

Form **990**

Return of Organization Exempt From Income Tax

OMB No. 1545-0047

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

2023

Do not enter social security numbers on this form as it may be made public.

Open to Public Inspection

Department of the Treasury
Internal Revenue Service

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

A For the **2023** calendar year, or tax year beginning **APR 1, 2023** and ending **MAR 31, 2024**

B Check if applicable: Address change Name change Initial return Final return/terminated Amended return Application pending	C Name of organization INTERNATIONAL JUSTICE MISSION		D Employer identification number 54-1722887	
	Doing business as		E Telephone number (844) 422-5878	
	Number and street (or P.O. box if mail is not delivered to street address)	Room/suite	G Gross receipts \$ 118,706,861.	
	P.O. BOX 2227		H(a) Is this a group return for subordinates? Yes <input checked="" type="checkbox"/> No	
City or town, state or province, country, and ZIP or foreign postal code ARLINGTON, VA 22202		H(b) Are all subordinates included? Yes No		
F Name and address of principal officer: GARY HAUGEN SAME AS C ABOVE		H(c) Group exemption number		
I Tax-exempt status: <input checked="" type="checkbox"/> 501(c)(3) 501(c) () (insert no.) 4947(a)(1) or 527				
J Website: IJM.ORG				
K Form of organization: <input checked="" type="checkbox"/> Corporation Trust Association Other			L Year of formation: 1994	M State of legal domicile: VA

Part I Summary

Activities & Governance	1 Briefly describe the organization's mission or most significant activities: THE MISSION OF IJM IS TO PROTECT PEOPLE IN POVERTY FROM VIOLENCE.		
	2 Check this box if the organization discontinued its operations or disposed of more than 25% of its net assets.		
	3 Number of voting members of the governing body (Part VI, line 1a)	3	12
	4 Number of independent voting members of the governing body (Part VI, line 1b)	4	11
	5 Total number of individuals employed in calendar year 2023 (Part V, line 2a)	5	415
	6 Total number of volunteers (estimate if necessary)	6	571
	7 a Total unrelated business revenue from Part VIII, column (C), line 12	7a	0.
b Net unrelated business taxable income from Form 990-T, Part I, line 11	7b	0.	
Revenue	8 Contributions and grants (Part VIII, line 1h)	Prior Year	Current Year
	9 Program service revenue (Part VIII, line 2g)	117,606,114.	116,234,757.
	10 Investment income (Part VIII, column (A), lines 3, 4, and 7d)	379,074.	74,587.
	11 Other revenue (Part VIII, column (A), lines 5, 6d, 8c, 9c, 10c, and 11e)	514,878.	1,298,219.
	12 Total revenue - add lines 8 through 11 (must equal Part VIII, column (A), line 12)	-768,769.	561,794.
		117,731,297.	118,169,357.
Expenses	13 Grants and similar amounts paid (Part IX, column (A), lines 1-3)	1,823,149.	2,174,391.
	14 Benefits paid to or for members (Part IX, column (A), line 4)	0.	0.
	15 Salaries, other compensation, employee benefits (Part IX, column (A), lines 5-10)	70,701,305.	65,196,550.
	16a Professional fundraising fees (Part IX, column (A), line 11e)	0.	0.
	b Total fundraising expenses (Part IX, column (D), line 25)	18,085,754.	
	17 Other expenses (Part IX, column (A), lines 11a-11d, 11f-24e)	44,925,707.	40,128,602.
18 Total expenses. Add lines 13-17 (must equal Part IX, column (A), line 25)	117,450,161.	107,499,543.	
19 Revenue less expenses. Subtract line 18 from line 12	281,136.	10,669,814.	
Net Assets or Fund Balances	20 Total assets (Part X, line 16)	Beginning of Current Year	End of Year
	21 Total liabilities (Part X, line 26)	66,821,299.	77,163,191.
	22 Net assets or fund balances. Subtract line 21 from line 20	36,828,095.	36,715,421.
	29,993,204.	40,447,770.	

Part II Signature Block

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

Sign Here	Signature of officer		Date 2/6/2025		
	STACY MCMAHAN, CHIEF FINANCIAL OFFICER Type or print name and title		<i>Stacy McMahan</i>		
Paid Preparer Use Only	Print/Type preparer's name MARY TORRETTA	Preparer's signature <i>Mary Torretta</i>	Date 2/6/2025	Check if self-employed <input type="checkbox"/>	PTIN P00847851
	Firm's name GRANT THORNTON ADVISORS LLC	Firm's EIN 99-1856619	Firm's address 1000 WILSON BOULEVARD, SUITE 1500 ARLINGTON, VA 22209		
Phone no. (703) 847-7500					

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

Application for Extension of Time To File an Exempt Organization Return or Excise Taxes Related to Employee Benefit Plans

Department of the Treasury Internal Revenue Service

File a separate application for each return. Go to www.irs.gov/Form8868 for the latest information.

Electronic filing (e-file). You can electronically file Form 8868 to request up to a 6-month extension of time to file any of the forms listed below except for Form 8870, Information Return for Transfers Associated With Certain Personal Benefit Contracts. An extension request for Form 8870 must be sent to the IRS in a paper format (see instructions). For more details on the electronic filing of Form 8868, visit www.irs.gov/e-file-providers/e-file-for-charities-and-non-profits.

Caution: If you are going to make an electronic funds withdrawal (direct debit) with this Form 8868, see Form 8453-TE and Form 8879-TE for payment instructions.

All corporations required to file an income tax return other than Form 990-T (including 1120-C filers), partnerships, REMICs, and trusts must use Form 7004 to request an extension of time to file income tax returns.

Part I - Identification

Form I-Identification fields: Type or Print, Name of exempt organization (INTERNATIONAL JUSTICE MISSION), Taxpayer identification number (TIN) (54-1722887), Number, street, and room or suite no. (P.O. BOX 2227), City, town or post office, state, and ZIP code (ARLINGTON, VA 22202).

Enter the Return Code for the return that this application is for (file a separate application for each return) 01

Table with 4 columns: Application Is For, Return Code, Application Is For, Return Code. Rows include Form 990 or Form 990-EZ (01), Form 4720 (individual) (03), Form 990-PF (04), Form 990-T (sec. 401(a) or 408(a) trust) (05), Form 990-T (trust other than above) (06), Form 990-T (corporation) (07), Form 1041-A (08), Form 4720 (other than individual) (09), Form 5227 (10), Form 6069 (11), Form 8870 (12), Form 5330 (individual) (13), Form 5330 (other than individual) (14).

After you enter your Return Code, complete either Part II or Part III. Part III, including signature, is applicable only for an extension of time to file Form 5330.

If this application is for an extension of time to file Form 5330, you must enter the following information.

Plan Name, Plan Number, Plan Year Ending (MM/DD/YYYY) fields.

Part II - Automatic Extension of Time To File for Exempt Organizations (see instructions)

The books are in the care of STACY MCMAHAN P.O. BOX 2227 - ARLINGTON, VA 22202

Telephone No. (844) 422-5878 Fax No.

- If the organization does not have an office or place of business in the United States, check this box. If this is for a Group Return, enter the organization's four-digit Group Exemption Number (GEN). If this is for the whole group, check this box. If it is for part of the group, check this box and attach a list with the names and TINs of all members the extension is for.

Line 1: I request an automatic 6-month extension of time until FEBRUARY 18, 2025, to file the exempt organization return for the organization named above. The extension is for the organization's return for: calendar year 20 or [X] tax year beginning APR 1, 2023, and ending MAR 31, 2024.

Line 2: If the tax year entered in line 1 is for less than 12 months, check reason: Change in accounting period, Initial return, Final return.

Table with 3 columns: Description, 3a, 3b, 3c. Rows include: 3a If this application is for Forms 990-PF, 990-T, 4720, or 6069, enter the tentative tax, less any nonrefundable credits. See instructions. 3b If this application is for Forms 990-PF, 990-T, 4720, or 6069, enter any refundable credits and estimated tax payments made. Include any prior year overpayment allowed as a credit. 3c Balance due. Subtract line 3b from line 3a. Include your payment with this form, if required, by using EFTPS (Electronic Federal Tax Payment System). See instructions.

For Privacy Act and Paperwork Reduction Act Notice, see instructions.

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: THE MISSION OF INTERNATIONAL JUSTICE MISSION IS TO PROTECT PEOPLE IN POVERTY FROM VIOLENCE BY WORKING WITH PARTNERS TO RESCUE VICTIMS, BRING THE CRIMINALS TO JUSTICE, RESTORE SURVIVORS TO SAFETY AND STRENGTH, (SEE SCHEDULE O)

2 Did the organization undertake any significant program services during the year which were not listed on the prior Form 990 or 990-EZ? [] Yes [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 \$ 53,087,974. including grants of \$ 2,174,391.) (Revenue \$ 74,587.) FIELD OPERATIONS

INTERNATIONAL JUSTICE MISSION'S FIELD OPERATIONS RESPOND TO A VAST AND DEVASTATING CATEGORY OF NEED: VIOLENCE AGAINST PEOPLE IN POVERTY.

THE THREAT OF VIOLENCE IS PART OF EVERYDAY LIFE FOR PEOPLE WHO ARE POOR. ACCORDING TO THE GLOBAL SLAVERY INDEX, APPROXIMATELY 50 MILLION PEOPLE ARE ESTIMATED TO BE LIVING IN SITUATIONS OF MODERN SLAVERY. THE INTERNATIONAL LABOR ORGANIZATION ESTIMATES THAT FORCED LABOR GENERATES PROFITS IN EXCESS OF MORE THAN \$236 BILLION ANNUALLY FOR TRAFFICKERS AND SLAVE OWNERS; AND ACCORDING TO GLOBAL ESTIMATES OF MODERN SLAVERY, 1 IN 4 VICTIMS OF MODERN SLAVERY IS A CHILD. IN MANY COUNTRIES, PERPETRATORS OF ABUSE AGAINST PEOPLE IN POVERTY (SEE SCHEDULE O)

4b (Code:) (Expenses \$ 23,063,448. including grants of \$) (Revenue \$) BUILDING A MOVEMNT

IJM SEEKS TO MOBILIZE A GLOBAL JUSTICE MOVEMENT AND ADVANCE ITS MISSION BY DRAWING THE WORLD'S ATTENTION TO VIOLENCE AGAINST PEOPLE WHO ARE POOR AND EXPANDING THE NUMBER OF PEOPLE AND INSTITUTIONS ENGAGED IN THE FIGHT FOR JUSTICE. IJM DOES THIS BY INFLUENCING LEADERS IN ALL SECTORS TO BECOME CHAMPIONS THROUGH PARTNERSHIP WITH CHURCHES, COMMUNITY MEMBERS, CORPORATIONS, THOUGHT LEADERS, GOVERNMENT AGENCIES AND LEADERS, AMONG OTHERS.

A PART OF THIS MOVEMENT BUILDING IS REACHING NEW AUDIENCES THROUGH MEDIA OUTREACH. IJM'S WORK HAS BEEN FEATURED IN PUBLICATIONS SUCH AS FORBES MAGAZINE, THE WASHINGTON POST, (SEE SCHEDULE O)

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

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

4e Total program service expenses 76,151,422.

Part IV Checklist of Required Schedules

Table with 3 columns: Question ID, Yes, No. Rows include questions 1 through 21 regarding organizational requirements and schedules.

Part IV Checklist of Required Schedules (continued)

Table with 3 columns: Question ID, Question Text, Yes, No. Rows include questions 22 through 38 regarding organizational reporting, compensation, tax-exempt bonds, and business transactions.

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 ID, Question Text, Yes, No. Rows include questions 1a, 1b, and 1c regarding Form 1096, Forms W-2G, and backup withholding rules.

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

Table with columns for question number, question text, and Yes/No columns. Includes 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 Enter the number of voting members of the governing body at the end of the tax year; 1b Enter the number of voting members included on line 1a, above, who are independent; 2 Did any officer, director, trustee, or key employee have a family relationship or a business relationship with any other officer, director, trustee, or key employee?; 3 Did the organization delegate control over management duties customarily performed by or under the direct supervision of officers, directors, trustees, or key employees to a management company or other person?; 4 Did the organization make any significant changes to its governing documents since the prior Form 990 was filed?; 5 Did the organization become aware during the year of a significant diversion of the organization's assets?; 6 Did the organization have members or stockholders?; 7a Did the organization have members, stockholders, or other persons who had the power to elect or appoint one or more members of the governing body?; 7b Are any governance decisions of the organization reserved to (or subject to approval by) members, stockholders, or persons other than the governing body?; 8 Did the organization contemporaneously document the meetings held or written actions undertaken during the year by the following: a The governing body? b Each committee with authority to act on behalf of the governing body?; 9 Is there any officer, director, trustee, or key employee listed in Part VII, Section A, who cannot be reached at the organization's mailing address? If "Yes," provide the names and addresses on Schedule O.

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 Did the organization have local chapters, branches, or affiliates?; 10b If "Yes," did the organization have written policies and procedures governing the activities of such chapters, affiliates, and branches to ensure their operations are consistent with the organization's exempt purposes?; 11a Has the organization provided a complete copy of this Form 990 to all members of its governing body before filing the form?; 11b Describe on Schedule O the process, if any, used by the organization to review this Form 990.; 12a Did the organization have a written conflict of interest policy? If "No," go to line 13; 12b Were officers, directors, or trustees, and key employees required to disclose annually interests that could give rise to conflicts?; 12c Did the organization regularly and consistently monitor and enforce compliance with the policy? If "Yes," describe on Schedule O how this was done; 13 Did the organization have a written whistleblower policy?; 14 Did the organization have a written document retention and destruction policy?; 15 Did the process for determining compensation of the following persons include a review and approval by independent persons, comparability data, and contemporaneous substantiation of the deliberation and decision?; 15a The organization's CEO, Executive Director, or top management official; 15b Other officers or key employees of the organization; 16a Did the organization invest in, contribute assets to, or participate in a joint venture or similar arrangement with a taxable entity during the year?; 16b If "Yes," did the organization follow a written policy or procedure requiring the organization to evaluate its participation in joint venture arrangements under applicable federal tax law, and take steps to safeguard the organization's exempt status with respect to such arrangements?

Section C. Disclosure

- 17 List the states with which a copy of this Form 990 is required to be filed SEE SCHEDULE O
18 Section 6104 requires an organization to make its Forms 1023 (1024 or 1024-A, if applicable), 990, and 990-T (section 501(c)(3)s only) available for public inspection. Indicate how you made these available. Check all that apply. [X] Own website [] Another's website [X] Upon request [] Other (explain on Schedule O)
19 Describe on Schedule O whether (and if so, how) the organization made its governing documents, conflict of interest policy, and financial statements available to the public during the tax year.
20 State the name, address, and telephone number of the person who possesses the organization's books and records
STACY MCMAHAN - (844) 422-5878
P.O. BOX 2227, ARLINGTON, VA 22202

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) SHAWN KOHL COUNTRY DIRECTOR, ROMANIA	40.00 0.00					X		383,955.	0.	39,055.
(2) GARY HAUGEN CEO	40.00 0.00	X		X				351,285.	0.	49,192.
(3) ANDREY SAWCHENKO REG. VP, FORCED LABOR SLAVERY HUB	40.00 0.00					X		291,733.	0.	39,714.
(4) BIJU MATHEW REGIONAL VP, STRATEGY & OPERATIONS	40.00 0.00					X		266,407.	0.	39,621.
(5) STACY MCMAHAN CFO	40.00 0.00			X				231,662.	0.	38,904.
(6) WILLIAM (BILL) MADDOX SPECIALIST, CAP BUILD. & CONS. ACT.	40.00 0.00					X		227,349.	0.	35,919.
(7) ERIC HA CAO	40.00 0.00			X				215,952.	0.	39,614.
(8) BLAIR BURNS CHIEF PROGRAM OFFICER	40.00 0.00				X			209,942.	0.	33,831.
(9) BARRY BONSO-BRUCE CHIEF INFORMATION OFFICER	40.00 0.00				X			202,166.	0.	31,281.
(10) SAJU MATHEW REGIONAL PRESIDENT, SOUTH ASIA	40.00 0.00				X			197,530.	0.	33,830.
(11) JACOB SIMS DIRECTOR, ADVOCACY & PARTNERSHIPS	40.00 0.00					X		191,681.	0.	37,547.
(12) PABLO VILLEDA ORTIZ REGIONAL PRESIDENT, LATIN AMERICA	40.00 0.00				X			184,299.	0.	40,928.
(13) CHRISTA SHARPE REGIONAL PRESIDENT, ASIA PACIFIC	40.00 0.00				X			184,287.	0.	40,425.
(14) TINA ATWELL CHIEF PEOPLE OFFICER (THRU 5/2023)	40.00 0.00				X			178,139.	0.	17,854.
(15) JEANNIE ROSE BARKSDALE VP, GENERAL COUNSEL	40.00 0.00			X				138,053.	0.	45,446.
(16) MELISSA RUSSELL REG. PRES., N. AMERICA (THRU 7/2023)	40.00 0.00				X			153,797.	0.	24,343.
(17) STEPHANIE VILLATORO GLOBAL OFF., TREASURY (THRU 2/2024)	40.00 0.00			X				118,524.	0.	34,205.

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) DEANNA MALMQUIST MANAGER, GLOBAL GOV. & COMPLIANCE	40.00 0.00			X				107,708.	0.	26,182.
(19) MARC ALLEN BOARD CHAIR	1.00 0.00	X		X				0.	0.	0.
(20) RACHEL BRAND DIRECTOR	1.00 0.00	X						0.	0.	0.
(21) JAMES ABRAHAM DIRECTOR	1.00 0.00	X						0.	0.	0.
(22) JAMES PETERS DIRECTOR	1.00 0.00	X						0.	0.	0.
(23) LINDA RANZ DIRECTOR	1.00 0.00	X						0.	0.	0.
(24) MARK LABBERTON DIRECTOR	1.00 0.00	X						0.	0.	0.
(25) ANDREW GEORGE DIRECTOR	1.00 0.00	X						0.	0.	0.
(26) MELANIE LANE DIRECTOR	1.00 0.00	X						0.	0.	0.
1b Subtotal								3,834,469.	0.	647,891.
c Total from continuation sheets to Part VII, Section A								0.	0.	0.
d Total (add lines 1b and 1c)								3,834,469.	0.	647,891.

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 128

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

Section B. Independent Contractors

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

(A) Name and business address	(B) Description of services	(C) Compensation
ACCENTURE LLP, 1255 TREAT BLVD, SUITE 25, WALNUT CREEK, CA 94597	CONSULTING SERVICES	2,872,000.
VELOCITY GLOBAL LLC, 3858 WALNUT ST., SUITE 107, DENVER, CO 80205	PEO SERVICES	1,209,900.
PREVISE SOLUTIONS LLC 320 THAXTON ST., GAITHERSBURG, MD 20878	CONSULTING SERVICES	655,421.
PORCARO STOLAREK METE PARTNERS, LLC 223 W JACKSON BLVD, CHICAGO, IL 60606	CONSULTING SERVICES	335,204.
MULTIPLY STRATEGIES 1478 LINCOLN AVENUE, SAINT PAUL, MN 55105	CONSULTING SERVICES	265,664.

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 8

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	1 a Federated campaigns	1a					
	b Membership dues	1b					
	c Fundraising events	1c	4,737,107.				
	d Related organizations	1d	7,506,738.				
	e Government grants (contributions)	1e	2,844,944.				
	f All other contributions, gifts, grants, and similar amounts not included above ...	1f	101,145,968.				
	g Noncash contributions included in lines 1a-1f	1g	\$ 2,120,381.				
	h Total. Add lines 1a-1f		116,234,757.				
Program Service Revenue	2 a CONFERENCE	Business Code					
		900099	74,587.	74,587.			
	b _____						
	c _____						
	d _____						
	e _____						
	f All other program service revenue						
g Total. Add lines 2a-2f		74,587.					
Other Revenue	3 Investment income (including dividends, interest, and other similar amounts)		1,270,910.			1,270,910.	
	4 Income from investment of tax-exempt bond proceeds						
	5 Royalties						
	6 a Gross rents	6a	(i) Real				
			(ii) Personal				
			115,251.				
	b Less: rental expenses ...	6b	168,622.				
	c Rental income or (loss)	6c	-53,371.				
	d Net rental income or (loss)		-53,371.			-53,371.	
	7 a Gross amount from sales of assets other than inventory	7a	(i) Securities				
			(ii) Other		27,309.		
			27,309.				
	b Less: cost or other basis and sales expenses	7b	0.				
	c Gain or (loss)	7c	27,309.				
	d Net gain or (loss)		27,309.			27,309.	
8 a Gross income from fundraising events (not including \$ 4,737,107. of contributions reported on line 1c). See Part IV, line 18	8a						
		35,400.					
b Less: direct expenses	8b	368,882.					
c Net income or (loss) from fundraising events		-333,482.			-333,482.		
9 a Gross income from gaming activities. See Part IV, line 19	9a						
b Less: direct expenses	9b						
c Net income or (loss) from gaming activities							
10 a Gross sales of inventory, less returns and allowances	10a						
b Less: cost of goods sold	10b						
c Net income or (loss) from sales of inventory							
Miscellaneous Revenue	11 a OTHER INCOME	Business Code					
		900099	839,753.			839,753.	
	b RECOVERY OF BAD DEBTS	900099	108,894.			108,894.	
	c _____						
	d All other revenue						
e Total. Add lines 11a-11d		948,647.					
12 Total revenue. See instructions		118,169,357.	74,587.	0.	1,860,013.		

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 X

Do not include amounts reported on lines 6b, 7b, 8b, 9b, and 10b of Part VIII.	(A) Total expenses	(B) Program service expenses	(C) Management and general expenses	(D) Fundraising expenses
1 Grants and other assistance to domestic organizations and domestic governments. See Part IV, line 21 ...				
2 Grants and other assistance to domestic individuals. See Part IV, line 22				
3 Grants and other assistance to foreign organizations, foreign governments, and foreign individuals. See Part IV, lines 15 and 16	2,174,391.	2,174,391.		
4 Benefits paid to or for members				
5 Compensation of current officers, directors, trustees, and key employees	3,933,056.	2,753,139.	511,297.	668,620.
6 Compensation not included above to disqualified persons (as defined under section 4958(f)(1)) and persons described in section 4958(c)(3)(B)				
7 Other salaries and wages	47,385,313.	33,286,287.	5,959,177.	8,139,849.
8 Pension plan accruals and contributions (include section 401(k) and 403(b) employer contributions)	2,110,450.	1,482,507.	265,410.	362,533.
9 Other employee benefits	8,158,517.	5,731,032.	1,026,015.	1,401,470.
10 Payroll taxes	3,609,214.	2,535,328.	453,895.	619,991.
11 Fees for services (nonemployees):				
a Management				
b Legal	723,734.	508,394.	91,017.	124,323.
c Accounting	319,297.	224,293.	40,155.	54,849.
d Lobbying				
e Professional fundraising services. See Part IV, line 17				
f Investment management fees				
g Other. (If line 11g amount exceeds 10% of line 25, column (A), amount, list line 11g expenses on Sch O.)	14,978,289.	10,521,649.	1,883,670.	2,572,970.
12 Advertising and promotion	542,695.	381,222.	68,249.	93,224.
13 Office expenses	1,654,793.	1,162,426.	208,107.	284,260.
14 Information technology	4,288,555.	3,012,538.	539,329.	736,688.
15 Royalties				
16 Occupancy	6,844,138.	4,807,733.	860,719.	1,175,686.
17 Travel	4,686,621.	3,292,164.	589,389.	805,068.
18 Payments of travel or entertainment expenses for any federal, state, or local public officials ...				
19 Conferences, conventions, and meetings	3,249,083.	2,282,351.	408,605.	558,127.
20 Interest	1,392.	978.	175.	239.
21 Payments to affiliates				
22 Depreciation, depletion, and amortization	1,118,969.	786,031.	140,722.	192,216.
23 Insurance	398,775.	280,123.	50,150.	68,502.
24 Other expenses. Itemize expenses not covered above. (List miscellaneous expenses on line 24e. If line 24e amount exceeds 10% of line 25, column (A), amount, list line 24e expenses on Schedule O.)				
a TELECOMMUNICATIONS	585,915.	411,582.	73,685.	100,648.
b CLIENT EXPENSES	388,212.	272,703.	48,822.	66,687.
c EXTERNAL ENGAGEMENTS	256,271.	180,020.	32,229.	44,022.
d TAXES	65,656.	46,121.	8,257.	11,278.
e All other expenses	26,207.	18,410.	3,293.	4,504.
25 Total functional expenses. Add lines 1 through 24e	107,499,543.	76,151,422.	13,262,367.	18,085,754.
26 Joint costs. Complete this line only if the organization reported in column (B) joint costs from a combined educational campaign and fundraising solicitation. Check here <input 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
Assets	1 Cash - non-interest-bearing	2,388,655.	1	334,602.
	2 Savings and temporary cash investments	32,323,561.	2	50,689,123.
	3 Pledges and grants receivable, net		3	
	4 Accounts receivable, net	7,462,085.	4	5,887,787.
	5 Loans and other receivables from any current or former officer, director, trustee, key employee, creator or founder, substantial contributor, or 35% controlled entity or family member of any of these persons		5	
	6 Loans and other receivables from other disqualified persons (as defined under section 4958(f)(1)), and persons described in section 4958(c)(3)(B)		6	
	7 Notes and loans receivable, net		7	
	8 Inventories for sale or use		8	
	9 Prepaid expenses and deferred charges	3,116,303.	9	4,010,849.
	10a Land, buildings, and equipment: cost or other basis. Complete Part VI of Schedule D	10a 9,507,090.		
	b Less: accumulated depreciation	10b 6,659,110.	2,468,940.	10c 2,847,980.
	11 Investments - publicly traded securities		11	
	12 Investments - other securities. See Part IV, line 11		12	
	13 Investments - program-related. See Part IV, line 11		13	
	14 Intangible assets		14	
	15 Other assets. See Part IV, line 11	19,061,755.	15	13,392,850.
16 Total assets. Add lines 1 through 15 (must equal line 33)	66,821,299.	16	77,163,191.	
Liabilities	17 Accounts payable and accrued expenses	11,607,559.	17	14,558,002.
	18 Grants payable		18	
	19 Deferred revenue	1,342,363.	19	2,222,312.
	20 Tax-exempt bond liabilities		20	
	21 Escrow or custodial account liability. Complete Part IV of Schedule D		21	
	22 Loans and other payables to any current or former officer, director, trustee, key employee, creator or founder, substantial contributor, or 35% controlled entity or family member of any of these persons		22	
	23 Secured mortgages and notes payable to unrelated third parties		23	
	24 Unsecured notes and loans payable to unrelated third parties		24	
	25 Other liabilities (including federal income tax, payables to related third parties, and other liabilities not included on lines 17-24). Complete Part X of Schedule D	23,878,173.	25	19,935,107.
	26 Total liabilities. Add lines 17 through 25	36,828,095.	26	36,715,421.
Net Assets or Fund Balances	Organizations that follow FASB ASC 958, check here <input checked="" type="checkbox"/> and complete lines 27, 28, 32, and 33.			
	27 Net assets without donor restrictions	5,557,205.	27	21,440,934.
	28 Net assets with donor restrictions	24,435,999.	28	19,006,836.
	Organizations that do not follow FASB ASC 958, check here <input type="checkbox"/> and complete lines 29 through 33.			
	29 Capital stock or trust principal, or current funds		29	
	30 Paid-in or capital surplus, or land, building, or equipment fund		30	
	31 Retained earnings, endowment, accumulated income, or other funds		31	
	32 Total net assets or fund balances	29,993,204.	32	40,447,770.
33 Total liabilities and net assets/fund balances	66,821,299.	33	77,163,191.	

Part XI Reconciliation of Net Assets

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

1	Total revenue (must equal Part VIII, column (A), line 12)	1	118,169,357.
2	Total expenses (must equal Part IX, column (A), line 25)	2	107,499,543.
3	Revenue less expenses. Subtract line 2 from line 1	3	10,669,814.
4	Net assets or fund balances at beginning of year (must equal Part X, line 32, column (A))	4	29,993,204.
5	Net unrealized gains (losses) on investments	5	
6	Donated services and use of facilities	6	
7	Investment expenses	7	
8	Prior period adjustments	8	
9	Other changes in net assets or fund balances (explain on Schedule O)	9	-215,248.
10	Net assets or fund balances at end of year. Combine lines 3 through 9 (must equal Part X, line 32, column (B))	10	40,447,770.

Part XII Financial Statements and Reporting

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

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

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

Form **990** (2023)

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
1 Gifts, grants, contributions, and membership fees received. (Do not include any "unusual grants.")	87,542,861.	104,981,708.	27,624,976.	117,606,114.	116,234,756.	453,990,415.
2 Tax revenues levied for the organization's benefit and either paid to or expended on its behalf						
3 The value of services or facilities furnished by a governmental unit to the organization without charge						
4 Total. Add lines 1 through 3	87,542,861.	104,981,708.	27,624,976.	117,606,114.	116,234,756.	453,990,415.
5 The portion of total contributions by each person (other than a governmental unit or publicly supported organization) included on line 1 that exceeds 2% of the amount shown on line 11, column (f)						25,872,738.
6 Public support. Subtract line 5 from line 4.						428,117,677.

Section B. Total Support

Calendar year (or fiscal year beginning in)	(a) 2019	(b) 2020	(c) 2021	(d) 2022	(e) 2023	(f) Total
7 Amounts from line 4	87,542,861.	104,981,708.	27,624,976.	117,606,114.	116,234,756.	453,990,415.
8 Gross income from interest, dividends, payments received on securities loans, rents, royalties, and income from similar sources	222,927.	125,689.	28,813.	488,261.	1,386,161.	2,251,851.
9 Net income from unrelated business activities, whether or not the business is regularly carried on						
10 Other income. Do not include gain or loss from the sale of capital assets (Explain in Part VI.)	141,677.	60,915.		348,083.	984,047.	1,534,722.
11 Total support. Add lines 7 through 10						457,776,988.
12 Gross receipts from related activities, etc. (see instructions)					12	1,577,172.
13 First 5 years. If the Form 990 is for the organization's first, second, third, fourth, or fifth tax year as a section 501(c)(3) organization, check this box and stop here						<input type="checkbox"/>

Section C. Computation of Public Support Percentage

14 Public support percentage for 2023 (line 6, column (f), divided by line 11, column (f))	14	93.52 %
15 Public support percentage from 2022 Schedule A, Part II, line 14	15	94.76 %
16a 33 1/3% support test - 2023. If the organization did not check the box on line 13, and line 14 is 33 1/3% or more, check this box and stop here. The organization qualifies as a publicly supported organization		<input checked="" type="checkbox"/>
b 33 1/3% support test - 2022. If the organization did not check a box on line 13 or 16a, and line 15 is 33 1/3% or more, check this box and stop here. The organization qualifies as a publicly supported organization		<input type="checkbox"/>
17a 10% -facts-and-circumstances test - 2023. If the organization did not check a box on line 13, 16a, or 16b, and line 14 is 10% or more, and if the organization meets the facts-and-circumstances test, check this box and stop here. Explain in Part VI how the organization meets the facts-and-circumstances test. The organization qualifies as a publicly supported organization		<input type="checkbox"/>
b 10% -facts-and-circumstances test - 2022. If the organization did not check a box on line 13, 16a, 16b, or 17a, and line 15 is 10% or more, and if the organization meets the facts-and-circumstances test, check this box and stop here. Explain in Part VI how the organization meets the facts-and-circumstances test. The organization qualifies as a publicly supported organization		<input type="checkbox"/>
18 Private foundation. If the organization did not check a box on line 13, 16a, 16b, 17a, or 17b, check this box and see instructions		<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
1 Gifts, grants, contributions, and membership fees received. (Do not include any "unusual grants.")						
2 Gross receipts from admissions, merchandise sold or services performed, or facilities furnished in any activity that is related to the organization's tax-exempt purpose						
3 Gross receipts from activities that are not an unrelated trade or business under section 513						
4 Tax revenues levied for the organization's benefit and either paid to or expended on its behalf						
5 The value of services or facilities furnished by a governmental unit to the organization without charge						
6 Total. Add lines 1 through 5						
7a Amounts included on lines 1, 2, and 3 received from disqualified persons						
b Amounts included on lines 2 and 3 received from other than disqualified persons that exceed the greater of \$5,000 or 1% of the amount on line 13 for the year						
c Add lines 7a and 7b						
8 Public support. (Subtract line 7c from line 6.)						

Section B. Total Support

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

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

Section C. Computation of Public Support Percentage

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

Section D. Computation of Investment Income Percentage

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

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

Part IV Supporting Organizations (continued)

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

Section B. Type I Supporting Organizations

Table with 3 columns: Question, Yes, No. Row 1: Did the governing body, members of the governing body, officers acting in their official capacity, or membership of one or more supported organizations have the power to regularly appoint or elect at least a majority of the organization's officers, directors, or trustees at all times during the tax year? Row 2: Did the organization operate for the benefit of any supported organization other than the supported organization(s) that operated, supervised, or controlled the supporting organization?

Section C. Type II Supporting Organizations

Table with 3 columns: Question, Yes, No. Row 1: Were a majority of the organization's directors or trustees during the tax year also a majority of the directors or trustees of each of the organization's supported organization(s)?

Section D. All Type III Supporting Organizations

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

Section E. Type III Functionally Integrated Supporting Organizations

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

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

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

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

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

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

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

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

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

Schedule A (Form 990) 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:

OTHER INCOME

2019 AMOUNT: \$ 141,677.

2020 AMOUNT: \$ 46,175.

2021 AMOUNT: \$ 0.

2022 AMOUNT: \$ 348,083.

2023 AMOUNT: \$ 984,047.

FUNDRAISING INCOME

2019 AMOUNT: \$ 0.

2020 AMOUNT: \$ 14,740.

2021 AMOUNT: \$ 0.

2022 AMOUNT: \$ 0.

2023 AMOUNT: \$ 0.

PART II:

DURING 2022, IJM CHANGED FROM A CALENDAR YEAR END TO A FISCAL YEAR END

(03/31/2022). IN SCHEDULE A, PART II, COLUMN (A) REPRESENTS THE YEAR

ENDED 12/31/20, COLUMN (B) REPRESENTS THE YEAR ENDED 12/31/21, COLUMN

(C) REPRESENTS THE SHORT YEAR 01/01/2022 TO 03/31/2022, COLUMN (D)

REPRESENTS THE YEAR ENDED 03/31/2023, COLUMN (E) REPRESENTS THE YEAR

ENDED 03/31/2024.

Schedule B
(Form 990)

Department of the Treasury
Internal Revenue Service

Schedule of Contributors

Attach to Form 990, 990-EZ, or 990-PF.
Go to www.irs.gov/Form990 for the latest information.

OMB No. 1545-0047

2023

Name of the organization

INTERNATIONAL JUSTICE MISSION

Employer identification number

54-1722887

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 INTERNATIONAL JUSTICE MISSION	Employer identification number 54-1722887
---	--

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/>	\$ 11,081,157.	Person <input checked="" type="checkbox"/> Payroll Noncash (Complete Part II for noncash contributions.)
2	 <hr/> <hr/> <hr/>	\$ 8,577,899.	Person <input checked="" type="checkbox"/> Payroll Noncash (Complete Part II for noncash contributions.)
3	 <hr/> <hr/> <hr/>	\$ 5,360,281.	Person <input checked="" type="checkbox"/> Payroll Noncash (Complete Part II for noncash contributions.)
4	 <hr/> <hr/> <hr/>	\$ 5,100,000.	Person <input checked="" type="checkbox"/> Payroll Noncash (Complete Part II for noncash contributions.)
5	 <hr/> <hr/> <hr/>	\$ 4,500,000.	Person <input checked="" type="checkbox"/> Payroll Noncash (Complete Part II for noncash contributions.)
6	 <hr/> <hr/> <hr/>	\$ 3,207,196.	Person <input checked="" type="checkbox"/> Payroll Noncash (Complete Part II for noncash contributions.)

Name of organization INTERNATIONAL JUSTICE MISSION	Employer identification number 54-1722887
---	--

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
7	<hr/> <hr/> <hr/>	\$ 2,715,900.	Person <input checked="" type="checkbox"/> Payroll Noncash (Complete Part II for noncash contributions.)
8	<hr/> <hr/> <hr/>	\$ 2,343,609.	Person <input checked="" type="checkbox"/> Payroll Noncash (Complete Part II for noncash contributions.)
9	<hr/> <hr/> <hr/>	\$ 2,396,903.	Person <input checked="" type="checkbox"/> Payroll Noncash (Complete Part II for noncash contributions.)
<hr/> <hr/> <hr/>	<hr/> <hr/> <hr/>	\$ _____	Person Payroll Noncash (Complete Part II for noncash contributions.)
<hr/> <hr/> <hr/>	<hr/> <hr/> <hr/>	\$ _____	Person Payroll Noncash (Complete Part II for noncash contributions.)
<hr/> <hr/> <hr/>	<hr/> <hr/> <hr/>	\$ _____	Person Payroll Noncash (Complete Part II for noncash contributions.)

Name of organization INTERNATIONAL JUSTICE MISSION	Employer identification number 54-1722887
---	--

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
		\$ _____	
		\$ _____	
		\$ _____	
		\$ _____	
		\$ _____	
		\$ _____	
		\$ _____	

Name of organization INTERNATIONAL JUSTICE MISSION	Employer identification number 54-1722887
---	--

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
(e) Transfer of gift			
Transferee's name, address, and ZIP + 4		Relationship of transferor to transferee	
(e) Transfer of gift			
Transferee's name, address, and ZIP + 4		Relationship of transferor to transferee	
(e) Transfer of gift			
Transferee's name, address, and ZIP + 4		Relationship of transferor to transferee	
(e) Transfer of gift			
Transferee's name, address, and ZIP + 4		Relationship of transferor to transferee	
(e) Transfer of gift			
Transferee's name, address, and ZIP + 4		Relationship of transferor to transferee	
(e) Transfer of gift			
Transferee's name, address, and ZIP + 4		Relationship of transferor to transferee	

SCHEDULE C
(Form 990)

Political Campaign and Lobbying Activities

OMB No. 1545-0047

2023

Open to Public Inspection

Department of the Treasury
Internal Revenue Service

For Organizations Exempt From Income Tax Under Section 501(c) and Section 527
Complete if the organization is described below. Attach to Form 990 or Form 990-EZ.
Go to www.irs.gov/Form990 for instructions and the latest information.

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

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

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

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

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

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

Name of organization INTERNATIONAL JUSTICE MISSION	Employer identification number 54-1722887
--	---

Part I-A Complete if the organization is exempt under section 501(c) or is a section 527 organization.

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

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

- 1 Enter the amount of any excise tax incurred by the organization under section 4955 \$ _____
- 2 Enter the amount of any excise tax incurred by organization managers under section 4955 \$ _____
- 3 If the organization incurred a section 4955 tax, did it file Form 4720 for this year? Yes No
- 4a Was a correction made? Yes No
- b If "Yes," describe in Part IV.

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

- 1 Enter the amount directly expended by the filing organization for section 527 exempt function activities \$ _____
- 2 Enter the amount of the filing organization's funds contributed to other organizations for section 527 exempt function activities \$ _____
- 3 Total exempt function expenditures. Add lines 1 and 2. Enter here and on Form 1120-POL, line 17b \$ _____
- 4 Did the filing organization file **Form 1120-POL** for this year? Yes No
- 5 Enter the names, addresses, and employer identification number (EIN) of all section 527 political organizations to which the filing organization made payments. For each organization listed, enter the amount paid from the filing organization's funds. Also enter the amount of political contributions received that were promptly and directly delivered to a separate political organization, such as a separate segregated fund or a political action committee (PAC). If additional space is needed, provide information in Part IV.

(a) Name	(b) Address	(c) EIN	(d) Amount paid from filing organization's funds. If none, enter -0-.	(e) Amount of political contributions received and promptly and directly delivered to a separate political organization. If none, enter -0-.

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

Schedule C (Form 990) 2023

Part II-A Complete if the organization is exempt under section 501(c)(3) and filed Form 5768 (election under section 501(h)).

- A** Check if the filing organization belongs to an affiliated group (and list in Part IV each affiliated group member's name, address, EIN, expenses, and share of excess lobbying expenditures).
- B** Check if the filing organization checked box A and "limited control" provisions apply.

Limits on Lobbying Expenditures (The term "expenditures" means amounts paid or incurred.)	(a) Filing organization's totals	(b) Affiliated group totals												
1a Total lobbying expenditures to influence public opinion (grassroots lobbying)		0.												
b Total lobbying expenditures to influence a legislative body (direct lobbying)		0.												
c Total lobbying expenditures (add lines 1a and 1b)														
d Other exempt purpose expenditures		0.												
e Total exempt purpose expenditures (add lines 1c and 1d)														
f Lobbying nontaxable amount. Enter the amount from the following table in both columns.														
<table border="1" style="width: 100%; border-collapse: collapse;"> <thead> <tr> <th style="width: 30%;">If the amount on line 1e, column (a) or (b) is:</th> <th>The lobbying nontaxable amount is:</th> </tr> </thead> <tbody> <tr> <td>not over \$500,000,</td> <td>20% of the amount on line 1e.</td> </tr> <tr> <td>over \$500,000 but not over \$1,000,000,</td> <td>\$100,000 plus 15% of the excess over \$500,000.</td> </tr> <tr> <td>over \$1,000,000 but not over \$1,500,000,</td> <td>\$175,000 plus 10% of the excess over \$1,000,000.</td> </tr> <tr> <td>over \$1,500,000 but not over \$17,000,000,</td> <td>\$225,000 plus 5% of the excess over \$1,500,000.</td> </tr> <tr> <td>over \$17,000,000,</td> <td>\$1,000,000.</td> </tr> </tbody> </table>	If the amount on line 1e, column (a) or (b) is:	The lobbying nontaxable amount is:	not over \$500,000,	20% of the amount on line 1e.	over \$500,000 but not over \$1,000,000,	\$100,000 plus 15% of the excess over \$500,000.	over \$1,000,000 but not over \$1,500,000,	\$175,000 plus 10% of the excess over \$1,000,000.	over \$1,500,000 but not over \$17,000,000,	\$225,000 plus 5% of the excess over \$1,500,000.	over \$17,000,000,	\$1,000,000.		
If the amount on line 1e, column (a) or (b) is:	The lobbying nontaxable amount is:													
not over \$500,000,	20% of the amount on line 1e.													
over \$500,000 but not over \$1,000,000,	\$100,000 plus 15% of the excess over \$500,000.													
over \$1,000,000 but not over \$1,500,000,	\$175,000 plus 10% of the excess over \$1,000,000.													
over \$1,500,000 but not over \$17,000,000,	\$225,000 plus 5% of the excess over \$1,500,000.													
over \$17,000,000,	\$1,000,000.													
g Grassroots nontaxable amount (enter 25% of line 1f)														
h Subtract line 1g from line 1a. If zero or less, enter -0-														
i Subtract line 1f from line 1c. If zero or less, enter -0-														
j If there is an amount other than zero on either line 1h or line 1i, did the organization file Form 4720 reporting section 4911 tax for this year?		<input type="checkbox"/> Yes <input type="checkbox"/> No												

4-Year Averaging Period Under Section 501(h)
(Some organizations that made a section 501(h) election do not have to complete all of the five columns below. See the separate instructions for lines 2a through 2f.)

Lobbying Expenditures During 4-Year Averaging Period					
Calendar year (or fiscal year beginning in)	(a) 2020	(b) 2021	(c) 2022	(d) 2023	(e) Total
2a Lobbying nontaxable amount					
b Lobbying ceiling amount (150% of line 2a, column(e))					
c Total lobbying expenditures					
d Grassroots nontaxable amount					
e Grassroots ceiling amount (150% of line 2d, column (e))					
f Grassroots lobbying expenditures					

Part II-B Complete if the organization is exempt under section 501(c)(3) and has NOT filed Form 5768 (election under section 501(h)).

For each "Yes" response on lines 1a through 1i below, provide in Part IV a detailed description of the lobbying activity.	(a)		(b)
	Yes	No	Amount
1 During the year, did the filing organization attempt to influence foreign, national, state, or local legislation, including any attempt to influence public opinion on a legislative matter or referendum, through the use of:			
a Volunteers?	X		
b Paid staff or management (include compensation in expenses reported on lines 1c through 1i)? ..	X		
c Media advertisements?	X		9,901.
d Mailings to members, legislators, or the public?		X	
e Publications, or published or broadcast statements?		X	
f Grants to other organizations for lobbying purposes?		X	
g Direct contact with legislators, their staffs, government officials, or a legislative body?	X		82,089.
h Rallies, demonstrations, seminars, conventions, speeches, lectures, or any similar means?	X		83,453.
i Other activities?		X	
j Total. Add lines 1c through 1i			175,443.
2a Did the activities in line 1 cause the organization to not be described in section 501(c)(3)?		X	
b If "Yes," enter the amount of any tax incurred under section 4912			
c If "Yes," enter the amount of any tax incurred by organization managers under section 4912			
d If the filing organization incurred a section 4912 tax, did it file Form 4720 for this year?			

Part III-A Complete if the organization is exempt under section 501(c)(4), section 501(c)(5), or section 501(c)(6).

	Yes	No
1 Were substantially all (90% or more) dues received nondeductible by members?	1	
2 Did the organization make only in-house lobbying expenditures of \$2,000 or less?	2	
3 Did the organization agree to carry over lobbying and political campaign activity expenditures from the prior year?	3	

Part III-B Complete if the organization is exempt under section 501(c)(4), section 501(c)(5), or section 501(c)(6) and if either (a) BOTH Part III-A, lines 1 and 2, are answered "No" OR (b) Part III-A, line 3, is answered "Yes."

1 Dues, assessments and similar amounts from members	1	
2 Section 162(e) nondeductible lobbying and political expenditures (do not include amounts of political expenses for which the section 527(f) tax was paid).		
a Current year	2a	
b Carryover from last year	2b	
c Total	2c	
3 Aggregate amount reported in section 6033(e)(1)(A) notices of nondeductible section 162(e) dues	3	
4 If notices were sent and the amount on line 2c exceeds the amount on line 3, what portion of the excess does the organization agree to carryover to the reasonable estimate of nondeductible lobbying and political expenditures next year?	4	
5 Taxable amount of lobbying and political expenditures. See instructions	5	

Part IV Supplemental Information

Provide the descriptions required for Part I-A, line 1; Part I-B, line 4; Part I-C, line 5; Part II-A (affiliated group list); Part II-A, lines 1 and 2 (see instructions); and Part II-B, line 1. Also, complete this part for any additional information.

PART II-B, LINE 1, LOBBYING ACTIVITIES:

FROM APRIL 2023 TO MARCH 2024, IJM STAFF MOBILIZED VOLUNTEERS TO LOBBY

IN SUPPORT OF CONGRESSIONAL APPROPRIATIONS AND LEGISLATION TO COMBAT

TRAFFICKING IN PERSONS (TIP) AND OTHER FORMS OF VIOLENCE. THESE

VOLUNTEER ACTIVITIES INCLUDED MEETING WITH MEMBERS OF CONGRESS AND

STAFF IN THEIR DISTRICT AND WASHINGTON OFFICES, AND CONTACTING

Part IV Supplemental Information *(continued)*

LEGISLATORS VIA EMAIL AND SOCIAL MEDIA. VOLUNTEERS ARE TRAINED BY IJM

STAFF THROUGH WEBINARS, EVENTS AND AN ONLINE TRAINING PLATFORM. IJM

STAFF AND PAID CONSULTANTS ALSO LOBBIED LEGISLATORS AND THEIR STAFF

DIRECTLY SUPPORT OF CONGRESSIONAL APPROPRIATIONS AND LEGISLATION.

Multiple horizontal lines for supplemental information.

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: INTERNATIONAL JUSTICE MISSION; Employer identification number: 54-1722887

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 regarding 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 of easements, total number and acreage, number of easements on historic structures, and monitoring expenses.

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 art and historical treasures and amounts for revenue and assets.

LHA For Paperwork Reduction Act Notice, see the Instructions for Form 990. Schedule D (Form 990) 2023

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		2,243,588.	1,169,080.	1,074,508.
d Equipment		3,998,113.	2,898,951.	1,099,162.
e Other		3,265,389.	2,591,079.	674,310.
Total. Add lines 1a through 1e. (Column (d) must equal Form 990, Part X, line 10c, column (B))				2,847,980.

Part VII Investments - Other Securities

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

(a) Description of security or category (including name of security)	(b) Book value	(c) Method of valuation: Cost or end-of-year market value
(1) Financial derivatives		
(2) Closely held equity interests		
(3) Other		
(A)		
(B)		
(C)		
(D)		
(E)		
(F)		
(G)		
(H)		
Total. (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)		
(2)		
(3)		
(4)		
(5)		
(6)		
(7)		
(8)		
(9)		
Total. (Col. (b) must equal Form 990, Part X, line 13, col. (B))		

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) RIGHT OF USE ASSETS	13,392,850.
(2)	
(3)	
(4)	
(5)	
(6)	
(7)	
(8)	
(9)	
Total. (Column (b) must equal Form 990, Part X, line 15, col. (B))	13,392,850.

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) LEASE LIABILITIES	19,935,107.
(3)	
(4)	
(5)	
(6)	
(7)	
(8)	
(9)	
Total. (Column (b) must equal Form 990, Part X, line 25, col. (B))	19,935,107.

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

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

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

1	Total revenue, gains, and other support per audited financial statements		1
2	Amounts included on line 1 but not on Form 990, Part VIII, line 12:		
a	Net unrealized gains (losses) on investments	2a	
b	Donated services and use of facilities	2b	
c	Recoveries of prior year grants	2c	
d	Other (Describe in Part XIII.)	2d	
e	Add lines 2a through 2d		2e
3	Subtract line 2e from line 1		3
4	Amounts included on Form 990, Part VIII, line 12, but not on line 1:		
a	Investment expenses not included on Form 990, Part VIII, line 7b	4a	
b	Other (Describe in Part XIII.)	4b	
c	Add lines 4a and 4b		4c
5	Total revenue. Add lines 3 and 4c . (This must equal Form 990, Part I, line 12.)		5

Part XII Reconciliation of Expenses per Audited Financial Statements With Expenses per Return

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

1	Total expenses and losses per audited financial statements		1
2	Amounts included on line 1 but not on Form 990, Part IX, line 25:		
a	Donated services and use of facilities	2a	
b	Prior year adjustments	2b	
c	Other losses	2c	
d	Other (Describe in Part XIII.)	2d	
e	Add lines 2a through 2d		2e
3	Subtract line 2e from line 1		3
4	Amounts included on Form 990, Part IX, line 25, but not on line 1:		
a	Investment expenses not included on Form 990, Part VIII, line 7b	4a	
b	Other (Describe in Part XIII.)	4b	
c	Add lines 4a and 4b		4c
5	Total expenses. Add lines 3 and 4c . (This must equal Form 990, Part I, line 18.)		5

Part XIII Supplemental Information

Provide the descriptions required for Part II, lines 3, 5, and 9; Part III, lines 1a and 4; Part IV, lines 1b and 2b; Part V, line 4; Part X, line 2; Part XI, lines 2d and 4b; and Part XII, lines 2d and 4b. Also complete this part to provide any additional information.

PART X, LINE 2:

IJM COMPLIES WITH THE ACCOUNTING FOR UNCERTAINTY IN INCOME TAXES TOPIC,

WHICH ADDRESSES THE DETERMINATION OF WHETHER TAX BENEFITS CLAIMED OR

EXPECTED TO BE CLAIMED ON A TAX RETURN SHOULD BE RECORDED IN THE

CONSOLIDATED FINANCIAL STATEMENTS. UNDER THIS POLICY, IJM MAY RECOGNIZE

THE TAX BENEFIT FROM AN UNCERTAIN TAX POSITION ONLY IF IT IS MORE LIKELY

THAN NOT THAT THE TAX POSITION WOULD BE SUSTAINED ON EXAMINATION BY TAXING

AUTHORITIES, BASED ON THE TECHNICAL MERITS OF THE POSITION. MANAGEMENT HAS

EVALUATED IJM'S TAX POSITIONS AND HAS CONCLUDED THAT IJM HAS TAKEN NO

UNCERTAIN TAX POSITIONS THAT REQUIRE ADJUSTMENT TO THE CONSOLIDATED

FINANCIAL STATEMENTS TO COMPLY WITH PROVISIONS OF THIS GUIDELINE. IJM

WOULD BE LIABLE FOR INCOME TAXES IN THE U.S. FEDERAL JURISDICTION.

**SCHEDULE F
(Form 990)**

Statement of Activities Outside the United States

OMB No. 1545-0047

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

2023

Attach to Form 990.

Open to Public Inspection

Department of the Treasury
Internal Revenue Service

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

Name of the organization INTERNATIONAL JUSTICE MISSION	Employer identification number 54-1722887
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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
CENTRAL AMERICA AND THE CARIBBEAN - ANTIGUA & BARBUDA, ARUBA, BAHAMAS,	3	65	PROGRAM SERVICES	SEXUAL VIOLENCE: INVESTIGATION, VICTIM SERVICES (LEGAL, PSYCHOSOCIAL), CAPACITY	7,127,220.
EAST ASIA AND THE PACIFIC - AUSTRALIA, BRUNEI, BURMA, CAMBODIA,	10	214	PROGRAM SERVICES	LEGAL STATUS DOCUMENTATION; SEXUAL VIOLENCE/TRAFFICKING: INVESTIGATION, VICTIM	22,930,310.
EUROPE (INCLUDING ICELAND & GREENLAND) - ALBANIA, ANDORRA, AUSTRIA, BELGIUM	2	30	PROGRAM SERVICES	SEXUAL VIOLENCE/TRAFFICKING: INVESTIGATION, VICTIM SERVICES (LEGAL,	5,635,858.
SOUTH AMERICA - ARGENTINA, BOLIVIA, BRAZIL, CHILE, COLUMBIA, ECUADOR,	3	30	PROGRAM SERVICES	SEXUAL VIOLENCE/TRAFFICKING: INVESTIGATION, VICTIM SERVICES (LEGAL,	5,929,144.
SOUTH ASIA - AFGHANISTAN, BANGLADESH, BHUTAN, INDIA, MALDIVES,	11	273	PROGRAM SERVICES	SEXUAL VIOLENCE/TRAFFICKING/ FORCED LABOR: INVESTIGATION, VICTIM SERVICES (LEGAL,	19,809,106.
SUB-SAHARAN AFRICA - ANGOLA, BENIN, BOTSWANA, BURKINA FASO,	5	153	PROGRAM SERVICES	LAND RIGHTS/POLICE BRUTALITY/SEXUAL VIOLENCE: INVESTIGATION, VICTIM SERVICES (LEGAL,	11,990,716.
CENTRAL AMERICA AND THE CARIBBEAN - ANTIGUA & BARBUDA, ARUBA, BAHAMAS,	0	0	GRANT MAKING		375,211.
EAST ASIA AND THE PACIFIC - AUSTRALIA, BRUNEI, BURMA, CAMBODIA,	0	0	GRANT MAKING		1,186,800.
3 a Subtotal	34	765			74,984,365.
b Total from continuation sheets to Part I	0	0			658,895.
c Totals (add lines 3a and 3b)	34	765			75,643,260.

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

Schedule F (Form 990) 2023

SEE PART V FOR COLUMN (E) DESCRIPTIONS

Part I Continuation of Activities per Region. (Schedule F (Form 990), Part I, line 3)

(a) Region	(b) Number of offices in the region	(c) Number of employees or agents in region	(d) Activities conducted in region (by type) (i.e., fundraising, program services, grants to recipients located in the region)	(e) If activity listed in (d) is a program service, describe specific type of service(s) in region	(f) Total expenditures for region
EUROPE (INCLUDING ICELAND & GREENLAND) - ALBANIA, ANDORRA, AUSTRIA, BELGIUM	0	0	GRANT MAKING		213,737.
SOUTH AMERICA - ARGENTINA, BOLIVIA, BRAZIL, CHILE, COLUMBIA, ECUADOR,	0	0	GRANT MAKING		81,080.
SOUTH ASIA - AFGHANISTAN, BANGLADESH, BHUTAN, INDIA, MALDIVES,	0	0	GRANT MAKING		118,235.
SUB-SAHARAN AFRICA - ANGOLA, BENIN, BOTSWANA, BURKINA FASO,	0	0	GRANT MAKING		199,328.
EAST ASIA AND THE PACIFIC - AUSTRALIA, BRUNEI, BURMA, CAMBODIA,	0	0	FUNDRAISING		46,515.
Totals					658,895.

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)
		CENTRAL AMERICA AND THE CARIBBEAN - ANTIGUA & BARBUDA, ARUBA,	SUPPORT IJM PARTNER'S HOLISTIC APPROACH TO CARE FOR VICTIMS AND COMBAT DOMESTIC	19,693.	EFT/WIRE TRANSFER	0.		
		CENTRAL AMERICA AND THE CARIBBEAN - ANTIGUA & BARBUDA, ARUBA,		0.		21,857.	AUDIO/VIDEO/COMPUTER/CAMERA/PRINTER EQUIPMENT AND SUPPLIES FOR	COST
		CENTRAL AMERICA AND THE CARIBBEAN - ANTIGUA & BARBUDA, ARUBA,		0.		48,989.	AUDIO/VIDEO/COMPUTER/CAMERA/PRINTER EQUIPMENT AND SUPPLIES FOR	COST
		CENTRAL AMERICA AND THE CARIBBEAN - ANTIGUA & BARBUDA, ARUBA,		0.		40,902.	AUDIO/VIDEO/COMPUTER/CAMERA/PRINTER EQUIPMENT FOR HONDURAS COURTS	COST
		CENTRAL AMERICA AND THE CARIBBEAN - ANTIGUA & BARBUDA, ARUBA,		0.		21,937.	CONSTRUCTION FOR IMPROVEMENTS TO THE NATIONAL POLICE STATION	COST
		CENTRAL AMERICA AND THE CARIBBEAN - ANTIGUA & BARBUDA, ARUBA,	SUPPORT FOR PARTNERSHIP ACTIVITIES WITH COMMUNITY ENGAGEMENT	89,077.	EFT/WIRE TRANSFER	0.		
		EAST ASIA AND THE PACIFIC - AUSTRALIA, BRUNEI, BURMA,	PROVIDE LEGAL SERVICES FOR CASES OF FORCED LABOR IN THE FISHING INDUSTRY	42,260.	EFT/WIRE TRANSFER	0.		
		EAST ASIA AND THE PACIFIC - AUSTRALIA, BRUNEI, BURMA,	PROVIDE HOLISTIC AFTERCARE SERVICES TO VICTIMS OF FORCED LABOR	11,838.	EFT/WIRE TRANSFER	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 33

3 Enter total number of other organizations or entities 9

SEE PART V FOR COLUMN (D) AND COLUMN (H) DESCRIPTIONS

Part II Continuation of Grants and Other Assistance to Organizations or Entities Outside the United States. (Schedule F (Form 990), Part II, line 1)								
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 non-cash assistance	(h) Description of non-cash assistance	(i) Method of valuation (book, FMV, appraisal, other)
		EAST ASIA AND THE PACIFIC - AUSTRALIA, BRUNEI, BURMA,	SUBAWARD UNDER JTIP GRANT TO IMPROVE THE CAPACITY OF GOVERNMENTS TO ACT ON	282,889.	EFT/WIRE TRANSFER	0.		
		EAST ASIA AND THE PACIFIC - AUSTRALIA, BRUNEI, BURMA,	SUPPORT AFTERCARE SHELTER FOR VICTIMS OF ONLINE SEXUAL EXPLOITATION	319,580.	EFT/WIRE TRANSFER	0.		
		EAST ASIA AND THE PACIFIC - AUSTRALIA, BRUNEI, BURMA,	SUBAWARD UNDER JTIP MALAYSIA GRANT TO SUPPORT VICTIM-CENTERED	328,718.	EFT/WIRE TRANSFER	0.		
		EUROPE (INCLUDING ICELAND & GREENLAND) - ALBANIA, ANDORRA,	PROVIDE EMERGENCY RELIEF AND SUPPORT FOR TRANSIT REFUGEES AND TRAFFICKED	40,698.	EFT/WIRE TRANSFER	0.		
		SOUTH AMERICA - ARGENTINA, BOLIVIA, BRAZIL, CHILE, COLUMBIA,		0.		25,333.	SECURITY AND CRIMINAL INVESTIGATION TOOLS FOR	COST
		SOUTH AMERICA - ARGENTINA, BOLIVIA, BRAZIL, CHILE, COLUMBIA,		0.		10,839.	AUDIO/VIDEO/COMPUTER/CAMERA/PRINTER EQUIPMENT FOR COLOMBIA	COST
		SOUTH ASIA - AFGHANISTAN, BANGLADESH, BHUTAN, INDIA,	SUPPORT PARTNERSHIP ACTIVITIES WORKING WITH SUSTAINABLE DEVELOPMENT IN THE	117,175.	EFT/WIRE TRANSFER	0.		
		SUB-SAHARAN AFRICA - ANGOLA, BENIN, BOTSWANA, BURKINA FASO,	SUBAWARD UNDER INL GRANT TO STRENGTHEN JUSTICE SYSTEMS IN RELATION TO CHILD	41,614.	EFT/WIRE TRANSFER	0.		
		SUB-SAHARAN AFRICA - ANGOLA, BENIN, BOTSWANA, BURKINA FASO,		0.		8,566.	RENOVATION WORK AT THE AMUDAT MAGISTRATES COURT	COST

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)
AFTERCARE COSTS FOR VICTIMS OF SEXUAL VIOLENCE	CENTRAL AMERICAN & CARIBBEAN	66	0.		41,918.	PARTICIPATION IN AFTERCARE PROGRAMS	COST
CHARITABLE RESPONSE TO EMERGENCY NEED OF STAFF	EAST ASIA AND THE PACIFIC	1	4,000.	CASH PAYMENT TO RECIPIENT	0.		
AFTERCARE COSTS FOR VICTIMS OF SEXUAL VIOLENCE AND FORCED LABOR	EAST ASIA AND THE PACIFIC	574	0.		96,241.	PARTICIPATION IN AFTERCARE PROGRAMS	COST
AFTERCARE COSTS FOR VICTIMS OF SEXUAL VIOLENCE AND FORCED LABOR	EUROPE	18	0.		99,423.	PARTICIPATION IN AFTERCARE PROGRAMS	COST
INDIRECT AFTERCARE SUPPORT THROUGH PARTNERSHIPS FOR BONDED LABOR AND SEX TRAFFICKING	SOUTH ASIA	636	0.		391.	PARTICIPATION IN AFTERCARE PROGRAMS	COST
AFTERCARE COSTS FOR VICTIMS OF SEXUAL VIOLENCE, FORCED LABOR AND POLICE ABUSE OF POWER	SUB-SHARAN AFRICA	495	0.		62,962.	PARTICIPATION IN AFTERCARE PROGRAMS	COST

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:

FOR CASH GRANTS THAT ARE GIVEN BY THE ORGANIZATION, IJM REQUIRES, AT A MINIMUM, QUARTERLY BUDGET TO ACTUAL REPORTS FOR THE PROJECT THAT HAS BEEN FUNDED BY THE GRANT. FOR SOME PROJECT GRANTS, THE REPORTING REQUIREMENT IS MONTHLY. FURTHER, IJM REQUIRES A COPY OF THE AUDITED FINANCIAL STATEMENTS OF THE GRANTEE ORGANIZATION, WHEN AVAILABLE. IJM ALSO RESERVES THE RIGHT TO EXAMINE PERTINENT BOOKS, DOCUMENTS AND RECORDS RELATED TO THE FUNDS PROVIDED.

PART I, LINE 3:

THE ORGANIZATION USES GAAP TO REPORT EXPENDITURES IN A FOREIGN REGION.

PART I, LINE 3, COLUMN (E):

(A) REGION:

CENTRAL AMERICA AND THE CARIBBEAN - ANTIGUA & BARBUDA, ARUBA, BAHAMAS,

(E) SPECIFIC TYPES OF SERVICES IN REGION: SEXUAL VIOLENCE:

INVESTIGATION, VICTIM SERVICES (LEGAL, PSYCHOSOCIAL), CAPACITY BUILDING, RESEARCH, EDUCATION.

REGION: EAST ASIA AND THE PACIFIC - AUSTRALIA, BRUNEI, BURMA, CAMBODIA,

(E) SPECIFIC TYPES OF SERVICES IN REGION: LEGAL STATUS DOCUMENTATION;

SEXUAL VIOLENCE/TRAFFICKING: INVESTIGATION, VICTIM SERVICES (LEGAL, PSYCHOSOCIAL), CAPACITY BUILDING, RESEARCH, EDUCATION.

(A) REGION:

EUROPE (INCLUDING ICELAND & GREENLAND) - ALBANIA, ANDORRA, AUSTRIA, BELGIUM

(E) SPECIFIC TYPES OF SERVICES IN REGION: SEXUAL VIOLENCE/TRAFFICKING:

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.

INVESTIGATION, VICTIM SERVICES (LEGAL, PSYCHOSOCIAL), CAPACITY BUILDING,
RESEARCH, EDUCATION.

(A) REGION:

SOUTH AMERICA - ARGENTINA, BOLIVIA, BRAZIL, CHILE, COLUMBIA, ECUADOR,

(E) SPECIFIC TYPES OF SERVICES IN REGION: SEXUAL VIOLENCE/TRAFFICKING:

INVESTIGATION, VICTIM SERVICES (LEGAL, PSYCHOSOCIAL), CAPACITY BUILDING,
RESEARCH, EDUCATION.

(A) REGION:

SOUTH ASIA - AFGHANISTAN, BANGLADESH, BHUTAN, INDIA, MALDIVES, NEPAL,

(E) SPECIFIC TYPES OF SERVICES IN REGION: SEXUAL VIOLENCE/ TRAFFICKING/

FORCED LABOR: INVESTIGATION, VICTIM SERVICES (LEGAL, PSYCHOSOCIAL)

CAPACITY BUILDING, RESEARCH, EDUCATION.

REGION: SUB-SAHARAN AFRICA - ANGOLA, BENIN, BOTSWANA, BURKINA FASO,

(E) SPECIFIC TYPES OF SERVICES IN REGION: LAND RIGHTS/POLICE

BRUTALITY/SEXUAL VIOLENCE: INVESTIGATION, VICTIM SERVICES (LEGAL,

PSYCHOSOCIAL), CAPACITY BUILDING, RESEARCH, EDUCATION.

PART II, COLUMN (D):

(A) REGION:

CENTRAL AMERICA AND THE CARIBBEAN - ANTIGUA & BARBUDA, ARUBA, BAHAMAS,

(D) PURPOSE OF GRANT: SUPPORT IJM PARTNER'S HOLISTIC APPROACH TO CARE

FOR VICTIMS AND COMBAT DOMESTIC VIOLENCE AGAINST WOMEN AND CHILDREN IN EL

SALVADOR

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.

(A) REGION:

CENTRAL AMERICA AND THE CARIBBEAN - ANTIGUA & BARBUDA, ARUBA, BAHAMAS,

(H) DESCRIPTION OF NON-CASH ASSISTANCE: AUDIO/VIDEO/COMPUTER/CAMERA/PRINT

ER EQUIPMENT AND SUPPLIES FOR GUATEMALA PROSECUTOR'S OFFICE

(A) REGION:

CENTRAL AMERICA AND THE CARIBBEAN - ANTIGUA & BARBUDA, ARUBA, BAHAMAS,

(H) DESCRIPTION OF NON-CASH ASSISTANCE: AUDIO/VIDEO/COMPUTER/CAMERA/PRINT

ER EQUIPMENT AND SUPPLIES FOR GUATEMALA POLICE STATIONS

(A) REGION:

CENTRAL AMERICA AND THE CARIBBEAN - ANTIGUA & BARBUDA, ARUBA, BAHAMAS,

(H) DESCRIPTION OF NON-CASH ASSISTANCE: CONSTRUCTION FOR IMPROVEMENTS TO

THE NATIONAL POLICE STATION INCLUDING A RECREATIONAL ROOM, DORMITORY AND

SECURITY MEASURES

(A) REGION:

CENTRAL AMERICA AND THE CARIBBEAN - ANTIGUA & BARBUDA, ARUBA, BAHAMAS,

(D) PURPOSE OF GRANT: SUPPORT FOR PARTNERSHIP ACTIVITIES WITH COMMUNITY

ENGAGEMENT AND RESPONSE IN HONDURAS AND GUATEMALA CITY

REGION: EAST ASIA AND THE PACIFIC - AUSTRALIA, BRUNEI, BURMA, CAMBODIA,

(D) PURPOSE OF GRANT: SUBAWARD UNDER JTIP GRANT TO IMPROVE THE CAPACITY

OF GOVERNMENTS TO ACT ON CYBERTIPLINE REPORTS

REGION: EAST ASIA AND THE PACIFIC - AUSTRALIA, BRUNEI, BURMA, CAMBODIA,

(D) PURPOSE OF GRANT: SUBAWARD UNDER JTIP MALAYSIA GRANT TO SUPPORT

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.

VICTIM-CENTERED RESPONSE TO TRAFFICKING

(A) REGION:

EUROPE (INCLUDING ICELAND & GREENLAND) - ALBANIA, ANDORRA, AUSTRIA, BELGIUM

(D) PURPOSE OF GRANT: PROVIDE EMERGENCY RELIEF AND SUPPORT FOR TRANSIT

REFUGEES AND TRAFFICKED VICTIMS IN ROMANIA

(A) REGION:

SOUTH AMERICA - ARGENTINA, BOLIVIA, BRAZIL, CHILE, COLUMBIA, ECUADOR,

(H) DESCRIPTION OF NON-CASH ASSISTANCE: SECURITY AND CRIMINAL

INVESTIGATION TOOLS FOR COLOMBIA POLICE STATIONS

(A) REGION:

SOUTH AMERICA - ARGENTINA, BOLIVIA, BRAZIL, CHILE, COLUMBIA, ECUADOR,

(H) DESCRIPTION OF NON-CASH ASSISTANCE: AUDIO/VIDEO/COMPUTER/CAMERA/PRINT

ER EQUIPMENT FOR COLOMBIA PROSECUTOR'S OFFICE AND POLICE STATIONS

(A) REGION:

SOUTH ASIA - AFGHANISTAN, BANGLADESH, BHUTAN, INDIA, MALDIVES, NEPAL,

(D) PURPOSE OF GRANT: SUPPORT PARTNERSHIP ACTIVITIES WORKING WITH

SUSTAINABLE DEVELOPMENT IN THE REGIONS

REGION: SUB-SAHARAN AFRICA - ANGOLA, BENIN, BOTSWANA, BURKINA FASO,

(D) PURPOSE OF GRANT: SUBAWARD UNDER INL GRANT TO STRENGTHEN JUSTICE

SYSTEMS IN RELATION TO CHILD LABOR

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.

FORM 990, SCHEDULE F, SUPPLEMENTAL INFORMATION:

INTERNATIONAL JUSTICE MISSION EXISTS TO PROTECT PEOPLE IN POVERTY FROM VIOLENCE AND TO HELP PUBLIC JUSTICE SYSTEMS EFFECTIVELY AND SUSTAINABLY BUILD A FUTURE THAT LASTS. IN PURSUIT OF THIS MISSION, IJM CONDUCTS CASEWORK ON BEHALF OF VULNERABLE PEOPLE IN AFRICA, LATIN AMERICA, SOUTH ASIA, SOUTHEAST ASIA AND EUROPE. THIS CASEWORK BOTH ENSURES RELIEF FOR INDIVIDUAL VICTIMS OF ABUSE AND INFORMS IJM'S STRATEGIES FOR PURSUING TRANSFORMATIONAL CHANGE OF PUBLIC JUSTICE SYSTEMS.

EACH IJM FIELD OFFICE STRATEGICALLY ADDRESSES SPECIFIC FORMS OF VIOLENCE THAT IMPACT PEOPLE IN POVERTY IN THE GEOGRAPHIC REGION.

IJM USES ITS UNIQUE KNOWLEDGE OF SYSTEMIC GAPS, WEAKNESSES AND DEFICIENCIES GAINED THROUGH INDIVIDUAL CASEWORK TO PURSUE JUSTICE SYSTEM TRANSFORMATION THAT ENSURES PEOPLE IN POVERTY ARE EFFECTIVELY AND SUSTAINABLY SERVED BY THE PUBLIC JUSTICE SYSTEMS UPON WHICH THEY MUST RELY FOR PROTECTION.

EXPENSE ALLOCATION:

WHEN POSSIBLE, IJM RECORDS EXPENSES DIRECTLY TO THE FIELD OFFICES TO WHICH THEY RELATE; FOR PROGRAM EXPENSES NOT DIRECTLY ALLOCATED TO A SPECIFIC REGION, IJM ALLOCATES EXPENSES BASED ON THE PERCENTAGE OF OFFICES LOCATED IN THAT REGION OVER THE TOTAL NUMBER OF OFFICES. IJM ALLOCATES FUNDRAISING EXPENSES TO EACH REGION BASED ON THE ACTUAL FOR THAT REGION AS A PERCENTAGE OF THE TOTAL IJM ACTUAL COSTS.

Part V Supplemental Information

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

SCHEDULE F, PART IV, LINE 6:

WHILE THE ORGANIZATION DOES NOT CONDUCT ANY OF ITS PROGRAMS WITHIN THE
BOYCOTTING COUNTRIES THAT REQUIRE THE FILING OF FORM 5713, SOME MEMBERS
OF THE ORGANIZATION HAVE FLOWN AIRLINES RELATED TO AT LEAST ONE OF
THESE COUNTRIES TO CARRY OUT THEIR DUTIES. DUE TO THE BROAD NATURE OF
THE INSTRUCTIONS AND DEFINITIONS RELATED TO THE FORM, THE ORGANIZATION
HAS DETERMINED THAT IT IS REQUIRED TO FILE THE FORM IN ORDER TO REPORT
THE PROCUREMENT OF AIRFARE FROM COMPANIES LOCATED IN THESE COUNTRIES.
(FLIGHTS ON QATAR AND SAUDI AIRLINES AND LAYOVERS IN THOSE COUNTRIES.
NO PROGRAM WORK PERFORMED IN THOSE COUNTRIES).

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
		CONERSTONE EVENT		NONE	
		(event type)	(event type)	(total number)	(add col. (a) through col. (c))
Revenue	1	Gross receipts	4,772,507.		4,772,507.
	2	Less: Contributions	4,737,107.		4,737,107.
	3	Gross income (line 1 minus line 2)	35,400.		35,400.
Direct Expenses	4	Cash prizes			
	5	Noncash prizes			
	6	Rent/facility costs	352,998.		352,998.
	7	Food and beverages	5,155.		5,155.
	8	Entertainment	2,930.		2,930.
	9	Other direct expenses	7,799.		7,799.
	10	Direct expense summary. Add lines 4 through 9 in column (d)			368,882.
11	Net income summary. Subtract line 10 from line 3, column (d)			-333,482.	

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))
		1	Gross revenue		
Direct Expenses	2	Cash prizes			
	3	Noncash prizes			
	4	Rent/facility costs			
	5	Other direct expenses			
	6	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
7	Direct expense summary. Add lines 2 through 5 in column (d)				
8	Net gaming income summary. Subtract line 7 from line 1, column (d)				

9 Enter the state(s) in which the organization conducts gaming activities: _____

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

b If "No," explain: _____

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

b If "Yes," explain: _____

**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 for instructions and the latest information.

OMB No. 1545-0047

2023

Open to Public
Inspection

Name of the organization

INTERNATIONAL JUSTICE MISSION

Employer identification number

54-1722887

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

Schedule J (Form 990) 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) SHAWN KOHL COUNTRY DIRECTOR, ROMANIA	(i)	138,049.	0.	245,906.	8,283.	30,772.	423,010.	0.
	(ii)	0.	0.	0.	0.	0.	0.	0.
(2) GARY HAUGEN CEO	(i)	348,909.	0.	2,376.	19,800.	29,392.	400,477.	0.
	(ii)	0.	0.	0.	0.	0.	0.	0.
(3) ANDREY SAWCHENKO REG. VP, FORCED LABOR SLAVERY HUB	(i)	149,025.	0.	142,708.	8,942.	30,772.	331,447.	0.
	(ii)	0.	0.	0.	0.	0.	0.	0.
(4) BIJU MATHEW REGIONAL VP, STRATEGY & OPERATIONS	(i)	147,482.	0.	118,925.	8,849.	30,772.	306,028.	0.
	(ii)	0.	0.	0.	0.	0.	0.	0.
(5) STACY MCMAHAN CFO	(i)	229,286.	0.	2,376.	14,282.	24,622.	270,566.	0.
	(ii)	0.	0.	0.	0.	0.	0.	0.
(6) WILLIAM (BILL) MADDOX SPECIALIST, CAP BUILD. & CONS. ACT.	(i)	85,779.	0.	141,570.	5,147.	30,772.	263,268.	0.
	(ii)	0.	0.	0.	0.	0.	0.	0.
(7) ERIC HA CAO	(i)	215,412.	0.	540.	13,402.	26,212.	255,566.	0.
	(ii)	0.	0.	0.	0.	0.	0.	0.
(8) BLAIR BURNS CHIEF PROGRAM OFFICER	(i)	209,402.	0.	540.	12,941.	20,890.	243,773.	0.
	(ii)	0.	0.	0.	0.	0.	0.	0.
(9) BARRY BONSO-BRUCE CHIEF INFORMATION OFFICER	(i)	201,626.	0.	540.	12,413.	18,868.	233,447.	0.
	(ii)	0.	0.	0.	0.	0.	0.	0.
(10) SAJU MATHEW REGIONAL PRESIDENT, SOUTH ASIA	(i)	196,702.	0.	828.	12,028.	21,802.	231,360.	0.
	(ii)	0.	0.	0.	0.	0.	0.	0.
(11) JACOB SIMS DIRECTOR, ADVOCACY & PARTNERSHIPS	(i)	112,908.	0.	78,773.	6,775.	30,772.	229,228.	0.
	(ii)	0.	0.	0.	0.	0.	0.	0.
(12) PABLO VILLEDA ORTIZ REGIONAL PRESIDENT, LATIN AMERICA	(i)	183,471.	0.	828.	11,557.	29,371.	225,227.	0.
	(ii)	0.	0.	0.	0.	0.	0.	0.
(13) CHRISTA SHARPE REGIONAL PRESIDENT, ASIA PACIFIC	(i)	183,747.	0.	540.	11,571.	28,854.	224,712.	0.
	(ii)	0.	0.	0.	0.	0.	0.	0.
(14) TINA ATWELL CHIEF PEOPLE OFFICER (THRU 5/2023)	(i)	77,419.	0.	100,720.	5,933.	11,921.	195,993.	0.
	(ii)	0.	0.	0.	0.	0.	0.	0.
(15) JEANNIE ROSE BARKSDALE VP, GENERAL COUNSEL	(i)	137,745.	0.	308.	9,195.	36,251.	183,499.	0.
	(ii)	0.	0.	0.	0.	0.	0.	0.
(16) MELISSA RUSSELL REG. PRES., N. AMERICA (THRU 7/2023)	(i)	133,859.	0.	19,938.	9,496.	14,847.	178,140.	0.
	(ii)	0.	0.	0.	0.	0.	0.	0.

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				
(17) STEPHANIE VILLATORO GLOBAL OFF., TREASURY (THRU 2/2024)	(i)	118,156.	0.	368.	7,600.	26,605.	152,729.	0.
	(ii)	0.	0.	0.	0.	0.	0.	0.
	(i)							
	(ii)							
	(i)							
	(ii)							
	(i)							
	(ii)							
	(i)							
	(ii)							
	(i)							
	(ii)							
	(i)							
	(ii)							
	(i)							
	(ii)							
	(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:

INTERNATIONAL JUSTICE MISSION PROVIDES COMPANION TRAVEL FOR EXPATRIATES

AS PART OF THE ORGANIZATION'S STAFF CARE PLAN. THERE ARE TWO SPECIFIC

INSTANCES WHERE COMPANION TRAVEL IS ALLOWED. THESE ARE ANNUAL REQUIRED

FURLOUGH TRAVEL AND REQUIRED ATTENDANCE AT AN ANNUAL EVENT HELD BY THE

ORGANIZATION. ALL TRAVEL IS SUBJECT TO THE PROCUREMENT POLICY OF THE

ORGANIZATION. ALL COMPANION TRAVEL IS TREATED AS TAXABLE INCOME TO THE

EMPLOYEE.

THE ORGANIZATION HAS A TAX EQUALIZATION PROGRAM FOR ITS EXPATRIATE

STAFF. THIS PROGRAM EQUALIZES THE TAX LIABILITY OF THE STAFF IN ORDER

TO SIMULATE A TAX LIABILITY EQUAL TO WHAT THEY WOULD PAY IF THEY WERE

EARNING THEIR INCOME AT OUR HEAD QUARTERS OFFICE IN ARLINGTON, VA. ANY

TAXES PAID ON BEHALF OF AN EMPLOYEE PARTICIPATING IN THE TAX

EQUALIZATION PROGRAM ARE TREATED AS TAXABLE INCOME TO THAT EMPLOYEE.

IJM PROVIDES HOUSING ALLOWANCE BASED ON THE PLACE OF ASSIGNMENT FOR

EXPATRIATE STAFF. THIS ALLOWANCE HELPS OFFSET THE COST OF LIVING IN THE

HOST CITY WHERE THE EMPLOYEE HAS BEEN ASSIGNED. THIS ALLOWANCE IS

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.

TREATED AS TAXABLE INCOME TO THE EMPLOYEE.

IJM PAYS FOR THE REASONABLE AND NECESSARY COSTS OF HOME SECURITY

SERVICES FOR EXPATRIATE EMPLOYEES IN HOST CITIES WHERE THERE ARE

SIGNIFICANT SAFETY CONCERNS, AS DEEMED APPROPRIATE BY A DESIGNATED HOME

SECURITY COMMITTEE. THESE SECURITY SERVICES MAY INCLUDE ONE OR MORE

SECURITY GUARDS BASED AT THE EMPLOYEE'S HOME AND ARE TREATED AS TAXABLE

INCOME TO THE EMPLOYEE.

PART I, LINE 4A:

DURING THE YEAR THERE WAS A SEPARATION PAYMENT OF \$82,530 MADE TO THE

CHIEF PEOPLE OFFICER. ALL AMOUNTS ARE PROPERLY REPORTED ON FORM W-2 AND

IN FORM 990, PART VII AND ON FORM 990, SCHEDULE J, PART II.

**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 for instructions and the latest information.

Department of the Treasury
Internal Revenue Service

Name of the organization

INTERNATIONAL JUSTICE MISSION

Employer identification number

54-1722887

Part I Types of Property

	(a) Check if applicable	(b) Number of contributions or items contributed	(c) Noncash contribution amounts reported on Form 990, Part VIII, line 1g	(d) Method of determining noncash contribution amounts
1 Art - Works of art				
2 Art - Historical treasures				
3 Art - Fractional interests				
4 Books and publications				
5 Clothing and household goods				
6 Cars and other vehicles				
7 Boats and planes				
8 Intellectual property				
9 Securities - Publicly traded	X	179	2,079,253.	HISTORICAL PRICE DATA
10 Securities - Closely held stock				
11 Securities - Partnership, LLC, or trust interests				
12 Securities - Miscellaneous				
13 Qualified conservation contribution - Historic structures				
14 Qualified conservation contribution - Other				
15 Real estate - Residential				
16 Real estate - Commercial				
17 Real estate - Other				
18 Collectibles				
19 Food inventory				
20 Drugs and medical supplies				
21 Taxidermy				
22 Historical artifacts				
23 Scientific specimens				
24 Archeological artifacts				
25 Other (FUNDRAISING)	X	18	34,555.	FAIR MARKET VALUE
26 Other (VENUE AND FOOD)	X	5	6,573.	FAIR MARKET VALUE
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

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?
 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?
 b If "Yes," describe in Part II.

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

Part II **Supplemental Information.** Provide the information required by Part I, lines 30b, 32b, and 33, and whether the organization is reporting in Part I, column (b), the number of contributions, the number of items received, or a combination of both. Also complete this part for any additional information.

SCHEDULE M, PART I, COLUMN (B):

REPORTING THE NUMBER OF CONTRIBUTIONS

Multiple horizontal lines for data entry.

**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 for the latest information.

OMB No. 1545-0047

2023

Open to Public
Inspection

Name of the organization

INTERNATIONAL JUSTICE MISSION

Employer identification number

54-1722887

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

AND HELP LOCAL LAW ENFORCEMENT BUILD A SAFE FUTURE THAT LASTS.

FORM 990, PART III, LINE 4A, PROGRAM SERVICE ACCOMPLISHMENTS:

EXPECT NO CONSEQUENCES FOR THEIR CRIMES, DESPITE LAWS AGAINST THE
CRIME.

IJM ATTORNEYS, INVESTIGATORS, SOCIAL WORKERS, COMMUNITY ACTIVISTS AND

OTHER PROFESSIONALS WORK IN 33 COMMUNITIES THROUGHOUT AFRICA, LATIN

AMERICA, EUROPE, SOUTH ASIA AND SOUTHEAST ASIA TO COLLABORATE WITH

JUSTICE SYSTEM AND COMMUNITY LEADERS TO RESPOND EFFECTIVELY TO

VIOLENCE.

IJM'S TEAMS PROTECT PEOPLE IN POVERTY FROM VIOLENCE, INCLUDING CRIMES

LIKE SLAVERY, VIOLENCE AGAINST WOMEN AND CHILDREN, AND POLICE ABUSE OF

POWER. BY COLLABORATING WITH COMMUNITIES AND GOVERNMENTS, IJM SERVES

INDIVIDUAL VICTIMS OF VIOLENCE AND PURSUES SIGNIFICANT IMPROVEMENTS IN

THE JUSTICE SYSTEM TO PROTECT ALL PEOPLE VULNERABLE TO THE CRIME.

FOR OVER 25 YEARS, IJM AND OUR PARTNERS HAVE WORKED ALONGSIDE LOCAL

AUTHORITIES TO BUILD COMMUNITIES WHERE ALL PEOPLE ARE SAFE AND

PROTECTED. TOGETHER, WE HAVE LEARNED HOW TO CREATE IMPROVEMENTS WITHIN

JUSTICE SYSTEMS THAT MEASURABLY REDUCE VIOLENCE AND SERVE SURVIVORS

WITH DIGNITY. IJM DOES THIS IN THE FOLLOWING WAYS:

STRENGTHEN JUSTICE SYSTEMS

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

Schedule O (Form 990) 2023

LHA 332211 11-14-23

Name of the organization INTERNATIONAL JUSTICE MISSION	Employer identification number 54-1722887
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IJM COLLABORATES WITH JUSTICE SYSTEM AND COMMUNITY LEADERS TO RESPOND EFFECTIVELY TO VIOLENCE. TOGETHER, WE CREATE IMPROVEMENTS THAT SERVE SURVIVORS, DETER CRIMINALS AND DRAMATICALLY DECREASE VIOLENCE.

RESCUE AND RESTORE VICTIMS
IJM PARTNERS WITH LOCAL AUTHORITIES TO RESCUE INDIVIDUAL VICTIMS OF VIOLENCE AND RESTORE SURVIVORS TO SAFETY AND STABILITY.

BRING CRIMINALS TO JUSTICE
IJM WORKS ALONGSIDE JUSTICE SYSTEM OFFICIALS TO ENSURE THAT CRIMINALS ARE HELD ACCOUNTABLE, STOPPING THE CYCLE OF VIOLENCE AND DETERRING OTHERS FROM ABUSING VULNERABLE PEOPLE.

SCALE DEMAND FOR PROTECTION
IJM CONVENES AND EQUIPS CHAMPIONS TO ADVOCATE FOR PROTECTION AS AN ESSENTIAL AND TANGIBLE FUTURE FOR EVERYONE.

FROM APRIL 1, 2023 TO MARCH 31, 2024, IJM, OUR PARTNERS AND TRAINED GOVERNMENTS BROUGHT RELIEF TO 7,851 VICTIMS OF VIOLENCE AND OPPRESSION. EACH VICTORY REPRESENTS THE TENACIOUS WORK OF IJM'S TEAM OF ATTORNEYS, SOCIAL WORKERS, AND INVESTIGATORS, AND IT IS WORK THAT TAKES TIME AS SURVIVORS HEAL AND REBUILD THEIR LIVES WITH THE ASSISTANCE OF IJM AFTERCARE AS WELL THE LEGAL ASPECT OF EACH CASE WHICH CAN TAKE YEARS.

FROM APRIL 1, 2023 TO MARCH 31, 2024, A TOTAL OF 3,131 SUSPECTED PERPETRATORS WERE RESTRAINED AND 1,572 CRIMINALS IN LOCAL COURTS WERE CONVICTED. ADDITIONALLY, 235 SURVIVORS WERE RESTORED TO SAFETY AND STABILITY. FINALLY, IJM TRAINED OVER 40,403 PEOPLE TO RECOGNIZE AND

Name of the organization INTERNATIONAL JUSTICE MISSION	Employer identification number 54-1722887
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RESPOND TO VIOLENCE, INCLUDING OVER 22,197 JUSTICE SYSTEM OFFICIALS
 (SUCH AS POLICE, PROSECUTORS, JUDGES AND SOCIAL WORKERS) AND
 COLLECTIVELY OVER 18,200 CHURCH AND COMMUNITY MEMBERS, NGO PARTNERS,
 MEDIA AND STUDENTS.

FORM 990, PART III, LINE 4B, PROGRAM SERVICE ACCOMPLISHMENTS:
 THE TIMES OF INDIA, THE GUARDIAN, THE NEW YORK TIMES, THE NEW YORKER,
 FOREIGN AFFAIRS, "THE TODAY SHOW," "THE OPRAH WINFREY SHOW," "DATELINE
 NBC," MSNBC, CNN, BBC WORLD NEWS, NATIONAL PUBLIC RADIO, NATIONAL
 GEOGRAPHIC, ESPN, AND REUTERS.

FORM 990, PART V, LINE 4B, LIST OF FOREIGN COUNTRIES:
 INDIA, THAILAND, KENYA, PHILIPPINES,
 BOLIVIA, CAMBODIA, GUATEMALA, UGANDA,
 GHANA, DOMINICAN REPUBLIC, EL SALVADOR, SOUTH KOREA,
 ROMANIA, MALAYSIA, COLOMBIA, PERU,
 INDONESIA, SINGAPORE, HONG KONG, SWITZERLAND,
 AUSTRALIA, CANADA, GERMANY, NETHERLANDS,
 UNITED KINGDOM, OTHER COUNTRY

FORM 990, PART VI, SECTION B, LINE 11B:
 REVIEW OF THE FORM 990:
 FIRST, INFORMATION IS GATHERED BY THE ORGANIZATION AND ASSIMILATED BY THE
 KEY STAFF FROM THE ACCOUNTING TEAM. THEN, THE VP, CONTROLLER AND OFFICER OF
 STATUTORY REPORTING REVIEWS ALL THE INFORMATION WHICH IS THEN SUBMITTED TO
 THE TAX PREPARERS (AT GRANT THORNTON). THE CFO REVIEWS THE DRAFT OF THE
 FORM 990 THAT HAS BEEN PREPARED BY GRANT THORNTON AND SUGGEST
 CORRECTIONS/MODIFICATIONS AS MAY BE NEEDED. AFTER THE FINAL DRAFT OF THE

Name of the organization INTERNATIONAL JUSTICE MISSION	Employer identification number 54-1722887
---	--

FORM 990 IS PREPARED. THIS IS SHARED WITH THE IJM BOARD FAAC CHAIR FOR REVIEW. FOLLOWING APPROVAL, GRANT THORNTON PREPARES AND REMITS THE FINAL 990 TO THE IRS.

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

CONFLICT OF INTEREST POLICY:

THE BOARD CONFLICT OF INTEREST POLICY IS DETAILED AS AN APPENDIX TO THE IJM BOARD POLICY MANUAL. EACH OFFICER, DIRECTOR AND KEY EMPLOYEE AFFIRMS DURING ONBOARDING AND ANNUALLY THEREAFTER INTENT TO COMPLY WITH THE POLICY, AND AFFIRMATIVELY DISCLOSES ANY POTENTIAL CONFLICTS. STAFF ARE LIKEWISE REQUIRED TO AFFIRM INTENT TO COMPLY WITH THE VERSION OF THE POLICY GOVERNING ALL EMPLOYEES, CONTAINED IN IJM'S POLICY LIBRARY. THE POLICIES FURTHER PROVIDE GUIDANCE ON HOW TO COMMUNICATE CONFLICTS THAT ARISE, AND A PROCESS FOR DISCLOSURE AND REVIEW OF RELATED PARTY TRANSACTIONS IS BUILT INTO IJM'S CONTRACTS PROCESS.

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

PROCESS OF DETERMINING COMPENSATION:

EXECUTIVE COMPENSATION:

THE BOARD OF DIRECTORS (THE "BOARD") HAS THE RESPONSIBILITY FOR OVERSEEING IJM'S EXECUTIVE COMPENSATION PROGRAM. THE BOARD RECOGNIZES THAT IN ORDER FOR IJM TO ACHIEVE ITS AMBITIOUS STRATEGIC GOALS, IJM MUST BE ABLE TO ATTRACT, RETAIN AND REWARD QUALIFIED EXECUTIVES WHO WILL BE ABLE TO OPERATE EFFECTIVELY IN A CHALLENGING, COMPLEX ENVIRONMENT.

CHIEF EXECUTIVE OFFICER:

THE BOARD INDEPENDENTLY DETERMINES THE SALARY AND BENEFITS FOR THE CHIEF EXECUTIVE OFFICER. THE CPO PROVIDES THE BOARD WITH COMPETITIVE MARKET

Name of the organization INTERNATIONAL JUSTICE MISSION	Employer identification number 54-1722887
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SALARY DATA OBTAINED FROM EXTERNAL COMPENSATION SURVEYS. BASED ON THE INFORMATION PRESENTED, THE BOARD DISCUSSES THE CHIEF EXECUTIVE OFFICER'S PERFORMANCE, THE OVERALL PERFORMANCE OF IJM, AND THE COMPETITIVE MARKET. THE BOARD INDEPENDENTLY MAKES COMPENSATION DECISIONS IN AN EXECUTIVE SESSION, WITHOUT THE CHIEF EXECUTIVE OFFICER PRESENT.

SENIOR EXECUTIVES (VICE PRESIDENT LEVEL AND ABOVE): THE BOARD HAS DELEGATED TO THE CHIEF EXECUTIVE OFFICER THE AUTHORITY TO DETERMINE THE SALARY AND BENEFITS FOR ALL SUBORDINATE EXECUTIVES AND EMPLOYEES. THE CPO PROVIDES COMPETITIVE MARKET SALARY DATA OBTAINED FROM EXTERNAL COMPENSATION SURVEYS, AND MAKES RECOMMENDATIONS.

FORM 990, PART VI, LINE 17, LIST OF STATES RECEIVING COPY OF FORM 990:
CA, FL, GA, HI, MI, MN, MS, NC, ND, NH, NM, OR, PA, SC, TN, VA, WI, WV

FORM 990, PART VI, SECTION C, LINE 19:
DOCUMENTS AVAILABLE TO THE PUBLIC:
THE ORGANIZATION MAKES ITS FINANCIAL STATEMENTS AVAILABLE TO THE PUBLIC ON ITS WEBSITE. ADDITIONALLY, THE ORGANIZATION'S GOVERNING DOCUMENTS AND CONFLICT OF INTEREST POLICY ARE AVAILABLE TO THE PUBLIC UPON REQUEST, FOR THE SAME PERIOD OF DISCLOSURE AS SET FORTH IN SECTION 6104(D).

FORM 990, PART IX, LINE 11G, OTHER FEES:

OTHER FEES:

PROGRAM SERVICE EXPENSES	10,521,649.
MANAGEMENT AND GENERAL EXPENSES	1,883,670.
FUNDRAISING EXPENSES	2,572,970.
TOTAL EXPENSES	14,978,289.

Name of the organization INTERNATIONAL JUSTICE MISSION	Employer identification number 54-1722887
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TOTAL OTHER FEES ON FORM 990, PART IX, LINE 11G, COL A 14,978,289.

FORM 990, PART XI, LINE 9, CHANGES IN NET ASSETS:

FOREIGN CURRENCY TRANSLATION ADJUSTMENT -215,248.

**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 for instructions and the latest information.

OMB No. 1545-0047

2023

**Open to Public
Inspection**

Name of the organization <p align="center">INTERNATIONAL JUSTICE MISSION</p>	Employer identification number <p align="center">54-1722887</p>
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Part I Identification of Disregarded Entities. Complete if the organization answered "Yes" on Form 990, Part IV, line 33.

(a) Name, address, and EIN (if applicable) of disregarded entity	(b) Primary activity	(c) Legal domicile (state or foreign country)	(d) Total income	(e) End-of-year assets	(f) Direct controlling entity
IJM KOREA FOUNDATION PO #04392 6FL 38 SEOUL, SEOUL, SOUTH KOREA 8001	PROTECT PEOPLE IN POVERTY	SOUTH KOREA	514,353.	474,553.	INTERNATIONAL JUSTICE MISSION
FUNDATIA INTERNATIONAL JUSTICE MISSION P.O. BOX 37 BUCHAREST, ROMANIA 011601	PROTECT PEOPLE IN POVERTY	ROMANIA	1,117,445.	1,072,599.	INTERNATIONAL JUSTICE MISSION
JAMBATAN CS SDN BHD BO1-A-09-1, MENARA 2, 3 JALAN BANGSAR KL EC KUALA LUMPUR, KUALA LUMPUR, MALAYSIA 59200	PROTECT PEOPLE IN POVERTY	MALAYSIA	498,293.	657,878.	INTERNATIONAL JUSTICE MISSION
IJM FOUNDATION POST OFFICE BOX 11, SENANIKOM POST OFFICE BANGKOK, BANGKOK, THAILAND 10900	PROTECT PEOPLE IN POVERTY	THAILAND	0.	0.	INTERNATIONAL JUSTICE MISSION

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
INTERNATIONAL JUSTICE MISSION AUSTRALIA PO BOX 124 ST. LEONARDS, NSW, AUSTRALIA 2067	PROTECT PEOPLE IN POVERTY	AUSTRALIA	501(C)(3)	LINE 7	INTERNATIONAL JUSTICE MISSION	X	
INTERNATIONAL JUSTICE MISSION UK PO BOX 78942 LONDON, UNITED KINGDOM SE11 9EB	PROTECT PEOPLE IN POVERTY	UNITED KINGDOM	501(C)(3)	LINE 7	INTERNATIONAL JUSTICE MISSION	X	
INTERNATIONAL JUSTICE MISSION CANADA PO BOX 88031, RPO LEVI CREEK MISSISSAUGA, ONTARIO, CANADA L5N 8M1	PROTECT PEOPLE IN POVERTY	CANADA	501(C)(3)	LINE 7	INTERNATIONAL JUSTICE MISSION	X	
INTERNATIONAL JUSTICE MISSION INDONESIA MENARA ASTRA, 37TH FLOOR. JL. JEND. SUDIRMAN JAKARTA, INDONESIA 10220	PROTECT PEOPLE IN POVERTY	INDONESIA	501(C)(3)	LINE 7	INTERNATIONAL JUSTICE MISSION	X	

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

Schedule R (Form 990) 2023

Part I Continuation of Identification of Disregarded Entities

(a) Name, address, and EIN 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
INTERNATIONAL JUSTICE MISSION LIMITED P.O. BOX 502 KAMPALA, UGANDA	PROTECT PEOPLE IN POVERTY	UGANDA	386,833.	588,998.	INTERNATIONAL JUSTICE MISSION
INTERNATIONAL JUSTICE MISSION INDIA P.O BOX NO. 3523, LAJPAT NAGAR - 3 NEW DELHI, NEW DELHI, INDIA 110024	PROTECT PEOPLE IN POVERTY	INDIA	0.	0.	INTERNATIONAL JUSTICE MISSION
INTERNATIONAL JUSTICE MISSION KENYA PO BOX 25743 NAIROBI, NAIROBI, KENYA 00603	PROTECT PEOPLE IN POVERTY	KENYA	29,441.	755,875.	INTERNATIONAL JUSTICE MISSION
MISION INTERNACIONAL DE JUSTICIA COLOMBIA CALLE 72 A NRO 5-83 BOGOTA, BOGOTA, COLOMBIA	PROTECT PEOPLE IN POVERTY	COLOMBIA	704,062.	96,184.	INTERNATIONAL JUSTICE MISSION
JST CONSULTANCY SERVICES PRIVATE LIMITED #911, NINTH FLOOR, BRIGADE TOWER #135, BRIGA BANGALORE, INDIA	PROTECT PEOPLE IN POVERTY	INDIA	0.	0.	INTERNATIONAL JUSTICE MISSION
PFT SERVICES PRIVATE LIMITED VENUS HEBRON - NO.1, 4TH G MAIN ROAD HRBR LA BANGALORE, INDIA 560043	PROTECT PEOPLE IN POVERTY	INDIA	0.	0.	INTERNATIONAL JUSTICE MISSION
INTERNATIONAL JUSTICE MISSION - SWITZERLAND BRANDSCHENKESTRASSE 24 ZURICH, ZURICH, SWITZERLAND 8001	PROTECT PEOPLE IN POVERTY	SWITZERLAND	14,839.	55,574.	INTERNATIONAL JUSTICE MISSION
INTERNATIONAL JUSTICE MISSION HONG KONG P.O. BOX 33086 HONG KONG, HONG KONG	PROTECT PEOPLE IN POVERTY	CHINA	336,238.	106,650.	INTERNATIONAL JUSTICE MISSION
OAK & OLIVE 3500 S DUPONT HWY DOVER, DE 19901	PROTECT PEOPLE IN POVERTY	DELAWARE	0.	20,000.	INTERNATIONAL JUSTICE MISSION

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
a Receipt of (i) interest, (ii) annuities, (iii) royalties, or (iv) rent from a controlled entity		X
b Gift, grant, or capital contribution to related organization(s)		X
c Gift, grant, or capital contribution from related organization(s)	X	
d Loans or loan guarantees to or for related organization(s)		X
e Loans or loan guarantees by related organization(s)		X
f Dividends from related organization(s)		X
g Sale of assets to related organization(s)		X
h Purchase of assets from related organization(s)		X
i Exchange of assets with related organization(s)		X
j Lease of facilities, equipment, or other assets to related organization(s)		X
k Lease of facilities, equipment, or other assets from related organization(s)		X
l Performance of services or membership or fundraising solicitations for related organization(s)		X
m Performance of services or membership or fundraising solicitations by related organization(s)		X
n Sharing of facilities, equipment, mailing lists, or other assets with related organization(s)	X	
o Sharing of paid employees with related organization(s)		X
p Reimbursement paid to related organization(s) for expenses	X	
q Reimbursement paid by related organization(s) for expenses	X	
r Other transfer of cash or property to related organization(s)		X
s Other transfer of cash or property from related organization(s)		X

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

(a) Name of related organization	(b) Transaction type (a-s)	(c) Amount involved	(d) Method of determining amount involved
(1) INTERNATIONAL JUSTICE MISSION CANADA	C	3,207,196.	WIRE
(2) INTERNATIONAL JUSTICE MISSION UK	C	2,343,609.	WIRE
(3) INTERNATIONAL JUSTICE MISSION AUSTRALIA	C	1,955,934.	WIRE
(4)			
(5)			
(6)			

