

# Return of Organization Exempt From Income Tax

OMB No. 1545-0047

# Form 990

Under section 501(c), 527, or 4947(a)(1) of the Internal Revenue Code (except private foundations)  
Do not enter social security numbers on this form as it may be made public.  
Go to [www.irs.gov/Form990](http://www.irs.gov/Form990) for instructions and the latest information.

# 2023

Open to Public Inspection

**A** For the **2023** calendar year, or tax year beginning and ending

<b>B</b> Check if applicable: <input type="checkbox"/> Address change <input type="checkbox"/> Name change <input type="checkbox"/> Initial return <input type="checkbox"/> Final return/terminated <input type="checkbox"/> Amended return <input type="checkbox"/> Application pending	<b>C</b> Name of organization RELIEF INTERNATIONAL, INC.		<b>D</b> Employer identification number 95-4300662
	Doing business as		<b>E</b> Telephone number 202-639-8660
	Number and street (or P.O. box if mail is not delivered to street address)	Room/suite	
	1101 14TH STREET NW WASHINGTON, DC 20005		<b>G</b> Gross receipts \$ 72,491,088.
	City or town, state or province, country, and ZIP or foreign postal code		
<b>F</b> Name and address of principal officer: CRAIG REDMOND SAME AS C ABOVE		<b>H(a)</b> Is this a group return for subordinates? <input type="checkbox"/> Yes <input checked="" type="checkbox"/> No <b>H(b)</b> Are all subordinates included? <input type="checkbox"/> Yes <input type="checkbox"/> No If "No," attach a list. See instructions <b>H(c)</b> Group exemption number	

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

**J** Website: WWW.RI.ORG

**K** Form of organization:  Corporation  Trust  Association  Other

**L** Year of formation: 1990 **M** State of legal domicile: DE

Part I Summary		Prior Year	Current Year
Activities & Governance	<b>1</b> Briefly describe the organization's mission or most significant activities: RELIEF INTERNATIONAL (RI) PARTNERS WITH COMMUNITIES IMPACTED BY CONFLICT, CLIMATE CHANGE, AND		
	<b>2</b> Check this box <input type="checkbox"/> if the organization discontinued its operations or disposed of more than 25% of its net assets.		
	<b>3</b> Number of voting members of the governing body (Part VI, line 1a)	3	18
	<b>4</b> Number of independent voting members of the governing body (Part VI, line 1b)	4	18
	<b>5</b> Total number of individuals employed in calendar year 2023 (Part V, line 2a)	5	185
	<b>6</b> Total number of volunteers (estimate if necessary)	6	20
	<b>7 a</b> Total unrelated business revenue from Part VIII, column (C), line 12	7a	0.
<b>b</b> Net unrelated business taxable income from Form 990-T, Part I, line 11	7b	0.	
Revenue	<b>8</b> Contributions and grants (Part VIII, line 1h)	58,032,887.	70,765,685.
	<b>9</b> Program service revenue (Part VIII, line 2g)	4,261,517.	1,658,962.
	<b>10</b> Investment income (Part VIII, column (A), lines 3, 4, and 7d)	13,003.	5,800.
	<b>11</b> Other revenue (Part VIII, column (A), lines 5, 6d, 8c, 9c, 10c, and 11e)	23,556.	60,641.
	<b>12</b> Total revenue - add lines 8 through 11 (must equal Part VIII, column (A), line 12)	62,330,963.	72,491,088.
Expenses	<b>13</b> Grants and similar amounts paid (Part IX, column (A), lines 1-3)	15,120,099.	21,795,376.
	<b>14</b> Benefits paid to or for members (Part IX, column (A), line 4)	0.	0.
	<b>15</b> Salaries, other compensation, employee benefits (Part IX, column (A), lines 5-10)	30,304,073.	31,782,331.
	<b>16a</b> Professional fundraising fees (Part IX, column (A), line 11e)	0.	61,478.
	<b>b</b> Total fundraising expenses (Part IX, column (D), line 25)	427,019.	
	<b>17</b> Other expenses (Part IX, column (A), lines 11a-11d, 11f-24e)	15,992,370.	19,824,279.
<b>18</b> Total expenses. Add lines 13-17 (must equal Part IX, column (A), line 25)	61,416,542.	73,463,464.	
<b>19</b> Revenue less expenses. Subtract line 18 from line 12	914,421.	-972,376.	
Net Assets or Fund Balances	<b>20</b> Total assets (Part X, line 16)	Beginning of Current Year 19,151,176.	End of Year 19,472,592.
	<b>21</b> Total liabilities (Part X, line 26)	17,897,433.	18,114,836.
	<b>22</b> Net assets or fund balances. Subtract line 21 from line 20	1,253,743.	1,357,756.

**Part II Signature Block**

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

<b>Sign Here</b>	Signature of officer	Date			
	MARTIN CLEMMEY, CFO Type or print name and title				
<b>Paid Preparer Use Only</b>	Print/Type preparer's name FRANCES OLSON	Preparer's signature FRANCES OLSON	Date 11/01/24	Check if self-employed <input type="checkbox"/>	PTIN P01228048
	Firm's name CLARK NUBER, PS	Firm's EIN 95-4300662	Phone no. 425-454-4919		
	Firm's address 10900 NE 4TH STREET, SUITE 1400 BELLEVUE, WA 98004				

May the IRS discuss this return with the preparer shown above? See instructions  Yes  No

Part III Statement of Program Service Accomplishments

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

1 Briefly describe the organization's mission: RELIEF INTERNATIONAL (RI) PARTNERS WITH COMMUNITIES IMPACTED BY CONFLICT, CLIMATE CHANGE, AND DISASTER TO SAVE LIVES, BUILD GREATER RESILIENCE, AND PROMOTE LONG-TERM HEALTH AND WELLBEING OF PEOPLE IN THE COMMUNITIES THAT WE SERVE. RELIEF INTERNATIONAL IS NON-POLITICAL

2 Did the organization undertake any significant program services during the year which were not listed on the prior Form 990 or 990-EZ? [ ] Yes [X] No If "Yes," describe these new services on Schedule O.

3 Did the organization cease conducting, or make significant changes in how it conducts, any program services? [ ] Yes [X] No If "Yes," describe these changes on Schedule O.

4 Describe the organization's program service accomplishments for each of its three largest program services, as measured by expenses. Section 501(c)(3) and 501(c)(4) organizations are required to report the amount of grants and allocations to others, the total expenses, and revenue, if any, for each program service reported.

4a (Code: ) (Expenses \$ 50,267,736. including grants of \$ 17,529,680. ) (Revenue \$ 0. ) MULTI-SECTORAL: SOME OF RELIEF INTERNATIONAL'S PROGRAMS COMBINE 2 OR MORE OF THE EXISTING SECTORS: HEALTH, WASH (WATER SANITATION, AND HYGIENE), ECONOMIC OPPORTUNITY, AND EDUCATION. THIS IS AN INTEGRATED APPROACH TO ENSURE SUSTAINABLE DEVELOPMENT.

4b (Code: ) (Expenses \$ 6,393,562. including grants of \$ 2,906,526. ) (Revenue \$ 0. ) HEALTH: STRENGTHENED PRIMARY HEALTHCARE SYSTEMS CREATE FOUNDATIONS FOR COMMUNITY RESILIENCE WHILE PROMOTING LONG-TERM HEALTH AND WELLBEING OF VULNERABLE COMMUNITIES, THEIR ANIMALS AND ENVIRONMENTAL SETTINGS. RELIEF INTERNATIONAL'S HEALTH SECTOR DELIVERS LIFE-SAVING AND LIFE-IMPROVING SERVICES TO CHILDREN, WOMEN AND MEN TO INCREASE THEIR PHYSICAL AND MENTAL WELLBEING IN EMERGENCIES, PROTRACTED RELIEF AND RECOVERY, AND DEVELOPMENT SETTINGS. RI'S PROGRAMS PREVENT DISEASE AND RESPOND TO TRAUMA TREAT ACUTE AND CHRONIC ILLNESSES AND INJURIES AND PROMOTE HEALTHY PRACTICES TO SUPPORT HUMAN PHYSICAL AND PSYCHOLOGICAL DEVELOPMENT BY ADDRESSING THE CAUSES AND RISKS THAT LIMIT HUMAN HEALTH, INCLUDING INTEGRATION WITH ANIMAL AND ENVIRONMENTAL HEALTH ISSUES WHICH HAS A DIRECT IMPACT ON HUMAN HEALTH.

4c (Code: ) (Expenses \$ 2,965,028. including grants of \$ 547,568. ) (Revenue \$ 0. ) EDUCATION: RELIEF INTERNATIONAL'S EDUCATION PROGRAMS PROMOTE EQUITABLE ACCESS TO SAFE, QUALITY, AND SUSTAINABLE EDUCATIONAL OPPORTUNITIES FOR VULNERABLE CHILDREN AND YOUTH (FEMALES AND MALES) TO ADVANCE IN THEIR LEARNING IN EMERGENCIES, PROTRACTED RELIEF AND RECOVERY, AND DEVELOPMENT SETTINGS. COMMUNITY EDUCATION AND ENGAGEMENT ENCOURAGES SOCIAL COHESION AND BEHAVIOR CHANGE AMONG CHILDREN, YOUTH, AND THEIR FAMILIES TO ACTIVELY PARTICIPATE IN THE EDUCATION PROCESS, THEIR COMMUNITIES AND LEAD PRODUCTIVE LIVES PROMOTING LONG-TERM WELLBEING.

4d Other program services (Describe on Schedule O.) (Expenses \$ 2,776,456. including grants of \$ 811,602. ) (Revenue \$ 1,658,962. )

4e Total program service expenses 62,402,782.

**Part IV Checklist of Required Schedules**

	Yes	No
<b>1</b> Is the organization described in section 501(c)(3) or 4947(a)(1) (other than a private foundation)? <i>If "Yes," complete Schedule A</i> .....	X	
<b>2</b> Is the organization required to complete <i>Schedule B, Schedule of Contributors</i> ? See instructions .....	X	
<b>3</b> Did the organization engage in direct or indirect political campaign activities on behalf of or in opposition to candidates for public office? <i>If "Yes," complete Schedule C, Part I</i> .....		X
<b>4 Section 501(c)(3) organizations.</b> 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> .....		X
<b>5</b> 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> .....		X
<b>6</b> 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> .....		X
<b>7</b> 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> .....		X
<b>8</b> Did the organization maintain collections of works of art, historical treasures, or other similar assets? <i>If "Yes," complete Schedule D, Part III</i> .....		X
<b>9</b> 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> .....		X
<b>10</b> 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> .....		X
<b>11</b> 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.		
<b>a</b> Did the organization report an amount for land, buildings, and equipment in Part X, line 10? <i>If "Yes," complete Schedule D, Part VI</i> .....	X	
<b>b</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> .....		X
<b>c</b> 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> .....	X	
<b>d</b> 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> .....		X
<b>e</b> Did the organization report an amount for other liabilities in Part X, line 25? <i>If "Yes," complete Schedule D, Part X</i> .....	X	
<b>f</b> 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> .....		X
<b>12a</b> Did the organization obtain separate, independent audited financial statements for the tax year? <i>If "Yes," complete Schedule D, Parts XI and XII</i> .....	X	
<b>b</b> Was the organization included in consolidated, independent audited financial statements for the tax year? <i>If "Yes," and if the organization answered "No" to line 12a, then completing Schedule D, Parts XI and XII is optional</i> .....		X
<b>13</b> Is the organization a school described in section 170(b)(1)(A)(ii)? <i>If "Yes," complete Schedule E</i> .....		X
<b>14a</b> Did the organization maintain an office, employees, or agents outside of the United States? .....	X	
<b>b</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> .....	X	
<b>15</b> 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> .....	X	
<b>16</b> 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? <i>If "Yes," complete Schedule F, Parts III and IV</i> .....	X	
<b>17</b> 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 .....	X	
<b>18</b> 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> .....		X
<b>19</b> Did the organization report more than \$15,000 of gross income from gaming activities on Part VIII, line 9a? <i>If "Yes," complete Schedule G, Part III</i> .....		X
<b>20a</b> Did the organization operate one or more hospital facilities? <i>If "Yes," complete Schedule H</i> .....		X
<b>b</b> If "Yes" to line 20a, did the organization attach a copy of its audited financial statements to this return? .....		
<b>21</b> 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> .....		X

Part IV Checklist of Required Schedules (continued)

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

Part V Statements Regarding Other IRS Filings and Tax Compliance

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

Table with 3 columns: Question number, Yes, No. Rows 1a, 1b, 1c regarding Form 1096 and backup withholding rules.

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

Table with 3 main columns: Question, Yes, No. Rows include questions 2a through 17 regarding employee counts, tax returns, gross income, foreign accounts, prohibited transactions, and charitable contributions.

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

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

Section A. Governing Body and Management

Table with 3 columns: Question, Yes, No. Rows include 1a (18), 1b (18), 2, 3, 4, 5, 6, 7a, 7b, 8a, 8b, 9.

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

Table with 3 columns: Question, Yes, No. Rows include 10a, 10b, 11a, 11b, 12a, 12b, 12c, 13, 14, 15a, 15b, 16a, 16b.

Section C. Disclosure

- 17 List the states with which a copy of this Form 990 is required to be filed AL, AK, AR, CA, CO, CT, FL, GA, HI, IL, KS, KY
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.
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

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

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

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

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

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

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

(A) Name and title	(B) Average hours per week (list any hours for related organizations below line)	(C) Position (do not check more than one box, unless person is both an officer and a director/trustee)						(D) Reportable compensation from the organization (W-2/1099-MISC/1099-NEC)	(E) Reportable compensation from related organizations (W-2/1099-MISC/1099-NEC)	(F) Estimated amount of other compensation from the organization and related organizations
		Individual trustee or director	Institutional trustee	Officer	Key employee	Highest compensated employee	Former			
(1) CRAIG REDMOND CEO/PRESIDENT	29.00 16.00			X				328,466.	0.	19,337.
(2) MARTIN CLEMMEY CHIEF FINANCIAL OFFICER	29.00 16.00			X				88,854.	188,128.	17,627.
(3) KATRINA CHARMENE CAMPBELL CHIEF ETHICS AND COMPLIANCE OFFICER	29.00 16.00			X				197,721.	0.	10,529.
(4) VALERIE ROWLES REGIONAL DIRECTOR - MIDDLE EAST	29.00 16.00				X			176,286.	0.	26,932.
(5) ANDREA GOSSELIN CHIEF DEVELOPMENT AND COMMUNICATIONS	29.00 16.00			X				168,224.	0.	18,437.
(6) FARZANEH DAILAGHIAN DIR. FIN. PLNG. & ANALYSIS	29.00 16.00					X		165,409.	0.	18,552.
(7) SANJNI SHAH CHIEF HR OFFICER	29.00 16.00			X				0.	171,221.	7,213.
(8) BARBARA NORTON-GILL COMPENSATION & BENEFITS DIRECTOR	26.00 14.00					X		155,845.	0.	15,753.
(9) RAYMOND BONNIWELL VP OF GLOBAL SAFETY & SECURITY	29.00 16.00					X		140,746.	0.	20,771.
(10) JILL HASS HEAD OF TECHNICAL ASSISTANCE	26.00 14.00					X		147,222.	0.	11,359.
(11) LAUREN PUCCI HEAD OF PROGRAM DEVELOPMENT	26.00 14.00					X		146,664.	0.	9,728.
(12) NAJIA HYDER CHIEF PROGRAM OFFICER	29.00 16.00			X				145,208.	0.	1,159.
(13) DELENIA HONNA MCIVER GENERAL COUNSEL	29.00 16.00			X				116,330.	0.	3,599.
(14) AZITA EMAMI ASSISTANT SECRETARY	26.00 14.00			X				81,282.	0.	2,270.
(15) PAUL "CHIP" KUGLER LEVENGOOD BOARD CHAIR (THRU 9/23)/BOARD MEMBER	5.00 5.00	X		X				0.	0.	0.
(16) STEVEN HANSCH TREASURER (THRU 9/23)/BOARD MEMBER	1.00 1.00	X		X				0.	0.	0.
(17) DEBRA DAVIS BOARD CHAIR (AS OF 09/23)	5.00 5.00	X		X				0.	0.	0.

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

(A) Name and title	(B) Average hours per week (list any hours for related organizations below line)	(C) Position (do not check more than one box, unless person is both an officer and a director/trustee)						(D) Reportable compensation from the organization (W-2/1099-MISC/1099-NEC)	(E) Reportable compensation from related organizations (W-2/1099-MISC/1099-NEC)	(F) Estimated amount of other compensation from the organization and related organizations
		Individual trustee or director	Institutional trustee	Officer	Key employee	Highest compensated employee	Former			
(18) RADHA SEKAR TREASURER	1.00 1.00	X		X				0.	0.	0.
(19) ERIC ACHTMANN VICE CHAIR	1.00 1.00	X		X				0.	0.	0.
(20) DANA FREYER BOARD MEMBER	1.00 1.00	X						0.	0.	0.
(21) ELLEN FROST BOARD MEMBER (THRU 05/23)	1.00 1.00	X						0.	0.	0.
(22) JOHN GAGE BOARD MEMBER	0.50 0.50	X						0.	0.	0.
(23) JULIA GUTH BOARD MEMBER	0.50 0.50	X						0.	0.	0.
(24) AMANDA BARNES BOARD MEMBER (THRU 09/23)	0.50 0.50	X						0.	0.	0.
(25) DANIEL BADER BOARD MEMBER	1.00 1.00	X						0.	0.	0.
(26) EDWIN DAVISSON HARDMAN JR BOARD MEMBER	2.00 2.00	X						0.	0.	0.
<b>1b Subtotal</b>								2,058,257.	359,349.	183,266.
<b>c Total from continuation sheets to Part VII, Section A</b>								0.	0.	0.
<b>d Total (add lines 1b and 1c)</b>								2,058,257.	359,349.	183,266.

2 Total number of individuals (including but not limited to those listed above) who received more than \$100,000 of reportable compensation from the organization 29

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

**Section B. Independent Contractors**

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

(A) Name and business address	(B) Description of services	(C) Compensation
CW GLOBAL PARTNERS 3131 NE 7TH AVE SUITE 3604, MIAMI, FL 33137	ACCOUNTING SYSTEM ADMINISTRATION	226,700.
CLARK NUBER, 10900 NE 4TH STREET, SUITE 1400, BELLEVUE, WA 98004	ACCOUNTING SERVICES	172,400.
VELOCITY GLOBAL, 1701 PLATTE STREET, SUITE 210, DENVER, CO 80202	WORKFORCE MANAGEMENT	144,197.
MAE LINDSEY 2751 S. 74TH EAST AVE., TULSA, OK 74129	CONSULTING SERVICES	114,996.

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 4

SEE PART VII, SECTION A CONTINUATION SHEETS



**Part VIII Statement of Revenue**

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

			(A)	(B)	(C)	(D)	
			Total revenue	Related or exempt function revenue	Unrelated business revenue	Revenue excluded from tax under sections 512 - 514	
Contributions, Gifts, Grants and Other Similar Amounts	<b>1 a</b> Federated campaigns .....	<b>1a</b>					
	<b>b</b> Membership dues .....	<b>1b</b>					
	<b>c</b> Fundraising events .....	<b>1c</b>					
	<b>d</b> Related organizations .....	<b>1d</b>					
	<b>e</b> Government grants (contributions)	<b>1e</b>	69,938,856.				
	<b>f</b> All other contributions, gifts, grants, and similar amounts not included above ...	<b>1f</b>	826,829.				
	<b>g</b> Noncash contributions included in lines 1a-1f	<b>1g</b>	\$ 43,651.				
	<b>h Total.</b> Add lines 1a-1f .....			70,765,685.			
Program Service Revenue	<b>2 a</b> LOAN INTEREST	Business Code					
		522291	1,034,966.	1,034,966.			
	<b>b</b> CARBON CREDIT INCOME	900099	560,177.	560,177.			
	<b>c</b> OTHER PROGRAM INCOME	900099	63,819.	63,819.			
	<b>d</b> _____						
	<b>e</b> _____						
	<b>f</b> All other program service revenue .....						
<b>g Total.</b> Add lines 2a-2f .....			1,658,962.				
Other Revenue	<b>3</b> Investment income (including dividends, interest, and other similar amounts) .....		641.			641.	
	<b>4</b> Income from investment of tax-exempt bond proceeds						
	<b>5</b> Royalties .....						
	<b>6 a</b> Gross rents .....	<b>6a</b>	(i) Real				
			(ii) Personal				
	<b>b</b> Less: rental expenses ...	<b>6b</b>					
	<b>c</b> Rental income or (loss)	<b>6c</b>					
	<b>d</b> Net rental income or (loss) .....						
	<b>7 a</b> Gross amount from sales of assets other than inventory	<b>7a</b>	(i) Securities				
			(ii) Other	5,159.			
	<b>b</b> Less: cost or other basis and sales expenses .....	<b>7b</b>		0.			
	<b>c</b> Gain or (loss) .....	<b>7c</b>		5,159.			
<b>d</b> Net gain or (loss) .....			5,159.		5,159.		
<b>8 a</b> Gross income from fundraising events (not including \$ _____ of contributions reported on line 1c). See Part IV, line 18 .....	<b>8a</b>						
<b>b</b> Less: direct expenses .....	<b>8b</b>						
<b>c</b> Net income or (loss) from fundraising events .....							
<b>9 a</b> Gross income from gaming activities. See Part IV, line 19 .....	<b>9a</b>						
<b>b</b> Less: direct expenses .....	<b>9b</b>						
<b>c</b> Net income or (loss) from gaming activities .....							
<b>10 a</b> Gross sales of inventory, less returns and allowances .....	<b>10a</b>						
<b>b</b> Less: cost of goods sold .....	<b>10b</b>						
<b>c</b> Net income or (loss) from sales of inventory .....							
Miscellaneous Revenue	<b>11 a</b> REFUNDS & REIMBURS.	Business Code					
		900099	44,343.			44,343.	
	<b>b</b> SETTLEMENT	900099	16,298.			16,298.	
	<b>c</b> _____						
	<b>d</b> All other revenue .....						
<b>e Total.</b> Add lines 11a-11d .....			60,641.				
<b>12 Total revenue.</b> See instructions .....			72,491,088.	1,658,962.	0.	66,441.	

**Part IX Statement of Functional Expenses**

Section 501(c)(3) and 501(c)(4) organizations must complete all columns. All other organizations must complete column (A).

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

Do not include amounts reported on lines 6b, 7b, 8b, 9b, and 10b of Part VIII.	(A) Total expenses	(B) Program service expenses	(C) Management and general expenses	(D) Fundraising expenses
<b>1</b> Grants and other assistance to domestic organizations and domestic governments. See Part IV, line 21 ...				
<b>2</b> Grants and other assistance to domestic individuals. See Part IV, line 22 .....				
<b>3</b> Grants and other assistance to foreign organizations, foreign governments, and foreign individuals. See Part IV, lines 15 and 16 .....	21,795,376.	21,795,376.		
<b>4</b> Benefits paid to or for members .....				
<b>5</b> Compensation of current officers, directors, trustees, and key employees .....	1,406,288.	127,655.	1,278,633.	
<b>6</b> Compensation not included above to disqualified persons (as defined under section 4958(f)(1)) and persons described in section 4958(c)(3)(B) .....				
<b>7</b> Other salaries and wages .....	24,246,671.	20,213,319.	3,783,847.	249,505.
<b>8</b> Pension plan accruals and contributions (include section 401(k) and 403(b) employer contributions)	288,187.	53,562.	225,418.	9,207.
<b>9</b> Other employee benefits .....	5,153,832.	4,025,504.	1,069,189.	59,139.
<b>10</b> Payroll taxes .....	687,353.	248,570.	411,131.	27,652.
<b>11</b> Fees for services (nonemployees):				
<b>a</b> Management .....				
<b>b</b> Legal .....	169,662.	99,578.	70,084.	
<b>c</b> Accounting .....	165,888.	18,837.	147,051.	
<b>d</b> Lobbying .....				
<b>e</b> Professional fundraising services. See Part IV, line 17	61,478.			61,478.
<b>f</b> Investment management fees .....				
<b>g</b> Other. (If line 11g amount exceeds 10% of line 25, column (A), amount, list line 11g expenses on Sch O.)	1,928,065.	860,487.	1,067,578.	
<b>12</b> Advertising and promotion .....	47,054.	43,454.	3,600.	
<b>13</b> Office expenses .....	2,565,070.	2,505,689.	57,478.	1,903.
<b>14</b> Information technology .....	728,318.	408,091.	320,169.	58.
<b>15</b> Royalties .....				
<b>16</b> Occupancy .....	2,060,333.	1,666,318.	394,015.	
<b>17</b> Travel .....	1,798,420.	1,091,519.	702,220.	4,681.
<b>18</b> Payments of travel or entertainment expenses for any federal, state, or local public officials ...				
<b>19</b> Conferences, conventions, and meetings .....	204,621.	147,225.	48,155.	9,241.
<b>20</b> Interest .....	2,645.		2,645.	
<b>21</b> Payments to affiliates .....				
<b>22</b> Depreciation, depletion, and amortization .....	34,762.	7,453.	27,309.	
<b>23</b> Insurance .....	284,779.	22,062.	262,676.	41.
<b>24</b> 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.)				
<b>a</b> PROJECT SUPPLIES	3,314,039.	3,314,039.	0.	0.
<b>b</b> VEHICLES & EQUIPMENT	3,253,167.	3,131,470.	121,651.	46.
<b>c</b> PROJECT OPERATING COSTS	2,117,216.	2,117,216.	0.	0.
<b>d</b> OTHER	682,395.	174,179.	504,257.	3,959.
<b>e</b> All other expenses	467,845.	331,179.	136,557.	109.
<b>25</b> Total functional expenses. Add lines 1 through 24e	73,463,464.	62,402,782.	10,633,663.	427,019.
<b>26</b> Joint costs. Complete this line only if the organization reported in column (B) joint costs from a combined educational campaign and fundraising solicitation. Check here <input type="checkbox"/> if following SOP 98-2 (ASC 958-720)				

**Part X Balance Sheet**

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

		(A) Beginning of year		(B) End of year
<b>Assets</b>	<b>1</b> Cash - non-interest-bearing .....	2,881,072.	<b>1</b>	1,928,898.
	<b>2</b> Savings and temporary cash investments .....	5,598,741.	<b>2</b>	6,306,464.
	<b>3</b> Pledges and grants receivable, net .....	3,496,687.	<b>3</b>	2,700,697.
	<b>4</b> Accounts receivable, net .....		<b>4</b>	
	<b>5</b> 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 .....		<b>5</b>	
	<b>6</b> Loans and other receivables from other disqualified persons (as defined under section 4958(f)(1)), and persons described in section 4958(c)(3)(B) .....		<b>6</b>	
	<b>7</b> Notes and loans receivable, net .....	188,003.	<b>7</b>	1,900,562.
	<b>8</b> Inventories for sale or use .....	1,338.	<b>8</b>	21,202.
	<b>9</b> Prepaid expenses and deferred charges .....	910,455.	<b>9</b>	1,409,623.
	<b>10a</b> Land, buildings, and equipment: cost or other basis. Complete Part VI of Schedule D .....	<b>10a</b> 1,768,069.		
	<b>b</b> Less: accumulated depreciation .....	<b>10b</b> 1,698,007.	116,944.	<b>10c</b> 70,062.
	<b>11</b> Investments - publicly traded securities .....		<b>11</b>	
	<b>12</b> Investments - other securities. See Part IV, line 11 .....		<b>12</b>	
	<b>13</b> Investments - program-related. See Part IV, line 11 .....	3,422,348.	<b>13</b>	3,405,608.
	<b>14</b> Intangible assets .....		<b>14</b>	
	<b>15</b> Other assets. See Part IV, line 11 .....	2,535,588.	<b>15</b>	1,729,476.
<b>16 Total assets.</b> Add lines 1 through 15 (must equal line 33) .....	19,151,176.	<b>16</b>	19,472,592.	
<b>Liabilities</b>	<b>17</b> Accounts payable and accrued expenses .....	10,735,423.	<b>17</b>	10,629,387.
	<b>18</b> Grants payable .....		<b>18</b>	
	<b>19</b> Deferred revenue .....	160,337.	<b>19</b>	938,064.
	<b>20</b> Tax-exempt bond liabilities .....		<b>20</b>	
	<b>21</b> Escrow or custodial account liability. Complete Part IV of Schedule D .....		<b>21</b>	
	<b>22</b> Loans and other payables to any current or former officer, director, trustee, key employee, creator or founder, substantial contributor, or 35% controlled entity or family member of any of these persons .....		<b>22</b>	
	<b>23</b> Secured mortgages and notes payable to unrelated third parties .....		<b>23</b>	
	<b>24</b> Unsecured notes and loans payable to unrelated third parties .....		<b>24</b>	
	<b>25</b> 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 .....	7,001,673.	<b>25</b>	6,547,385.
	<b>26 Total liabilities.</b> Add lines 17 through 25 .....	17,897,433.	<b>26</b>	18,114,836.
<b>Net Assets or Fund Balances</b>	<b>Organizations that follow FASB ASC 958, check here</b> <input checked="" type="checkbox"/> <b>and complete lines 27, 28, 32, and 33.</b>			
	<b>27</b> Net assets without donor restrictions .....	1,185,187.	<b>27</b>	1,138,497.
	<b>28</b> Net assets with donor restrictions .....	68,556.	<b>28</b>	219,259.
	<b>Organizations that do not follow FASB ASC 958, check here</b> <input type="checkbox"/> <b>and complete lines 29 through 33.</b>			
	<b>29</b> Capital stock or trust principal, or current funds .....		<b>29</b>	
	<b>30</b> Paid-in or capital surplus, or land, building, or equipment fund .....		<b>30</b>	
	<b>31</b> Retained earnings, endowment, accumulated income, or other funds .....		<b>31</b>	
	<b>32</b> Total net assets or fund balances .....	1,253,743.	<b>32</b>	1,357,756.
<b>33</b> Total liabilities and net assets/fund balances .....	19,151,176.	<b>33</b>	19,472,592.	

**Part XI Reconciliation of Net Assets**

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

<b>1</b>	Total revenue (must equal Part VIII, column (A), line 12)	<b>1</b>	72,491,088.
<b>2</b>	Total expenses (must equal Part IX, column (A), line 25)	<b>2</b>	73,463,464.
<b>3</b>	Revenue less expenses. Subtract line 2 from line 1	<b>3</b>	-972,376.
<b>4</b>	Net assets or fund balances at beginning of year (must equal Part X, line 32, column (A))	<b>4</b>	1,253,743.
<b>5</b>	Net unrealized gains (losses) on investments	<b>5</b>	
<b>6</b>	Donated services and use of facilities	<b>6</b>	
<b>7</b>	Investment expenses	<b>7</b>	
<b>8</b>	Prior period adjustments	<b>8</b>	1,076,389.
<b>9</b>	Other changes in net assets or fund balances (explain on Schedule O)	<b>9</b>	0.
<b>10</b>	Net assets or fund balances at end of year. Combine lines 3 through 9 (must equal Part X, line 32, column (B))	<b>10</b>	1,357,756.

**Part XII Financial Statements and Reporting**

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

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

	Yes	No
<b>2a</b>		X
<b>2b</b>	X	
<b>2c</b>	X	
<b>3a</b>	X	
<b>3b</b>	X	



**Part II Support Schedule for Organizations Described in Sections 170(b)(1)(A)(iv) and 170(b)(1)(A)(vi)**

(Complete only if you checked the box on line 5, 7, or 8 of Part I or if the organization failed to qualify under Part III. If the organization fails to qualify under the tests listed below, please complete Part III.)

**Section A. Public Support**

Calendar year (or fiscal year beginning in)	(a) 2019	(b) 2020	(c) 2021	(d) 2022	(e) 2023	(f) Total
<b>1</b> Gifts, grants, contributions, and membership fees received. (Do not include any "unusual grants.") .....	42,936,377.	58,574,881.	67,724,388.	58,032,887.	70,765,685.	298,034,218.
<b>2</b> Tax revenues levied for the organization's benefit and either paid to or expended on its behalf .....						
<b>3</b> The value of services or facilities furnished by a governmental unit to the organization without charge .....						
<b>4 Total.</b> Add lines 1 through 3 .....	42,936,377.	58,574,881.	67,724,388.	58,032,887.	70,765,685.	298,034,218.
<b>5</b> 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) .....						
<b>6 Public support.</b> Subtract line 5 from line 4.						298,034,218.

**Section B. Total Support**

Calendar year (or fiscal year beginning in)	(a) 2019	(b) 2020	(c) 2021	(d) 2022	(e) 2023	(f) Total
<b>7</b> Amounts from line 4 .....	42,936,377.	58,574,881.	67,724,388.	58,032,887.	70,765,685.	298,034,218.
<b>8</b> Gross income from interest, dividends, payments received on securities loans, rents, royalties, and income from similar sources .....	4,523.	11,793.	882.	4,643.	641.	22,482.
<b>9</b> Net income from unrelated business activities, whether or not the business is regularly carried on .....						
<b>10</b> Other income. Do not include gain or loss from the sale of capital assets (Explain in Part VI.) .....	6,720.	972.	9,681.	23,556.	60,641.	101,570.
<b>11 Total support.</b> Add lines 7 through 10						298,158,270.
<b>12</b> Gross receipts from related activities, etc. (see instructions) .....					12	11,742,376.
<b>13 First 5 years.</b> If the Form 990 is for the organization's first, second, third, fourth, or fifth tax year as a section 501(c)(3) organization, check this box and <b>stop here</b> .....						<input type="checkbox"/>

**Section C. Computation of Public Support Percentage**

<b>14</b> Public support percentage for 2023 (line 6, column (f), divided by line 11, column (f)) .....	<b>14</b>	99.96 %
<b>15</b> Public support percentage from 2022 Schedule A, Part II, line 14 .....	<b>15</b>	99.96 %
<b>16a 33 1/3% support test - 2023.</b> If the organization did not check the box on line 13, and line 14 is 33 1/3% or more, check this box and <b>stop here.</b> The organization qualifies as a publicly supported organization .....		<input checked="" type="checkbox"/>
<b>b 33 1/3% support test - 2022.</b> If the organization did not check a box on line 13 or 16a, and line 15 is 33 1/3% or more, check this box and <b>stop here.</b> The organization qualifies as a publicly supported organization .....		<input type="checkbox"/>
<b>17a 10% -facts-and-circumstances test - 2023.</b> 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 <b>stop here.</b> Explain in Part VI how the organization meets the facts-and-circumstances test. The organization qualifies as a publicly supported organization .....		<input type="checkbox"/>
<b>b 10% -facts-and-circumstances test - 2022.</b> If the organization did not check a box on line 13, 16a, 16b, or 17a, and line 15 is 10% or more, and if the organization meets the facts-and-circumstances test, check this box and <b>stop here.</b> Explain in Part VI how the organization meets the facts-and-circumstances test. The organization qualifies as a publicly supported organization .....		<input type="checkbox"/>
<b>18 Private foundation.</b> If the organization did not check a box on line 13, 16a, 16b, 17a, or 17b, check this box and see instructions .....		<input type="checkbox"/>

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

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

**Section A. Public Support**

Calendar year (or fiscal year beginning in)	(a) 2019	(b) 2020	(c) 2021	(d) 2022	(e) 2023	(f) Total
<b>1</b> Gifts, grants, contributions, and membership fees received. (Do not include any "unusual grants.") .....						
<b>2</b> 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 .....						
<b>3</b> Gross receipts from activities that are not an unrelated trade or business under section 513 .....						
<b>4</b> Tax revenues levied for the organization's benefit and either paid to or expended on its behalf .....						
<b>5</b> The value of services or facilities furnished by a governmental unit to the organization without charge .....						
<b>6 Total.</b> Add lines 1 through 5 .....						
<b>7a</b> Amounts included on lines 1, 2, and 3 received from disqualified persons .....						
<b>b</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 .....						
<b>c</b> Add lines 7a and 7b .....						
<b>8 Public support.</b> (Subtract line 7c from line 6.)						

**Section B. Total Support**

Calendar year (or fiscal year beginning in)	(a) 2019	(b) 2020	(c) 2021	(d) 2022	(e) 2023	(f) Total
<b>9</b> Amounts from line 6 .....						
<b>10a</b> Gross income from interest, dividends, payments received on securities loans, rents, royalties, and income from similar sources .....						
<b>b</b> Unrelated business taxable income (less section 511 taxes) from businesses acquired after June 30, 1975 .....						
<b>c</b> Add lines 10a and 10b .....						
<b>11</b> Net income from unrelated business activities not included on line 10b, whether or not the business is regularly carried on .....						
<b>12</b> Other income. Do not include gain or loss from the sale of capital assets (Explain in Part VI.) .....						
<b>13 Total support.</b> (Add lines 9, 10c, 11, and 12.)						

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

**Section C. Computation of Public Support Percentage**

<b>15</b> Public support percentage for 2023 (line 8, column (f), divided by line 13, column (f)) .....	<b>15</b>	%
<b>16</b> Public support percentage from 2022 Schedule A, Part III, line 15 .....	<b>16</b>	%

**Section D. Computation of Investment Income Percentage**

<b>17</b> Investment income percentage for 2023 (line 10c, column (f), divided by line 13, column (f)) .....	<b>17</b>	%
<b>18</b> Investment income percentage from 2022 Schedule A, Part III, line 17 .....	<b>18</b>	%

**19a 33 1/3% support tests - 2023.** If the organization did not check the box on line 14, and line 15 is more than 33 1/3%, and line 17 is not more than 33 1/3%, check this box and **stop here**. The organization qualifies as a publicly supported organization

**b 33 1/3% support tests - 2022.** If the organization did not check a box on line 14 or line 19a, and line 16 is more than 33 1/3%, and line 18 is not more than 33 1/3%, check this box and **stop here**. The organization qualifies as a publicly supported organization

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

**Part IV Supporting Organizations**

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

**Section A. All Supporting Organizations**

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

**Part IV Supporting Organizations** (continued)

	Yes	No
<b>11</b> Has the organization accepted a gift or contribution from any of the following persons?		
<b>a</b> 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>b</b> A family member of a person described on line 11a above?		
<b>c</b> A 35% controlled entity of a person described on line 11a or 11b above? <i>If "Yes" to line 11a, 11b, or 11c, provide detail in Part VI.</i>		
<b>11a</b>		
<b>11b</b>		
<b>11c</b>		

**Section B. Type I Supporting Organizations**

	Yes	No
<b>1</b> 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? <i>If "No," describe in Part VI how the supported organization(s) effectively operated, supervised, or controlled the organization's activities. If the organization had more than one supported organization, describe how the powers to appoint and/or remove 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.</i>		
<b>2</b> Did the organization operate for the benefit of any supported organization other than the supported organization(s) that operated, supervised, or controlled the supporting organization? <i>If "Yes," explain in Part VI how providing such benefit carried out the purposes of the supported organization(s) that operated, supervised, or controlled the supporting organization.</i>		
<b>1</b>		
<b>2</b>		

**Section C. Type II Supporting Organizations**

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

**Section D. All Type III Supporting Organizations**

	Yes	No
<b>1</b> 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?		
<b>2</b> Were any of the organization's officers, directors, or trustees either (i) appointed or elected by the supported organization(s) or (ii) serving on the governing body of a supported organization? <i>If "No," explain in Part VI how the organization maintained a close and continuous working relationship with the supported organization(s).</i>		
<b>3</b> By reason of the relationship described on line 2, above, did the organization's supported organizations have a significant voice in the organization's investment policies and in directing the use of the organization's income or assets at all times during the tax year? <i>If "Yes," describe in Part VI the role the organization's supported organizations played in this regard.</i>		
<b>1</b>		
<b>2</b>		
<b>3</b>		

**Section E. Type III Functionally Integrated Supporting Organizations**

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

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

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

<b>Section A - Adjusted Net Income</b>		(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	<b>Adjusted Net Income</b> (subtract lines 5, 6, and 7 from line 4)	8	

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

<b>Section C - Distributable Amount</b>			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	<b>Distributable Amount.</b> Subtract line 5 from line 4, unless subject to emergency temporary reduction (see instructions).	6	
7	<input type="checkbox"/> Check here if the current year is the organization's first as a non-functionally integrated Type III supporting organization (see instructions).		

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

Section D - Distributions		Current Year
<b>1</b>	Amounts paid to supported organizations to accomplish exempt purposes	<b>1</b>
<b>2</b>	Amounts paid to perform activity that directly furthers exempt purposes of supported organizations, in excess of income from activity	<b>2</b>
<b>3</b>	Administrative expenses paid to accomplish exempt purposes of supported organizations	<b>3</b>
<b>4</b>	Amounts paid to acquire exempt-use assets	<b>4</b>
<b>5</b>	Qualified set-aside amounts (prior IRS approval required - <i>provide details in Part VI</i> )	<b>5</b>
<b>6</b>	Other distributions ( <i>describe in Part VI</i> ). See instructions.	<b>6</b>
<b>7</b>	<b>Total annual distributions.</b> Add lines 1 through 6.	<b>7</b>
<b>8</b>	Distributions to attentive supported organizations to which the organization is responsive ( <i>provide details in Part VI</i> ). See instructions.	<b>8</b>
<b>9</b>	Distributable amount for 2023 from Section C, line 6	<b>9</b>
<b>10</b>	Line 8 amount divided by line 9 amount	<b>10</b>

Section E - Distribution Allocations (see instructions)	(i) Excess Distributions	(ii) Underdistributions Pre-2023	(iii) Distributable Amount for 2023
<b>1</b> Distributable amount for 2023 from Section C, line 6			
<b>2</b> Underdistributions, if any, for years prior to 2023 (reasonable cause required - <i>explain in Part VI</i> ). See instructions.			
<b>3</b> Excess distributions carryover, if any, to 2023			
<b>a</b> From 2018			
<b>b</b> From 2019			
<b>c</b> From 2020			
<b>d</b> From 2021			
<b>e</b> From 2022			
<b>f</b> <b>Total</b> of lines 3a through 3e			
<b>g</b> Applied to underdistributions of prior years			
<b>h</b> Applied to 2023 distributable amount			
<b>i</b> Carryover from 2018 not applied (see instructions)			
<b>j</b> Remainder. Subtract lines 3g, 3h, and 3i from line 3f.			
<b>4</b> Distributions for 2023 from Section D, line 7: \$			
<b>a</b> Applied to underdistributions of prior years			
<b>b</b> Applied to 2023 distributable amount			
<b>c</b> Remainder. Subtract lines 4a and 4b from line 4.			
<b>5</b> Remaining underdistributions for years prior to 2023, if any. Subtract lines 3g and 4a from line 2. For result greater than zero, <i>explain in Part VI</i> . See instructions.			
<b>6</b> Remaining underdistributions for 2023. Subtract lines 3h and 4b from line 1. For result greater than zero, <i>explain in Part VI</i> . See instructions.			
<b>7</b> <b>Excess distributions carryover to 2024.</b> Add lines 3j and 4c.			
<b>8</b> Breakdown of line 7:			
<b>a</b> Excess from 2019			
<b>b</b> Excess from 2020			
<b>c</b> Excess from 2021			
<b>d</b> Excess from 2022			
<b>e</b> Excess from 2023			

**Part VI**

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

SCHEDULE A, PART II, LINE 10, EXPLANATION FOR OTHER INCOME:

REFUNDS & REIMBURSEMENTS

2019 AMOUNT: \$ 6,720.

2022 AMOUNT: \$ 23,556.

2023 AMOUNT: \$ 44,343.

MISCELLANEOUS INCOME

2020 AMOUNT: \$ 972.

2021 AMOUNT: \$ 9,681.

SETTLEMENT

2023 AMOUNT: \$ 16,298.

**Schedule B**  
**(Form 990)**

Department of the Treasury  
Internal Revenue Service

**Schedule of Contributors**

Attach to Form 990, 990-EZ, or 990-PF.  
Go to [www.irs.gov/Form990](http://www.irs.gov/Form990) for the latest information.

OMB No. 1545-0047

**2023**

Name of the organization

RELIEF INTERNATIONAL, INC.

Employer identification number

95-4300662

Organization type (check one):

**Filers of:**

**Section:**

Form 990 or 990-EZ

501(c)( 3 ) (enter number) organization

4947(a)(1) nonexempt charitable trust **not** treated as a private foundation

527 political organization

Form 990-PF

501(c)(3) exempt private foundation

4947(a)(1) nonexempt charitable trust treated as a private foundation

501(c)(3) taxable private foundation

Check if your organization is covered by the **General Rule** or a **Special Rule**.

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

**General Rule**

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

**Special Rules**

For an organization described in section 501(c)(3) filing Form 990 or 990-EZ that met the 33 1/3% support test of the regulations under sections 509(a)(1) and 170(b)(1)(A)(vi), that checked Schedule A (Form 990), Part II, line 13, 16a, or 16b, and that received from any one contributor, during the year, total contributions of the greater of **(1)** \$5,000; or **(2)** 2% of the amount on (i) Form 990, Part VIII, line 1h; or (ii) Form 990-EZ, line 1. Complete Parts I and II.

For an organization described in section 501(c)(7), (8), or (10) filing Form 990 or 990-EZ that received from any one contributor, during the year, total contributions of more than \$1,000 *exclusively* for religious, charitable, scientific, literary, or educational purposes, or for the prevention of cruelty to children or animals. Complete Parts I (entering "N/A" in column (b) instead of the contributor name and address), II, and III.

For an organization described in section 501(c)(7), (8), or (10) filing Form 990 or 990-EZ that received from any one contributor, during the year, contributions *exclusively* for religious, charitable, etc., purposes, but no such contributions totaled more than \$1,000. If this box is checked, enter here the total contributions that were received during the year for an *exclusively* religious, charitable, etc., purpose. Don't complete any of the parts unless the **General Rule** applies to this organization because it received *nonexclusively* religious, charitable, etc., contributions totaling \$5,000 or more during the year ..... \$ \_\_\_\_\_

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

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

Schedule B (Form 990) (2023)

Name of organization  RELIEF INTERNATIONAL, INC.	Employer identification number  95-4300662
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**Part I** **Contributors** (see instructions). Use duplicate copies of Part I if additional space is needed.

(a) No.	(b) Name, address, and ZIP + 4	(c) Total contributions	(d) Type of contribution
1	<hr/> <hr/> <hr/>	\$ <u>12,207,657.</u>	Person <input checked="" type="checkbox"/> Payroll <input type="checkbox"/> Noncash <input type="checkbox"/> (Complete Part II for noncash contributions.)
2	<hr/> <hr/> <hr/>	\$ <u>57,552,904.</u>	Person <input checked="" type="checkbox"/> Payroll <input type="checkbox"/> Noncash <input type="checkbox"/> (Complete Part II for noncash contributions.)
<hr/> <hr/> <hr/>	<hr/> <hr/> <hr/>	\$ _____	Person <input type="checkbox"/> Payroll <input type="checkbox"/> Noncash <input type="checkbox"/> (Complete Part II for noncash contributions.)
<hr/> <hr/> <hr/>	<hr/> <hr/> <hr/>	\$ _____	Person <input type="checkbox"/> Payroll <input type="checkbox"/> Noncash <input type="checkbox"/> (Complete Part II for noncash contributions.)
<hr/> <hr/> <hr/>	<hr/> <hr/> <hr/>	\$ _____	Person <input type="checkbox"/> Payroll <input type="checkbox"/> Noncash <input type="checkbox"/> (Complete Part II for noncash contributions.)
<hr/> <hr/> <hr/>	<hr/> <hr/> <hr/>	\$ _____	Person <input type="checkbox"/> Payroll <input type="checkbox"/> Noncash <input type="checkbox"/> (Complete Part II for noncash contributions.)

Name of organization  RELIEF INTERNATIONAL, INC.	Employer identification number  95-4300662
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**Part II Noncash Property** (see instructions). Use duplicate copies of Part II if additional space is needed.

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

Name of organization  RELIEF INTERNATIONAL, INC.	Employer identification number  95-4300662
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**Part III** Exclusively religious, charitable, etc., contributions to organizations described in section 501(c)(7), (8), or (10) that total more than \$1,000 for the year from any one contributor. Complete columns (a) through (e) and the following line entry. For organizations completing Part III, enter the total of exclusively religious, charitable, etc., contributions of \$1,000 or less for the year. (Enter this info. once.) \$ \_\_\_\_\_  
Use duplicate copies of Part III if additional space is needed.

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

SCHEDULE D (Form 990)

Department of the Treasury Internal Revenue Service

Supplemental Financial Statements

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

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

OMB No. 1545-0047

2023

Open to Public Inspection

Name of the organization: RELIEF INTERNATIONAL, INC. Employer identification number: 95-4300662

Part I Organizations Maintaining Donor Advised Funds or Other Similar Funds or Accounts. Complete if the organization answered "Yes" on Form 990, Part IV, line 6.

Table with 3 columns: Question, (a) Donor advised funds, (b) Funds and other accounts. Rows include total number at end of year, aggregate value of contributions, grants, and end of year, and two yes/no questions about donor property and grant fund usage.

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

Table with 3 columns: Question, (a) Donor advised funds, (b) Funds and other accounts. Rows include purpose(s) of conservation easements, a table for lines 2a-2d (Total number, acreage, certified historic structures, and non-certified historic structures), and questions about monitoring, expenses, and reporting requirements.

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

Table with 3 columns: Question, (a) Donor advised funds, (b) Funds and other accounts. Rows include questions about reporting requirements for art and historical treasures, and a table for revenue and assets included.

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

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

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

- 1a Is the organization an agent, trustee, custodian, or other intermediary for contributions or other assets not included on Form 990, Part X?  Yes  No
- b If "Yes," explain the arrangement in Part XIII and complete the following table:
- |                                 | Amount |
|---------------------------------|--------|
| c Beginning balance             | 1c     |
| d Additions during the year     | 1d     |
| e Distributions during the year | 1e     |
| f Ending balance                | 1f     |
- 2a Did the organization include an amount on Form 990, Part X, line 21, for escrow or custodial account liability?  Yes  No
- b If "Yes," explain the arrangement in Part XIII. Check here if the explanation has been provided in Part XIII

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

	(a) Current year	(b) Prior year	(c) Two years back	(d) Three years back	(e) Four years back
1a Beginning of year balance					
b Contributions					
c Net investment earnings, gains, and losses					
d Grants or scholarships					
e Other expenditures for facilities and programs					
f Administrative expenses					
g End of year balance					

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

**Part VI Land, Buildings, and Equipment**

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

Description of property	(a) Cost or other basis (investment)	(b) Cost or other basis (other)	(c) Accumulated depreciation	(d) Book value
1a Land				
b Buildings				
c Leasehold improvements				
d Equipment		371,740.	301,678.	70,062.
e Other		1,396,329.	1,396,329.	0.
<b>Total.</b> Add lines 1a through 1e. (Column (d) must equal Form 990, Part X, line 10c, column (B))				70,062.

**Part VII Investments - Other Securities**

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

(a) Description of security or category (including name of security)	(b) Book value	(c) Method of valuation: Cost or end-of-year market value
(1) Financial derivatives .....		
(2) Closely held equity interests .....		
(3) Other .....		
(A)		
(B)		
(C)		
(D)		
(E)		
(F)		
(G)		
(H)		
<b>Total.</b> (Col. (b) must equal Form 990, Part X, line 12, col. (B))		

**Part VIII Investments - Program Related.**

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

(a) Description of investment	(b) Book value	(c) Method of valuation: Cost or end-of-year market value
(1) MICROFINANCE LOANS	3,405,608.	COST
(2)		
(3)		
(4)		
(5)		
(6)		
(7)		
(8)		
(9)		
<b>Total.</b> (Col. (b) must equal Form 990, Part X, line 13, col. (B))	3,405,608.	

**Part IX Other Assets**

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

(a) Description	(b) Book value
(1) SECURITY DEPOSITS	146,195.
(2) OTHER RECEIVABLES	26,176.
(3) RIGHT OF USE ASSET	322,709.
(4) CARBON CREDITS	1,234,396.
(5)	
(6)	
(7)	
(8)	
(9)	
<b>Total.</b> (Column (b) must equal Form 990, Part X, line 15, col. (B))	1,729,476.

**Part X Other Liabilities**

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

1. (a) Description of liability	(b) Book value
(1) Federal income taxes	
(2) DUE TO RELATED ENTITIES	6,221,632.
(3) OPERATING LEASE LIABILITY	325,753.
(4)	
(5)	
(6)	
(7)	
(8)	
(9)	
<b>Total.</b> (Column (b) must equal Form 990, Part X, line 25, col. (B))	6,547,385.

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 ...



**SCHEDULE F  
(Form 990)**

Department of the Treasury  
Internal Revenue Service

**Statement of Activities Outside the United States**

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

Attach to Form 990.

Go to [www.irs.gov/Form990](http://www.irs.gov/Form990) for instructions and the latest information.

OMB No. 1545-0047

**2023**

Open to Public  
Inspection

Name of the organization <b>RELIEF INTERNATIONAL, INC.</b>	Employer identification number 95-4300662
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**Part I General Information on Activities Outside the United States.** Complete if the organization answered "Yes" on Form 990, Part IV, line 14b.

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

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

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

(a) Region	(b) Number of offices in the region	(c) Number of employees, agents, and independent contractors in the region	(d) Activities conducted in the region (by type) (such as, fundraising, program services, investments, grants to recipients located in the region)	(e) If activity listed in (d) is a program service, describe specific type of service(s) in the region	(f) Total expenditures for and investments in the region
EAST ASIA AND THE PACIFIC	33	384	PROGRAM SERVICES	NATURAL RESOURCES / BIODIVERSITY CONSERVATION, WASH, PROTECTION, HEALTH,	1,521,693.
EUROPE (INCLUDING ICELAND AND GREENLAND)	5	153	PROGRAM SERVICES	ADMINISTRATIVE SERVICES, EDUCATION, EMERGENCY ASSISTANCE	7,815,072.
MIDDLE EAST AND NORTH AFRICA	32	775	PROGRAM SERVICES	WATER AND SANITATION, NUTRITION, FOOD SECURITY AND LIVELIHOODS, WOMEN'S EMPOWERMENT, YOUTH	36,381,662.
SOUTH ASIA	12	294	PROGRAM SERVICES	SHELTER AND INFRASTRUCTURE, HUMAN RIGHTS AND PROTECTION, HEALTH, LIVESTOCK	2,409,848.
SUB-SAHARAN AFRICA	13	964	PROGRAM SERVICES	HEALTH, WATER AND SANITATION, FOOD SECURITY AND NUTRITION, LIVELIHOODS, SHELTER,	8,663,519.
EAST ASIA AND THE PACIFIC	0	0	GRANTS TO RECIPIENTS LOCATED IN THE REGION		832,426.
EUROPE (INCLUDING ICELAND & GREENLAND)	0	0	GRANTS TO RECIPIENTS LOCATED IN THE REGION		3,067,897.
MIDDLE EAST AND NORTH AFRICA	0	0	GRANTS TO RECIPIENTS LOCATED IN THE REGION		15,603,883.
<b>3 a</b> Subtotal .....	95	2570			76,296,000.
<b>b</b> Total from continuation sheets to Part I .....	0	0			5,696,778.
<b>c</b> <b>Totals</b> (add lines 3a and 3b) .....	95	2570			81,992,778.

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

Schedule F (Form 990) 2023

SEE PART V FOR COLUMN (E) DESCRIPTIONS



**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)
		MIDDLE EAST AND NORTH AFRICA	PROTECTION AND HEALTH ASSISTANCE TO SYRIA TOGETHER	9,899,179.	CHECK/WIRES	0.		
		SUB-SAHARAN AFRICA	HUMANITARIAN INTEGRATED RESPONSE IN UPPER NILE	1,172,084.	CHECK/WIRES	0.		
		MIDDLE EAST AND NORTH AFRICA	INTEGRATED HEALTH, NUTRITION, AND PROTECTION PROGRAM IN LEBANON	1,015,486.	CHECK/WIRES	0.		
		MIDDLE EAST AND NORTH AFRICA	PROTECTION AND HEALTH ASSISTANCE TO SYRIA TOGETHER	964,880.	CHECK/WIRES	0.		
		MIDDLE EAST AND NORTH AFRICA	PROTECTION AND HEALTH ASSISTANCE TO SYRIA TOGETHER	905,930.	CHECK/WIRES	0.		
		MIDDLE EAST AND NORTH AFRICA	PROTECTION AND HEALTH ASSISTANCE TO SYRIA TOGETHER	890,836.	CHECK/WIRES	0.		
		SUB-SAHARAN AFRICA	TO IMPROVE SALE OF VOLUNTARY EMISSIONS REDUCTIONS (VERS) EARNED FROM FUEL	633,293.	CHECK/WIRES	0.		
		EUROPE (INCLUDING ICELAND AND GREENLAND)	SAFE ACCESS TO HEALTH AND BASIC SERVICES FOR REFUGEES	591,647.	CHECK/WIRES	0.		

2 Enter total number of recipient organizations listed above that are recognized as charities by the foreign country, recognized as a tax exempt 501(c)(3) organization by the IRS, or for which the grantee or counsel has provided a section 501(c)(3) equivalency letter ..... 27

3 Enter total number of other organizations or entities ..... 0

<b>Part II</b> Continuation of Grants and Other Assistance to Organizations or Entities Outside the United States. (Schedule F (Form 990), Part II, line 1)								
<b>1</b> <b>(a)</b> Name of organization	<b>(b)</b> IRS code section and EIN (if applicable)	<b>(c)</b> Region	<b>(d)</b> Purpose of grant	<b>(e)</b> Amount of cash grant	<b>(f)</b> Manner of cash disbursement	<b>(g)</b> Amount of non-cash assistance	<b>(h)</b> Description of non-cash assistance	<b>(i)</b> Method of valuation (book, FMV, appraisal, other)
		MIDDLE EAST AND NORTH AFRICA	PROVIDING INTEGRATED QUALITY HEALTH AND PROTECTION PROGRAMMING IN NES	552,454.	CHECK/WIRES	0.		
		EUROPE (INCLUDING ICELAND AND GREENLAND)	SAFE ACCESS TO HEALTH AND BASIC SERVICES FOR REFUGEES	514,584.	CHECK/WIRES	0.		
		EUROPE (INCLUDING ICELAND AND GREENLAND)	PROVISION OF MULTI-SECTORAL HUMANITARIAN SERVICES TO COMMUNITIES	467,274.	CHECK/WIRES	0.		
		MIDDLE EAST AND NORTH AFRICA	RI EMERGENCY SUPPORT FOR AFGHANS LIVING IN IRAN	265,435.	CHECK/WIRES	0.		
		MIDDLE EAST AND NORTH AFRICA	REMEDIAL EDUCATION ASSISTANCE FOR CHILDREN AND TAWJIHI STUDENTS	126,382.	CHECK/WIRES	0.		
		SUB-SAHARAN AFRICA	RESTORING LIVES OF AFFECTED FAMILIES AND COMMUNITIES THROUGH INTEGRATED EMERGENCY	54,422.	CHECK/WIRES	0.		
		MIDDLE EAST AND NORTH AFRICA	IRANIAN CSOS STRENGTHENED AGENCY IN CIVIC LEADERSHIP & ADVOCACY	49,152.	CHECK/WIRES	0.		
		SUB-SAHARAN AFRICA	RESTORING LIVES OF AFFECTED FAMILIES AND COMMUNITIES THROUGH INTEGRATED EMERGENCY	45,981.	CHECK/WIRES	0.		
		MIDDLE EAST AND NORTH AFRICA	IRANIAN CSOS STRENGTHENED AGENCY IN CIVIC LEADERSHIP & ADVOCACY	44,196.	CHECK/WIRES	0.		

<b>Part II</b> Continuation of Grants and Other Assistance to Organizations or Entities Outside the United States. (Schedule F (Form 990), Part II, line 1)								
<b>1</b> <b>(a)</b> Name of organization	<b>(b)</b> IRS code section and EIN (if applicable)	<b>(c)</b> Region	<b>(d)</b> Purpose of grant	<b>(e)</b> Amount of cash grant	<b>(f)</b> Manner of cash disbursement	<b>(g)</b> Amount of non-cash assistance	<b>(h)</b> Description of non-cash assistance	<b>(i)</b> Method of valuation (book, FMV, appraisal, other)
		EAST ASIA AND THE PACIFIC	ADDRESSING THE HUMANITARIAN NEEDS OF COMMUNITIES AFFECTED BY CONFLICT AND	36,499.	CHECK/WIRES	0.		
		EAST ASIA AND THE PACIFIC	ADDRESSING THE HUMANITARIAN NEEDS OF COMMUNITIES AFFECTED BY CONFLICT AND	34,443.	CHECK/WIRES	0.		
		EAST ASIA AND THE PACIFIC	ADDRESSING THE HUMANITARIAN NEEDS OF COMMUNITIES AFFECTED BY CONFLICT AND	34,205.	CHECK/WIRES	0.		
		EAST ASIA AND THE PACIFIC	ADDRESSING THE HUMANITARIAN NEEDS OF COMMUNITIES AFFECTED BY CONFLICT AND	29,912.	CHECK/WIRES	0.		
		MIDDLE EAST AND NORTH AFRICA	IRANIAN CSOS STRENGTHENED AGENCY IN CIVIC LEADERSHIP & ADVOCACY	28,429.	CHECK/WIRES	0.		
		EAST ASIA AND THE PACIFIC	ADDRESSING THE HUMANITARIAN NEEDS OF COMMUNITIES AFFECTED BY CONFLICT AND	27,756.	CHECK/WIRES	0.		
		MIDDLE EAST AND NORTH AFRICA	IRANIAN CSOS STRENGTHENED AGENCY IN CIVIC LEADERSHIP & ADVOCACY	18,873.	CHECK/WIRES	0.		
		MIDDLE EAST AND NORTH AFRICA	REMEDIAL EDUCATION ASSISTANCE FOR CHILDREN AND TAWJIHI STUDENTS	18,038.	CHECK/WIRES	0.		
		EAST ASIA AND THE PACIFIC	ADDRESSING THE HUMANITARIAN NEEDS OF COMMUNITIES AFFECTED BY CONFLICT AND	14,003.	CHECK/WIRES	0.		

<b>Part II</b> Continuation of Grants and Other Assistance to Organizations or Entities Outside the United States. (Schedule F (Form 990), Part II, line 1)								
<b>1</b> <b>(a)</b> Name of organization	<b>(b)</b> IRS code section and EIN (if applicable)	<b>(c)</b> Region	<b>(d)</b> Purpose of grant	<b>(e)</b> Amount of cash grant	<b>(f)</b> Manner of cash disbursement	<b>(g)</b> Amount of non-cash assistance	<b>(h)</b> Description of non-cash assistance	<b>(i)</b> Method of valuation (book, FMV, appraisal, other)
		EAST ASIA AND THE PACIFIC	DISASTER RISK FINANCE CONTINGENCY PLANNING PROJECT	5,419.	CHECK/WIRES	0.		

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

Part III can be duplicated if additional space is needed.

(a) Type of grant or assistance	(b) Region	(c) Number of recipients	(d) Amount of cash grant	(e) Manner of cash disbursement	(f) Amount of noncash assistance	(g) Description of noncash assistance	(h) Method of valuation (book, FMV, appraisal, other)
DRUGS AND MEDICAL SUPPLIES	MIDDLE EAST AND NORTH AFRICA	42	0.		23,786.	DRUGS AND MEDICAL SUPPLIES	FMV
CASH AND VOUCHERS	MIDDLE EAST AND NORTH AFRICA	4,359	1,081,742.		0.		
CASH AND VOUCHERS	EUROPE (INCLUDING ICELAND & GREENLAND)	3,685	1,340,049.		0.		
CASH AND VOUCHERS	EAST ASIA AND THE PACIFIC	7,363	644,605.		0.		
CASH AND VOUCHERS	SUB-SAHARAN AFRICA	870	251,876.		0.		

**Part IV Foreign Forms**

- 1 Was the organization a U.S. transferor of property to a foreign corporation during the tax year? *If "Yes," the organization may be required to file Form 926, Return by a U.S. Transferor of Property to a Foreign Corporation (see the 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 the 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 the Instructions for Form 5471)* .....  Yes  No
  
- 4 Was the organization a direct or indirect shareholder of a passive foreign investment company or a qualified electing fund during the tax year? *If "Yes," the organization may be required to file Form 8621, Information Return by a Shareholder of a Passive Foreign Investment Company or Qualified Electing Fund (see the Instructions for Form 8621)* .....  Yes  No
  
- 5 Did the organization have an ownership interest in a foreign partnership during the tax year? *If "Yes," the organization may be required to file Form 8865, Return of U.S. Persons With Respect to Certain Foreign Partnerships (see the Instructions for Form 8865)* .....  Yes  No
  
- 6 Did the organization have any operations in or related to any boycotting countries during the tax year? *If "Yes," the organization may be required to separately file Form 5713, International Boycott Report (see the Instructions for Form 5713; don't file with Form 990)* .....  Yes  No

**Part V Supplemental Information**

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

PART I, LINE 2:

THE ORGANIZATION'S PROCEDURES FOR MONITORING THE USE OF GRANTS FUNDS

INCLUDE:

1. NO SUB-GRANTS WILL BE DISBURSED UNLESS IT IS A PART OF THE AGREEMENT

BETWEEN RELIEF INTERNATIONAL AND A DONOR.

2. THE SUB-GRANT WILL BE AWARDED BASED ON RELIEF INTERNATIONAL'S

PROCUREMENT POLICIES MANUAL TO THE MOST SUCCESSFUL BIDDER WHO HAS THE

MOST ADVANTAGEOUS OFFER TO RI. PRICE AND OTHER FACTORS WILL BE CONSIDERED

IN RESPONSE TO A COMPETITIVE SOLICITATION.

3. SUB-GRANTEE'S OVERHEAD (ICR) RATE, IF ANY EXCEEDS THE RATE PROVIDED BY

THE PRIME DONOR AGREEMENT.

4. ALTHOUGH VARIOUS PROJECTS DIFFER IN TERMS OF FORMATTING AND

INTERVENTIONS, THE RULES AND REGULATIONS OF RELIEF INTERNATIONAL AND THE

DONOR WILL REMAIN THE SAME.

5. TO ASSIST WITH LOCAL RELIEF AND DEVELOPMENT ACTIVITIES RELIEF

INTERNATIONAL GIVES PREFERENCE TO LOCAL NGO'S IN THE SELECTION OF

SUB-GRANTEES.

6. RELIEF INTERNATIONAL PROVIDES ASSISTANCE TO THE SUB-GRANTEE IN THEIR

ACTIVITIES TO ENSURE THAT THE SUB-GRANTEE IS MEETING THEIR CONTRACTUAL

OBLIGATIONS TO THE DONOR.

7. RELIEF INTERNATIONAL ASSURES THAT THE SUB-GRANTEE'S ACTIVITIES CONFORM

TO THE MAIN OBJECTIVES AND OUTPUTS OF THE PROJECT.

8. RELIEF INTERNATIONAL MONITORS THE PROJECT IMPLEMENTATION FOR

COMPLIANCE WITH THE REQUIREMENTS AND REGULATIONS OF THE SUB-GRANT

AGREEMENT WITH REGARD TO PERSONNEL, PROCUREMENT, MARKETING, REPORTING,

FINANCIAL PROCEDURES AND CONTROLS, COMMODITY MANAGEMENT AND ASSET

CONTROL.

**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.

9. IT IS NECESSARY THAT THE SUB-GRANTEE MAINTAINS AND RECONCILES RECORDS

TO VERIFY THAT THE COSTS CHARGED TO THE SUB-GRANT AWARD ARE BASED ON THE

SUPPORTING DOCUMENTATION.

10. RELIEF INTERNATIONAL IS RESPONSIBLE FOR PROPERTY AND EQUIPMENT

ACQUIRED BY THEIR SUB-GRANTEES.

11. RELIEF INTERNATIONAL IS RESPONSIBLE FOR OBSERVING THEIR SUB-GRANTEE'S

COMPETITIVE BIDDING REQUIREMENTS, IF APPLICABLE, TAGGING AND INVENTORYING

SUCH PROPERTY AND EQUIPMENT OF THEIR GRANTEE'S AND ACCOUNTING FOR THE

DISPOSITION OF SUCH PROPERTY AND EQUIPMENT.

12. SUB-GRANTEE SENDS TO RELIEF INTERNATIONAL:

A. ONE COPY OF THE MONTHLY EXPENSE STATEMENT AND AN INVOICE BY THE 10TH

WORKING DAY OF THE FOLLOWING MONTH.

B. ONE COPY OF A MONTHLY PROGRESS REPORT.

C. WITHIN ONE MONTH AFTER THE COMPLETION DATE OF THE SUB-GRANT, THE

SUB-GRANTEE SUBMITS TWO COPIES OF COMPREHENSIVE FINAL EXPENSE AND

PROGRESS REPORTS TO RELIEF INTERNATIONAL.

D. PROPERTY AND EQUIPMENT REPORT ACQUIRED UNDER THE SUB-GRANT.

13. DURING THE PROJECT PERIOD EVENTS MAY OCCUR THAT CAN HAVE SIGNIFICANT

IMPACT UPON THE PROGRAM. IN SUCH INSTANCES, THE SUB-GRANTEE INFORMS

RELIEF INTERNATIONAL AS SOON AS THE FOLLOWING TYPES OF CONDITIONS BECOME

KNOWN:

A. PROBLEMS, DELAYS OR ADVERSE CONDITIONS THAT WILL MATERIALLY AFFECT THE

ABILITY TO ATTAIN PROGRAM OBJECTIVES AND PREVENT THE MEETING OF TIME

SCHEDULES AND GOALS. THIS DISCLOSURE ACCOMPANIES A STATEMENT OF ACTION

TAKEN AND/OR CONTEMPLATED, AND ANY RI ASSISTANCE NEEDED TO RESOLVE THE

SITUATION.

B. IF ANY PERFORMANCE REVIEW CONDUCTED BY THE SUB-GRANTEE DISCLOSES THE

**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.

NEED FOR CHANGES, THE SUB-GRANTEE SUBMITS A REQUEST FOR BUDGET REVISION

(REALIGNMENT) TO RELIEF INTERNATIONAL NO LATER THAN THREE MONTHS BEFORE

THE PROJECT END.

PART I, LINE 3:

THE ACCRUAL METHOD IS USED TO ACCOUNT FOR EXPENDITURES.

PART I, LINE 3, COLUMN (E):

REGION: EAST ASIA AND THE PACIFIC

(E) SPECIFIC TYPES OF SERVICES IN REGION: NATURAL RESOURCES /

BIODIVERSITY CONSERVATION, WASH, PROTECTION, HEALTH, LIVELIHOODS,

EDUCATION, EMERGENCY RESPONSE

REGION: MIDDLE EAST AND NORTH AFRICA

(E) SPECIFIC TYPES OF SERVICES IN REGION: WATER AND SANITATION,

NUTRITION, FOOD SECURITY AND LIVELIHOODS, WOMEN'S EMPOWERMENT, YOUTH

EMPOWERMENT, MICRO-FINANCE, LIVESTOCK SERVICES, EMERGENCY RESPONSE, CIVIL

SOCIETY ORGANIZATIONS

REGION: SOUTH ASIA

(E) SPECIFIC TYPES OF SERVICES IN REGION: SHELTER AND INFRASTRUCTURE,

HUMAN RIGHTS AND PROTECTION, HEALTH, LIVESTOCK SERVICES, LIVELIHOODS AND

ECONOMIC DEVELOPMENT, FOOD SECURITY

REGION: SUB-SAHARAN AFRICA

(E) SPECIFIC TYPES OF SERVICES IN REGION: HEALTH, WATER AND SANITATION,

FOOD SECURITY AND NUTRITION, LIVELIHOODS, SHELTER, REFUGEE/RETURNEE

**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.

SERVICES

PART II, COLUMN (D):

REGION: SUB-SAHARAN AFRICA

(D) PURPOSE OF GRANT: TO IMPROVE SALE OF VOLUNTARY EMISSIONS REDUCTIONS

(VERS) EARNED FROM FUEL EFFICIENT STOVES IN GHANA

REGION: EUROPE (INCLUDING ICELAND AND GREENLAND)

(D) PURPOSE OF GRANT: PROVISION OF MULTI-SECTORAL HUMANITARIAN SERVICES

TO COMMUNITIES AFFECTED BY THE EQ

REGION: SUB-SAHARAN AFRICA

(D) PURPOSE OF GRANT: RESTORING LIVES OF AFFECTED FAMILIES AND

COMMUNITIES THROUGH INTEGRATED EMERGENCY RESPONSE

REGION: SUB-SAHARAN AFRICA

(D) PURPOSE OF GRANT: RESTORING LIVES OF AFFECTED FAMILIES AND

COMMUNITIES THROUGH INTEGRATED EMERGENCY RESPONSE

REGION: EAST ASIA AND THE PACIFIC

(D) PURPOSE OF GRANT: ADDRESSING THE HUMANITARIAN NEEDS OF COMMUNITIES

AFFECTED BY CONFLICT AND DISPLACEMENT

REGION: EAST ASIA AND THE PACIFIC

(D) PURPOSE OF GRANT: ADDRESSING THE HUMANITARIAN NEEDS OF COMMUNITIES

AFFECTED BY CONFLICT AND DISPLACEMENT

**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.

REGION: EAST ASIA AND THE PACIFIC

(D) PURPOSE OF GRANT: ADDRESSING THE HUMANITARIAN NEEDS OF COMMUNITIES

AFFECTED BY CONFLICT AND DISPLACEMENT

REGION: EAST ASIA AND THE PACIFIC

(D) PURPOSE OF GRANT: ADDRESSING THE HUMANITARIAN NEEDS OF COMMUNITIES

AFFECTED BY CONFLICT AND DISPLACEMENT

REGION: EAST ASIA AND THE PACIFIC

(D) PURPOSE OF GRANT: ADDRESSING THE HUMANITARIAN NEEDS OF COMMUNITIES

AFFECTED BY CONFLICT AND DISPLACEMENT

REGION: EAST ASIA AND THE PACIFIC

(D) PURPOSE OF GRANT: ADDRESSING THE HUMANITARIAN NEEDS OF COMMUNITIES

AFFECTED BY CONFLICT AND DISPLACEMENT

PART IV, LINE 1:

FORM 926 IS NOT REQUIRED TO BE FILED BECAUSE THE TRANSFER TO A FOREIGN

CORPORATION DOES NOT MEET THE REPORTING REQUIREMENTS IN IRC

6038(A)(1)(A).

PART I, LINE 3, COLUMN (C):

AS OF DECEMBER 31, 2023, RELIEF INTERNATIONAL HAD 2,603 EMPLOYEES, OF

THOSE, 2,444 WERE LOCAL NATIONALS, HIRED UNDER LOCAL CONTRACTS.

**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.

PART II, LINE 1 & PART III (ACCOUNTING METHOD)

SCHEDULE F PART II & III ARE REPORTED ON THE ACCRUAL BASIS.



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

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

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

		(a) Bingo	(b) Pull tabs/instant bingo/progressive bingo	(c) Other gaming	(d) Total gaming (add col. (a) through col. (c))
		<b>1</b> Gross revenue .....			
Direct Expenses	<b>2</b> Cash prizes .....				
	<b>3</b> Noncash prizes .....				
	<b>4</b> Rent/facility costs .....				
	<b>5</b> Other direct expenses .....				
	<b>6</b> Volunteer labor .....	<input type="checkbox"/> Yes _____ % <input type="checkbox"/> No	<input type="checkbox"/> Yes _____ % <input type="checkbox"/> No	<input type="checkbox"/> Yes _____ % <input type="checkbox"/> No	
<b>7</b> Direct expense summary. Add lines 2 through 5 in column (d) .....					
<b>8</b> Net gaming income summary. Subtract line 7 from line 1, column (d) .....					

**9** Enter the state(s) in which the organization conducts gaming activities: \_\_\_\_\_

**a** Is the organization licensed to conduct gaming activities in each of these states?  Yes  No

**b** If "No," explain: \_\_\_\_\_

**10a** Were any of the organization's gaming licenses revoked, suspended, or terminated during the tax year?  Yes  No

**b** If "Yes," explain: \_\_\_\_\_

- 11 Does the organization conduct gaming activities with nonmembers?  Yes  No
- 12 Is the organization a grantor, beneficiary or trustee of a trust, or a member of a partnership or other entity formed to administer charitable gaming?  Yes  No
- 13 Indicate the percentage of gaming activity conducted in:
 

a The organization's facility	13a	%
b An outside facility	13b	%
- 14 Enter the name and address of the person who prepares the organization's gaming/special events books and records:

Name \_\_\_\_\_

Address \_\_\_\_\_

- 15a Does the organization have a contract with a third party from whom the organization receives gaming revenue?  Yes  No
- b If "Yes," enter the amount of gaming revenue received by the organization \$ \_\_\_\_\_ and the amount of gaming revenue retained by the third party \$ \_\_\_\_\_
- c If "Yes," enter name and address of the third party:

Name \_\_\_\_\_

Address \_\_\_\_\_

16 Gaming manager information:

Name \_\_\_\_\_

Gaming manager compensation \$ \_\_\_\_\_

Description of services provided \_\_\_\_\_

- Director/officer
- Employee
- Independent contractor

17 Mandatory distributions:

- a Is the organization required under state law to make charitable distributions from the gaming proceeds to retain the state gaming license?  Yes  No
- b Enter the amount of distributions required under state law to be distributed to other exempt organizations or spent in the organization's own exempt activities during the tax year \$ \_\_\_\_\_

**Part IV Supplemental Information.** Provide the explanations required by Part I, line 2b, columns (iii) and (v); and Part III, lines 9, 9b, 10b, 15b, 15c, 16, and 17b, as applicable. Also provide any additional information. See instructions.

SCHEDULE G, PART I, LINE 2B, LIST OF TEN HIGHEST PAID FUNDRAISERS:

(I) NAME OF FUNDRAISER: FUNDRAISING ESSENTIALS

(I) ADDRESS OF FUNDRAISER:

FLAT 18, GAUMONT HOUSE, 93 MARMONT ROAD, LONDON, UNITED KINGDOM

(I) NAME OF FUNDRAISER: NO ONE RIGHT ANSWER LTD

(I) ADDRESS OF FUNDRAISER:

26 LONDON ROAD, ST ALBANS, HERTFORDSHIRE, UNITED KINGDOM

**Part IV** Supplemental Information (continued)

(II) ACTIVITY: COMMUNICATIONS AND FUNDRAISING DESIGN SERVICES

(I) NAME OF FUNDRAISER: GEMMA HALEY

(I) ADDRESS OF FUNDRAISER: 15 WESTFIELD CRESCENT, BRIGHTON, UNITED KINGDOM

(I) NAME OF FUNDRAISER: EXPERIAN

(I) ADDRESS OF FUNDRAISER: 475 ANTON BLVD, COSTA MESA, CA 92626

(II) ACTIVITY: DATA ANALYSIS TO ENRICH THE UNDERSTANDING OF RI SUPPORTERS.

(I) NAME OF FUNDRAISER: EVERYACTION INC

(I) ADDRESS OF FUNDRAISER:

655 15TH ST., NW SUITE 655, WASHINGTON , DC 20005

PART I, LINE 2B, COLUMN (V):

PAYMENTS FOR PROFESSIONAL SERVICES IN FUNDRAISING EFFORTS DETAILED ON

LINE 2B.

**SCHEDULE J  
(Form 990)**

Department of the Treasury  
Internal Revenue Service

**Compensation Information**

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

OMB No. 1545-0047

**2023**

Open to Public  
Inspection

Name of the organization

RELIEF INTERNATIONAL, INC.

Employer identification number

95-4300662

**Part I Questions Regarding Compensation**

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

Schedule J (Form 990) 2023

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

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

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

(A) Name and Title		(B) Breakdown of W-2 and/or 1099-MISC and/or 1099-NEC compensation			(C) Retirement and other deferred compensation	(D) Nontaxable benefits	(E) Total of columns (B)(i)-(D)	(F) Compensation in column (B) reported as deferred on prior Form 990
		(i) Base compensation	(ii) Bonus & incentive compensation	(iii) Other reportable compensation				
(1) CRAIG REDMOND CEO/PRESIDENT	(i)	328,466.	0.	0.	1,750.	17,587.	347,803.	0.
	(ii)	0.	0.	0.	0.	0.	0.	0.
(2) MARTIN CLEMMY CHIEF FINANCIAL OFFICER	(i)	88,854.	0.	0.	4,443.	400.	93,697.	0.
	(ii)	188,128.	0.	0.	10,998.	1,786.	200,912.	0.
(3) KATRINA CHARMENE CAMPBELL CHIEF ETHICS AND COMPLIANCE OFFICER	(i)	197,721.	0.	0.	2,350.	8,179.	208,250.	0.
	(ii)	0.	0.	0.	0.	0.	0.	0.
(4) VALERIE ROWLES REGIONAL DIRECTOR - MIDDLE EAST	(i)	154,832.	0.	21,454.	15,483.	11,449.	203,218.	0.
	(ii)	0.	0.	0.	0.	0.	0.	0.
(5) ANDREA GOSSELIN CHIEF DEVELOPMENT AND COMMUNICATIONS	(i)	168,224.	0.	0.	16,822.	1,615.	186,661.	0.
	(ii)	0.	0.	0.	0.	0.	0.	0.
(6) FARZANEH DAILAGHIAN DIR. FIN. PLNG. & ANALYSIS	(i)	148,669.	0.	16,740.	7,433.	11,119.	183,961.	0.
	(ii)	0.	0.	0.	0.	0.	0.	0.
(7) SANJNI SHAH CHIEF HR OFFICER	(i)	0.	0.	0.	0.	0.	0.	0.
	(ii)	171,221.	0.	0.	5,868.	1,345.	178,434.	0.
(8) BARBARA NORTON-GILL COMPENSATION & BENEFITS DIRECTOR	(i)	146,845.	9,000.	0.	1,100.	14,653.	171,598.	0.
	(ii)	0.	0.	0.	0.	0.	0.	0.
(9) RAYMOND BONNIWELL VP OF GLOBAL SAFETY & SECURITY	(i)	127,013.	0.	13,733.	11,673.	9,098.	161,517.	0.
	(ii)	0.	0.	0.	0.	0.	0.	0.
(10) JILL HASS HEAD OF TECHNICAL ASSISTANCE	(i)	137,741.	0.	9,481.	6,887.	4,472.	158,581.	0.
	(ii)	0.	0.	0.	0.	0.	0.	0.
(11) LAUREN PUCCI HEAD OF PROGRAM DEVELOPMENT	(i)	146,664.	0.	0.	3,295.	6,433.	156,392.	0.
	(ii)	0.	0.	0.	0.	0.	0.	0.
	(i)							
	(ii)							
	(i)							
	(ii)							
	(i)							
	(ii)							
	(i)							
	(ii)							

**Part III** Supplemental Information

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

PART I, LINE 1A:

VALERIE ROWLES, BASED ON THE EMPLOYMENT CONTRACT, RECEIVED HOUSING

ALLOWANCE THAT WAS TREATED AS TAXABLE COMPENSATION TO THE RECIPIENT.

FARZANEH DAILAGHIAN, BASED ON THE PERSONNEL ACTION FORM, RECEIVED HOUSING

ALLOWANCE THAT WAS TREATED AS TAXABLE COMPENSATION TO THE RECIPIENT.

**SCHEDULE M  
(Form 990)**

**Noncash Contributions**

OMB No. 1545-0047

**2023**

Open to Public Inspection

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

Go to [www.irs.gov/Form990](http://www.irs.gov/Form990) for instructions and the latest information.

Department of the Treasury  
Internal Revenue Service

Name of the organization: **RELIEF INTERNATIONAL, INC.**  
Employer identification number: **95-4300662**

**Part I Types of Property**

	(a) Check if applicable	(b) Number of contributions or items contributed	(c) Noncash contribution amounts reported on Form 990, Part VIII, line 1g	(d) Method of determining noncash contribution amounts
1 Art - Works of art				
2 Art - Historical treasures				
3 Art - Fractional interests				
4 Books and publications				
5 Clothing and household goods				
6 Cars and other vehicles				
7 Boats and planes				
8 Intellectual property				
9 Securities - Publicly traded				
10 Securities - Closely held stock				
11 Securities - Partnership, LLC, or trust interests				
12 Securities - Miscellaneous				
13 Qualified conservation contribution - Historic structures				
14 Qualified conservation contribution - Other				
15 Real estate - Residential				
16 Real estate - Commercial				
17 Real estate - Other				
18 Collectibles				
19 Food inventory				
20 Drugs and medical supplies	X	1511299	43,651. FMV	
21 Taxidermy				
22 Historical artifacts				
23 Scientific specimens				
24 Archeological artifacts				
25 Other ( )				
26 Other ( )				
27 Other ( )				
28 Other ( )				

29 Number of Forms 8283 received by the organization during the tax year for contributions for which the organization completed Form 8283, Part V, Donee Acknowledgement: **29** 0

30a During the year, did the organization receive by contribution any property reported in Part I, lines 1 through 28, that it must hold for at least 3 years from the date of the initial contribution, and which isn't required to be used for exempt purposes for the entire holding period? **30a**

b If "Yes," describe the arrangement in Part II.

31 Does the organization have a gift acceptance policy that requires the review of any nonstandard contributions? **31**

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

b If "Yes," describe in Part II.

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

	Yes	No
30a		X
31	X	
32a		X

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

Schedule M (Form 990) 2023



**SCHEDULE O  
(Form 990)**

Department of the Treasury  
Internal Revenue Service

**Supplemental Information to Form 990 or 990-EZ**

Complete to provide information for responses to specific questions on  
Form 990 or 990-EZ or to provide any additional information.  
Attach to Form 990 or Form 990-EZ.  
Go to [www.irs.gov/Form990](http://www.irs.gov/Form990) for the latest information.

OMB No. 1545-0047

**2023**

Open to Public  
Inspection

Name of the organization

RELIEF INTERNATIONAL, INC.

Employer identification number

95-4300662

FORM 990, PART I, LINE 1, DESCRIPTION OF ORGANIZATION MISSION:

DISASTER TO SAVE LIVES, BUILD GREATER RESILIENCE, AND PROMOTE LONG-TERM  
HEALTH AND WELLBEING OF PEOPLE IN THE COMMUNITIES THAT WE SERVE.

FORM 990, PART I, LINE 6: VOLUNTEERS

UNCOMPENSATED BOARD MEMBERS AND INTERNS SERVE AS VOLUNTEERS.

FORM 990, PART III, LINE 1, DESCRIPTION OF ORGANIZATION MISSION:

AND NON-SECTARIAN. RI'S CORE PARTNERS ARE COMMUNITIES OF POOR AND

VULNERABLE PEOPLE, ESPECIALLY:

- PEOPLE LIVING IN UNDERSERVED, REMOTE AND/OR DANGEROUS PLACES.

- REFUGEES, INTERNALLY DISPLACED PERSONS, AND VICTIMS OF NATURAL AND

MAN-MADE DISASTERS AND CIVIL WARS.

- WOMEN AND GIRLS, ESPECIALLY THOSE IN NEED OF PRIMARY EDUCATION AND

HEALTH SERVICES.

- SMALL-SCALE ENTREPRENEURS, FARMERS AND RURAL DWELLERS IN NEED OF

TRAINING AND STRATEGIC VALUE CHAIN INTERVENTIONS.

- OTHER VULNERABLE COMMUNITIES WHOSE NEEDS MATCH RI'S SELECTIVE SKILLS.

FORM 990, PART III, LINE 4D, OTHER PROGRAM SERVICES:

ECONOMIC OPPORTUNITY: RELIEF INTERNATIONAL CREATES AND STRENGTHENS A

SUSTAINABLE, EQUITABLE, AND RESILIENT ECONOMIC/LIVELIHOODS ENVIRONMENT

FOR VULNERABLE WOMEN AND MEN IN EMERGENCIES, PROTRACTED RELIEF AND

RECOVERY, AND DEVELOPMENT SETTINGS. RI'S PROGRAMS INCREASE JOBS,

INCOMES AND ASSETS BY ADDRESSING THE CAUSES AND RISKS THAT RESTRICT

ACCESS TO ECONOMIC OPPORTUNITIES. RI INCORPORATES DISASTER RISK

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

Schedule O (Form 990) 2023

Name of the organization RELIEF INTERNATIONAL, INC.	Employer identification number 95-4300662
--	--

REDUCTION, CLIMATE CHANGE ADAPTATION, AND OTHER RISK REDUCTION

CONSIDERATIONS TO BUILD RESILIENCE IN THE AFFECTED COMMUNITIES.

EXPENSES \$ 2,408,153. INCL GRANTS OF \$ 634,354. REVENUE \$ 1,658,962.

OTHER: RELIEF INTERNATIONAL ALSO PROVIDES PROTECTION AND EMERGENCY

RESPONSE SERVICES (INCLUDING SHELTER, FOOD ITEMS, NON-FOOD ITEMS,

WATER, ETC.) TO POPULATIONS FACING SUDDEN AND SLOW ONSET DISASTERS,

BOTH NATURAL AND MAN-MADE.

EXPENSES \$ 368,303. INCLUDING GRANTS OF \$ 177,248. REVENUE \$ 0.

FORM 990, PART V, LINE 4B, LIST OF FOREIGN COUNTRIES:

YEMEN (ADEN), IRAQ, JORDAN, TURKEY,

LEBANON, AFGHANISTAN, PAKISTAN, PHILIPPINES,

BANGLADESH, SOMALIA, SUDAN, KENYA,

GHANA, SOUTH SUDAN, BURMA, UNITED KINGDOM,

FRANCE, IRAN

FORM 990, PART VI, SECTION A, LINE 6:

UNDER DELAWARE LAW, CORPORATIONS MUST HAVE MEMBERS AS PROVIDED BY THE

ORGANIZATION'S BYLAWS, THE DIRECTORS AND MEMBERS ARE THE SAME PEOPLE.

FORM 990, PART VI, SECTION A, LINE 7A:

UNDER DELAWARE LAW, CORPORATIONS MUST HAVE MEMBERS AS PROVIDED BY THE

ORGANIZATION'S BYLAWS, THE DIRECTORS AND MEMBERS ARE THE SAME PEOPLE.

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

THE FORM 990 WAS PREPARED BY THE OUTSIDE ACCOUNTANTS WITH THE ASSISTANCE OF

THE ORGANIZATION'S CFO AND STAFF. THE CFO AND GENERAL COUNSEL REVIEW THE

Name of the organization RELIEF INTERNATIONAL, INC.	Employer identification number 95-4300662
--	--

RETURN BEFORE SUBMITTING VIA EMAIL TO THE FULL BOARD FOR THEIR REVIEW PRIOR

TO ITS SUBMISSION TO THE IRS.

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

IT IS THE POLICY OF RELIEF INTERNATIONAL (RI) TO PROHIBIT ITS EMPLOYEES AND

BOARD MEMBERS FROM ENGAGING IN ANY ACTIVITY, PRACTICE, OR ACT WHICH

CONFLICTS WITH, OR APPEARS TO CONFLICT WITH, THE INTERESTS OF RI. EACH

EMPLOYEE AND BOARD MEMBER IS REQUIRED TO DISCLOSE ANY INTEREST OR

INVOLVEMENT WHEN PARTICIPATING IN A TRANSACTION OF THE ORGANIZATION IN

WHICH ANOTHER PARTY TO THE TRANSACTION INCLUDES HIMSELF, A CLOSE RELATIVE

(SPOUSE, PARENT, CHILD, SIBLING, NIECE, NEPHEW, OR IN-LAW) OR AN

ORGANIZATION WITH WHICH THE MEMBER OF THE BOARD, THE EMPLOYEE, OR A CLOSE

RELATIVE, IS AFFILIATED.

THIS POLICY IS NOT INTENDED TO DETAIL EVERY SITUATION THAT COULD GIVE RISE

TO A CONFLICT OF INTEREST. A PERSON WITH ORDINARY GOOD JUDGMENT SHOULD KNOW

WHETHER OR NOT A PARTICULAR ACTIVITY INVOLVES AN ACTUAL OR POTENTIAL

CONFLICT. WHERE THERE IS DOUBT, THE MATTER SHOULD BE BROUGHT TO THE

ATTENTION OF THE INDIVIDUAL'S IMMEDIATE SUPERVISOR (FOR STAFF) OR THE BOARD

CHAIRPERSON (FOR BOARD MEMBERS), WHO WILL TAKE ACTION AS APPROPRIATE. IN

GENERAL, EMPLOYEES AND BOARD MEMBERS SHOULD REFRAIN FROM: OFFERING,

SOLICITING OR ACCEPTING GIFTS, EXCEPT THOSE OF A NOMINAL VALUE, IN RETURN

FOR AN ADVANTAGEOUS POSITION ENGAGING IN CONDUCT THAT INTERFERES WITH THE

PRIMARY TIME AND EFFORT OBLIGATION TO RI OR DIVIDES HIS OR HER LOYALTY, OR

DISCREDITS RI'S NAME OR, DISCLOSING CONFIDENTIAL OR PROPRIETARY INFORMATION

ABOUT RI TO THIRD PARTIES.

UPON DISCOVERY OF A POTENTIAL CONFLICT, EITHER IN PROCUREMENT OR HIRING OR

ANY OTHER AREA OF ORGANIZATIONAL INTEREST, THE EMPLOYEE OR BOARD MEMBER

SHOULD MAKE PROMPT DISCLOSURE TO THE SUPERVISOR OR BOARD CHAIRPERSON (AS

Name of the organization

RELIEF INTERNATIONAL, INC.

Employer identification number

95-4300662

APPROPRIATE), BUT NO LATER THAN 30 DAYS AFTER BECOMING AWARE OF AN

ANTICIPATED OR ACTUAL OCCURRENCE. MEMBERS OF THE BOARD AND EMPLOYEES WHO

HAVE A CONFLICT OF INTEREST IN ANY MATTER SHALL REFRAIN FROM PARTICIPATING

IN THE CONSIDERATION OF THE PROPOSED TRANSACTION.

FORM 990, PART VI, SECTION B, LINE 15:

IN 2023, THE GOVERNANCE AND NOMINATIONS COMMITTEE OF THE BOARD OF

DIRECTORS, APPROVED A HEAD OFFICE SALARY SCALE DESIGNED BY THE HR

DEPARTMENT BASED ON MARKET ANALYSIS AND SECTOR NORMS. THE SALARY SCALE ALSO

ADDRESSED COMPENSATION OF SENIOR STAFF, AND THE BOARD OF DIRECTORS USED

THIS SCALE AND RELATED MARKET DATA TO DETERMINE AN APPROPRIATE SALARY FOR

THE CEO. THE PROCESS AND DECISION WAS DOCUMENTED.

FORM 990, PART VI, LINE 17, LIST OF STATES RECEIVING COPY OF FORM 990:

AL, AK, AR, CA, CO, CT, FL, GA, HI, IL, KS, KY, MA, MD, ME, MI, MN, MS, NC, ND, NH, NJ, NM, NV, NY

OH, OK, OR, PA, RI, SC, TN, UT, VA, WA, WI, WV

FORM 990, PART VI, SECTION C, LINE 19:

RELIEF INTERNATIONAL PRESENTS ITS FINANCIAL STATEMENTS ON ITS WEBSITE. THE

GOVERNING DOCUMENTS AND CONFLICT OF INTEREST POLICY ARE AVAILABLE UPON

REQUEST.

FORM 990, PART XII, LINE 2B AND PART IV LINE 12A

ACTIVITY REPORTED ON THIS FORM 990 AND ITS AUDITED FINANCIAL STATEMENTS

INCLUDES ALL ACTIVITY FOR RELIEF INTERNATIONAL KENYA, A RELATED TAX

EXEMPT ORGANIZATION INCLUDED ON SCHEDULE R, PART II.

**SCHEDULE R  
(Form 990)**

Department of the Treasury  
Internal Revenue Service

**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](http://www.irs.gov/Form990) for instructions and the latest information.

OMB No. 1545-0047

**2023**

**Open to Public Inspection**

Name of the organization <p align="center">RELIEF INTERNATIONAL, INC.</p>	Employer identification number <p align="center">95-4300662</p>
--	--

**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
ENTERPRISE WORKS, LLC - 52-1079034 818 CONNECTICUT AVE NW, SUITE 600, WASHINGTON, DC 20006	PROMOTES SUSTAINABLE, ENTERPRISE-ORIENTED SOLUTIONS TO ECONOMIC	DELAWARE	0.	0.	RELIEF INTERNATIONAL, INC.

**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
RELIEF INTERNATIONAL EUROPE AVENUE LOUISE 65-1050 BRUSSELS, BELGIUM	REDUCE HUMAN SUFFERING	BELGIUM	501(C)(3) EQUIVALENT				X
RELIEF INTERNATIONAL FRANCE 35 RUE DE MARSEILLE LYON, FRANCE 69007	REDUCE HUMAN SUFFERING	FRANCE	501(C)(3) EQUIVALENT				X
RELIEF INTERNATIONAL UK 35-41 LOWER MARSH LONDON, UNITED KINGDOM SE17RL	REDUCE HUMAN SUFFERING	UNITED KINGDOM	501(C)(3) EQUIVALENT				X
RELIEF INTERNATIONAL AFGHANISTAN STREET 4, TAIMANI, PD 4, HOUSE #12 KABUL, AFGHANISTAN	REDUCE HUMAN SUFFERING	AFGHANISTAN	501(C)(3) EQUIVALENT		RELIEF INTERNATIONAL FRANCE		X

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

Schedule R (Form 990) 2023

SEE PART VII FOR CONTINUATIONS



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

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

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

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

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

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

**1** During the tax year, did the organization engage in any of the following transactions with one or more related organizations listed in Parts II-IV?

	Yes	No
<b>a</b> Receipt of (i) interest, (ii) annuities, (iii) royalties, or (iv) rent from a controlled entity .....		X
<b>b</b> Gift, grant, or capital contribution to related organization(s) .....	X	
<b>c</b> Gift, grant, or capital contribution from related organization(s) .....		X
<b>d</b> Loans or loan guarantees to or for related organization(s) .....		X
<b>e</b> Loans or loan guarantees by related organization(s) .....		X
<b>f</b> Dividends from related organization(s) .....		X
<b>g</b> Sale of assets to related organization(s) .....		X
<b>h</b> Purchase of assets from related organization(s) .....		X
<b>i</b> Exchange of assets with related organization(s) .....		X
<b>j</b> Lease of facilities, equipment, or other assets to related organization(s) .....		X
<b>k</b> Lease of facilities, equipment, or other assets from related organization(s) .....		X
<b>l</b> Performance of services or membership or fundraising solicitations for related organization(s) .....		X
<b>m</b> Performance of services or membership or fundraising solicitations by related organization(s) .....		X
<b>n</b> Sharing of facilities, equipment, mailing lists, or other assets with related organization(s) .....	X	
<b>o</b> Sharing of paid employees with related organization(s) .....	X	
<b>p</b> Reimbursement paid to related organization(s) for expenses .....	X	
<b>q</b> Reimbursement paid by related organization(s) for expenses .....	X	
<b>r</b> Other transfer of cash or property to related organization(s) .....		X
<b>s</b> Other transfer of cash or property from related organization(s) .....		X

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

(a) Name of related organization	(b) Transaction type (a-s)	(c) Amount involved	(d) Method of determining amount involved
(1) RELIEF INTERNATIONAL KENYA	B	986,780.	COST
(2) RELIEF INTERNATIONAL KENYA	Q	267,155.	COST
(3)			
(4)			
(5)			
(6)			



**Part VII Supplemental Information**

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

**PART I, IDENTIFICATION OF DISREGARDED ENTITIES:**

**NAME OF DISREGARDED ENTITY:**

ENTERPRISE WORKS, LLC

**PRIMARY ACTIVITY:** PROMOTES SUSTAINABLE, ENTERPRISE-ORIENTED SOLUTIONS TO

**ECONOMIC CHALLENGES**