |
| (6) | | | | |
| (7) | | | | |
| (8) | | | | |
| (9) Tetel (Calu | mp (h) must source Form 000 Port V sol (P) line 15) | | | |
| Part X | mn (b) must equal Form 990, Part X, col. (B) line 15.) | | | |
| r ai t A | Complete if the organization answered "Yes" on Form 990, Part | IV line 11e or 11f | See Form | n 990 Part X |
| | line 25. | | | 11 000, 1 dit X, |
| 1. | (a) Description of liability | | | (b) Book value |
| (1) Federal in | | | | 0 |
| | D MARINA LEGREE (DIRECTOR) | | | 528 |
| (3) | | | | 020 |
| (4) | | | | |
| (5) | | | | |
| (6) | | | | |
| (7) | | | | |
| (8) | | | | |
| (9) | | | | |
| _ () | mn (b) must equal Form 990, Part X, col. (B) line 25.) | | | 528 |
| 2 Liphility for | uncertain tax positions. In Part XIII, provide the text of the footnote to the organ | nization's financial sta | tomonte the | t roporte the |

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 .

| | le D (Form 990) 2021 | | | Page 4 |
|--------|---|--------------------------------|---------------------|-------------|
| Par | | | Return. | |
| | Complete if the organization answered "Yes" on Form 990, | | | |
| 1 | Total revenue, gains, and other support per audited financial statements | 3 | 1 | |
| 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 | |
| 3 | Subtract line 2e from line 1 | | 3 | |
| 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.) | | | |
| С | Add lines 4a and 4b | | 4c | |
| 5 | Total revenue. Add lines 3 and 4c. (This must equal Form 990, Part I, line | | 5 | |
| Part | | | er Return. | |
| | Complete if the organization answered "Yes" on Form 990, | | | |
| 1 | Total expenses and losses per audited financial statements | | 1 | |
| 2 | Amounts included on line 1 but not on Form 990, Part IX, line 25: | | | |
| а | Donated services and use of facilities | 2a | | |
| b | Prior year adjustments | 2b | | |
| С | Other losses | 2c | | |
| d | Other (Describe in Part XIII.) | | | |
| е | Add lines 2a through 2d | | 2e | |
| 3 | Subtract line 2e from line 1 | | 3 | |
| 4 | Amounts included on Form 990, Part IX, line 25, but not on line 1: | | | |
| а | Investment expenses not included on Form 990, Part VIII, line 7b | 4a | | |
| b | Other (Describe in Part XIII.) | 4b | | |
| с | Add lines 4a and 4b | | 4c | |
| 5 | Total expenses. Add lines 3 and 4c. (This must equal Form 990, Part I, li | | 5 | |
| Part | | | н I | |
| Provid | le the descriptions required for Part II, lines 3, 5, and 9; Part III, lines 1a a | nd 4; Part IV, lines 1b and 2b | ; Part V, line 4; P | art X, line |
| 2; Par | t XI, lines 2d and 4b; and Part XII, lines 2d and 4b. Also complete this par | t to provide any additional in | formation. | |
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| SCH | EDULE F | State | oment of | F Activitic | s Outside the Un | itad Statas | | OMB No. 1545-0047 | |
|----------|-----------------------------|---|--|---|--|---|---------------------|---|--|
| (Forr | n 990) | | | | ed "Yes" on Form 990, Part I | | | 2021 | |
| Denartr | nent of the Treasury | | • | ► Atta | ach to Form 990. | | | Open to Public | |
| Internal | Revenue Service | ►(| ao to <i>www.irs</i> | .gov/Form9901 | for instructions and the lates | t information. | | nspection | |
| | of the organization | | | C | | | | dentification number 6-3380394 | |
| Par | | | | | the United States. Con | nplete if the orga | | | |
| | |), Part IV, line | | | | | | | |
| 1 | other assistan | kers. Does the organization maintain records to substantiate the amount of its grants and nce, the grantees' eligibility for the grants or assistance, and the selection criteria used to nts or assistance? nts or assistance? . | | | | | | | |
| 2 | For grantmak outside the Un | ers. Describe ited States. | in Part V the | e organization | 's procedures for monitorir | ng the use of its | grants an | d other assistance | |
| 3 | Activities per F | Region. (The fo | llowing Part | I, line 3 table o | can be duplicated if addition | nal space is need | ed.) | | |
| | (a) Regior | | (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 liste a program se describe specific service(s) in the | rvice, c type of | (f) Total expenditures for and investments in the region | |
| (1) | Sch F, Stmt 1 | | | | | | | | |
| (2) | | | | | | | | | |
| (3) | | | | | | | | | |
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| (14) | | | | | | | | | |
| (15) | | | | | | | | | |
| (16) | | | | | | | | | |

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

1

17

Subtotal

Total from continuation

(17)

3a

b

253,190

Part II Grants and Other Assistance to Organizations or Entities Outside the United States. Complete if the organization answered "Yes" on Form 990, Part IV, line 15, for any recipient who received more than \$5,000. Part II can be duplicated if additional space is needed.

| 1 | (a) Name of organization | (b) IRS code section and EIN (if applicable) | (c) Region | (d) Purpose of grant | (e) Amount of cash grant | (f) Manner of cash disbursement | (g) Amount of noncash assistance | (h) Description of noncash assistance | (i) Method of valuation (book, FMV, appraisal, other) |
|--------|--------------------------|---|-----------------------|---|---------------------------------|--|--|--|--|
| (1) | | | | | | | | | |
| (2) | | | | | | | | | |
| (3) | | | | | | | | | |
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| (14) | | | | | | | | | |
| (15) | | | | | | | | | |
| (16) | | umber of residu | ont organizations - 1 | lated above that are | | wition by the ferreture | | | |
| 2 3 | exempt 501(c | c)(3) organization | n by the IRS, or for | isted above that are which the grantee or ities | counsel has provid | ed a section 501(c)(3 |) equivalency letter | 🕨 | |

Schedule F (Form 990) 2021

Page **2**

Part III

| Part III can be duplica | | | | | - | 1 | 1 |
|---------------------------------|-------------------|--------------------------|---------------------------------|---------------------------------------|--|--|--|
| (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) Sch F, Stmt 2 | | | | | | | |
| (2) | | | | | | | |
| (3) | | | | | | | |
| (4) | | | | | | | |
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| (17) | | | | | | | |
| (18) | | | | | | | nedule E (Eorm 990) 202 |

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

Schedule F (Form 990) 2021

| Pag | е | 4 |
|-----|---|---|
| | | |

| Part | V Foreign Forms | | |
|------|---|-------|------|
| 1 | Was the organization a U.S. transferor of property to a foreign corporation during the tax year? If "Yes," the organization may be required to file Form 926, Return by a U.S. Transferor of Property to a Foreign Corporation (see Instructions for Form 926). | ☐ Yes | 🖌 No |
| 2 | Did the organization have an interest in a foreign trust during the tax year? If "Yes," the organization may be required to separately file Form 3520, Annual Return To Report Transactions With Foreign Trusts and Receipt of Certain Foreign Gifts, and/or Form 3520-A, Annual Information Return of Foreign Trust With a U.S. Owner (see Instructions for Forms 3520 and 3520-A; don't file with Form 990) | ☐ Yes | ☑ No |
| 3 | Did the organization have an ownership interest in a foreign corporation during the tax year? If "Yes," the organization may be required to file Form 5471, Information Return of U.S. Persons With Respect to Certain Foreign Corporations (see Instructions for Form 5471) | Yes | ✓ No |
| 4 | Was the organization a direct or indirect shareholder of a passive foreign investment company or a qualified electing fund during the tax year? <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</i> (see Instructions for Form 8621) | Yes | V 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) | Ves | ₽ No |
| 6 | Did the organization have any operations in or related to any boycotting countries during the tax year? If "Yes," the organization may be required to separately file Form 5713, International Boycott Report (see Instructions for Form 5713; don't file with Form 990). | Yes | 🗹 No |

Schedule F (Form 990) 2021

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 - THE ORGANIZATION PROVIDES FUNDS WITH THE UNDERSTANDING THAT THOSE FUNDS WILL BE |
|--|
| USED TO FULFILL THE MISSION OF THE RECEIVING ORGANIZATION. ASCEND PROVIDED FUNDS TO PARTNERS ON AN |
| EXTRAORDINARY BASIS IN 2021, TO SUPPORT THE EVACUATION AND RESETTLEMENT OF AFGHANS FLEEING THE TALIBAN. |
| NEW PARTNERSHIPS WERE CREATED AND AGREEMENTS SIGNED FOR PARTNERS IN RECEIVING COMMUNITIES TO USE |
| |
| ASCEND-PROVIDED FUNDS TO SUPPORT THE RESETTLEMENT AND INTEGRATION OF AFGHANS LOCALLY. THOSE PARTNERS |
| PROVIDE PROOF OF EXPENSES AND REGULAR QUALITATIVE REPORTS ON THE PROGRESS OF THE RESETTLEMENT |
| PROJECTS. |
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Schedule F, Part V, Statement 1

Form: Schedule F (2021)

EIN: 46-3380394

Part I, Line 3

Page: 1

Accounts and Activities Outside the United States

| | | Offices | Employees | Total |
|------------|---|---------|-----------|---------|
| Region | South Asia | 1 | 17 | 253,190 |
| Activities | Program Services | | | |
| Services | MOUNTAINEERING-BASED LEADERSHIP TRAINING PROGRAM. | | | |
| | Total: | 1 | 17 | 253,190 |

Schedule F, Part V, Statement 2

Form: Schedule F (2021)

EIN: 46-3380394

Part III

Page: **3**

Grants To Individuals Located Outside US

| | | Recipients | Cash Grant | Non-Cash Assistance |
|-------------------------|---|------------|------------|---------------------|
| Assistance | GRANT TO FRIENDS OF ASCEND TRIANGLE FOR RESETTLEMENT OF 5 ASCEND REFUGEES. | 5 | 10,000 | 0 |
| Region | South Asia | | | |
| Cash Disbursement | CHECK | | | |
| Desc. of Non-Cash Asst. | | | | |
| Valuation | | | | |
| Assistance | DIRECT ASSISTANCE TO INDIVIDUALS. | 1 | 250 | 0 |
| Region | South Asia | | | |
| Cash Disbursement | WIRE TRANSFER | | | |
| Desc. of Non-Cash Asst. | | | | |
| Valuation | | | | |

| (Form 990 or 990-EZ) | Complete to provide information for responses to specific questions on | 2021 |
|--|--|------------------------------|
| | Form 990 or 990-EZ or to provide any additional information. ► Attach to Form 990 or Form 990-EZ. | |
| Department of the Treasury Internal Revenue Service | ► Go to www.irs.gov/Form990 for the latest information. | Open to Public Inspection |
| Name of the organization | - | dentification number |
| - | HP THROUGH ATHLETICS INC | 46-3380394 |
| | tion A, Line 5 - IN AUGUST 2021 THE PROGRAM SHUT DOWN OPERATIONS IN AFGHANISTAN | |
| | OVERNMENT BY THE TALIBAN. ASCEND SHIFTED FOCUS AND ASSETS TO MAINTAINING TH | |
| | ESETTLEMENT OF 134 AFGHANS. | |
| | | |
| Form 990, Part VI, Sec | tion B, Line 11b - FORM 990 IS PREPARED BY A LICENSED TAX PROFESSIONAL. IT IS THEN | PROVIDED TO |
| | OF DIRECTORS AFTER IT IS REVIEWED BY MANAGEMENT. THE BOARD OF DIRECTORS REV | |
| AND RAISES ANY QU | ESTIONS TO MANAGEMENT FOR RESOLUTION. FORM 990 IS THEN FILED ELECTRONICALLY | WITH THE IRS |
| AND POSTED ON THE | EWEBSITE OF ASCEND-LEADERSHIP THROUGH ATHLETIC, INC. | |
| | | |
| THE PUBLIC UPON RE | ction C, Line 19 - A COPY OF ASCEND'S LATEST FINANCIAL STATEMENTS AND FORM 990 AR | E AVAILABLE TO |
| | EQUEST. | |
| Form 990 Part IX Line | e 11g - OTHER FEES INCLUDE CONTRACT SERVICE EXPENSES. | |
| <u>10111000, 10110, 2110</u> | | |
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Supplemental Information to Form 990 or 990-EZ

SCHEDULE O

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

Cat. No. 51056K

OMB No. 1545-0047

| 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.

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

Department of the Treasury Internal Revenue Service Name of the organization

ASCEND - LEADERSHIP THROUGH ATHLETICS INC

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

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

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

| (a) Name, address, and EIN of related organization | (b) Primary activity | (c) Legal domicile (state or foreign country) | (d) Exempt Code section | (e) Public charity status (if section 501(c)(3)) | (f) Direct controlling entity | (g) Section 512(b)(13) controlled entity? | |
|---|--------------------------------|---|----------------------------|---|--|--|----|
| | | | | | | Yes | No |
| (1) | | | | | | | |
| (2) | | | | | | | |
| (3) | | | | | | | |
| (4) | | | | | | | |
| (5) | | | | | | | |
| (6) | | | | | | | |
| (7) | | | | | | | |



Open to Public

Inspection

Employer identification number

46-3380394

► At

Identification of Related Organizations Taxable as a Partnership. Complete if the organization answered "Yes" on Form 990, Part IV, line 34, Part III because it had one or more related organizations treated as a partnership during the tax year. (k) (a) (b) (d) **(e)** Predominant (f) (g) (h) (i) (i) (c) Direct controlling Name, address, and EIN of Primary activity Legal Share of total Share of end-of-Disproportionate Code V-UBI General or Percentage income (related, related organization domicile entity income year assets allocations? amount in box 20 managing ownership unrelated, of Schedule K-1 (state or partner? excluded from foreign (Form 1065) tax under country) Yes No Yes No sections 512-514) (1) (2) (3) ____(4) (5) (6)

Part IV

(7)

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

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

Schedule R (Form 990) 2021

Part V

| Note | Complete line 1 if any entity is listed in Parts II, III, or IV of this schedule. | | | | Ye | es No |
|------------|---|---------------------------|-------------------------------|---------------------------------|----------|----------|
| 1 | During the tax year, did the organization engage in any of the following transactions with one | or more related organ | izations listed in Parts | s II–IV? | | |
| а | Receipt of (i) interest, (ii) annuities, (iii) royalties, or (iv) rent from a controlled entity | | | 1 | a | |
| b | Gift, grant, or capital contribution to related organization(s) | | | | b | |
| с | Gift, grant, or capital contribution from related organization(s) | | | | с | |
| d | Loans or loan guarantees to or for related organization(s) | | | | d | |
| е | Loans or loan guarantees by related organization(s) | | | | e | |
| | 5 , 5 (, | | | | | |
| f | Dividends from related organization(s) | | | 1 | f | |
| a | Sale of assets to related organization(s) | | | | a | |
| h | Purchase of assets from related organization(s) | | | | h | |
| i | Exchange of assets with related organization(s) | | | | i | |
| i | Lease of facilities, equipment, or other assets to related organization(s) | | | | j | |
| , | | | | | , | |
| k | Lease of facilities, equipment, or other assets from related organization(s) | | | 1 | k | |
| 1 | Performance of services or membership or fundraising solicitations for related organization(s) | | | | | |
| , m | Performance of services or membership or fundraising solicitations by related organization(s) | | | | | |
| n | Sharing of facilities, equipment, mailing lists, or other assets with related organization(s). | | | | | |
| 0 | Sharing of paid employees with related organization(s) | | | | 0 | |
| U | | | | | 0 | |
| _ | Reimbursement paid to related organization(s) for expenses | | | 4 | p | |
| p | Reimbursement paid by related organization(s) for expenses | | | | - | |
| q | | | | | q | |
| | Other transfer of each or even which related even instigute) | | | | | |
| r | Other transfer of cash or property to related organization(s) | | | | r s | |
| S | Other transfer of cash or property from related organization(s) | | | | - | |
| _2 | | • | laing covered relation | ships and transaction t | Inresi | iolas. |
| | (a) Name of related organization | (b) Transaction | (c) Amount involved | (d) Method of determining an | aount ir | wolvod |
| | Name of related organization | type (a-s) | Amount involved | Method of determining an | iount ii | ivolveu |
| | | | | | | |
| (4) | | | | | | |
| (1) | | | | | | |
| (0) | | | | | | |
| (2) | | | | | | |
| (0) | | | | | | |
| (3) | | | | | | |
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| (4) | | | | | | |
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| (5) | | | | | | |
| (-) | | | | | | |
| (6) | | | | | | |
| | | | | Schedule R (F | orm 0 | 90) 2021 |

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

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

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

| (a) Name, address, and E | IN of entity | (b) Primary activity | (c) Legal domicile (state or foreign country) | income (related, unrelated, excluded | Are all p sec 501(| tion (c)(3) | (f) Share of total income | (g) Share of end-of-year assets | (h) Disproportionate allocations? | | (i) Code V—UBI amount in box 20 of Schedule K-1 (Form 1065) | (Gene mana part | eral or aging | (k) Percentage ownership |
|-----------------------------|--------------|--------------------------------|---|---|--------------------------|----------------|--|---|---|----|---|---------------------------|------------------|---------------------------------------|
| | | | | sections 512–514) | Yes | No | | | Yes | No | | Yes | No | |
| (1) | | | | | | | | | | | | | | |
| (2) | | | | | | | | | | | | | | |
| (3) | | | | | | | | | | | | | | |
| (4) | | | | | | | | | | | | | | |
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| (9) | | | | | | | | | | | | | | |
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| 3) | | | | | | | | | | | | | | |
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| 5) | | | | | | | | | | | | | | |
| 6) | | | | | | | | | | | | | | |

| Part VII | Supplemental Information Provide additional information for responses to questions on Schedule R. See instructions. |
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Schedule R, Part VII, Statement 1

Form: Schedule R (2021)

EIN: 46-3380394

Part I

Page: 1

Description of Identification of Disregarded Entities

| | Total income | End-of-year assets |
|---|--|---|
| ASCEND LEADERSHIP (46-3380394) | 34,272 | 0 |
| KARTE SE KABUL | | |
| , Afghanistan | | |
| CAPACITY DEVELOPMENT | | |
| Afghanistan | | |
| ASCEND-LEADERSHIP THROUGH ATHLETICS INC | | |
| | KARTE SE KABUL , Afghanistan CAPACITY DEVELOPMENT Afghanistan | ASCEND LEADERSHIP (46-3380394) 34,272 KARTE SE KABUL , Afghanistan CAPACITY DEVELOPMENT Afghanistan |