efile Public Visual Render ObjectId: 202442609349300824 - Submission: 2024-09-09

TIN: 46-0743201 OMB No. 1545-0047

Form **990**

Return of Organization Exempt From Income Tax

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

2023

Department of the

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

Open to Public Inspection

| Treasur | у | | | | | | | |
|--------------------------------|---------------|-----------------------------------|--|---------------|-------------------------------|------------------------|-----------------|----------------------|
| A F | Reve or ti | ne 2023 e | calendar year, or tax year beginning 01-01-2023, and e | nding 1 | 2-31-2023 | | • | |
| B Che applic | able ress | e: O | C Name of organization INKOMOKO | | | D Employ number | - | entification |
| chang | - | hange (| Doing business as | | | 40-0743 | 7201 | |
| | | eturn (| AFRICAN ENTREPRENEURSHIP COLLECTIVE | | | E Telepho | ne nur | mber |
| Fina | | | Number and street (or P.O. box if mail is not delivered to | Room/su | iite | (415) 8 | 15-757 | '6 |
| Ame | | rminated© :d | street address) PO BOX 209 | | | (-) - | | |
| returi | | ď | | | | G Gross r | eceipts | \$ \$ 14,764,297 |
| App pendi | | ion I | City or town, state or province, country, and ZIP or foreign p CLINTON, WA 98236 F Name and address of principal officer: | 1 | | | | |
| | | | MICHAEL PAYNE | | H(a) Is this | a group re dinates? | eturn fo | or □Yes ☑No |
| | | | PO BOX 206 CLINTON, WA 98236 | | H(b) Are all | | tes | Yes No |
| I Ta | x-ex | empt stat | |)(1) · | includ | | !:- . C- | |
| | _ | | us: ✓ 501(c)(3) ─ 501(c) () (insert no.) ─ 4947(a | | H(c) Group | | | e instructions. |
| | 5 | | - Friedrich and Branch | | (-) Group | exemption | Hullib | Ci |
| J W | ebsi | ite: ww | w.africanentrepreneurcollective.org | | | | | |
| K For | m of | f organiza | tion: Corporation Trust Association Other | | L Year of form 2012 | | M Stat | e of legal le: CA |
| Pa | ırt I | Sum | mary | • | | | | |
| Governance | | Briefly de INKOMOK LIVELIHO | REATE | JOBS, IMPROVE | | | | |
| Ne. | | | | | | | | |
| ŝ | _ | Check th | 1 _ | 1 | | | | |
| ×8 | | | • | 3 | 10 | | | |
| ties | | | of independent voting members of the governing body (Part VI, | - | | | 4 | 8 |
| Activities & | | | nber of individuals employed in calendar year 2023 (Part V, line | e 2a) . | | | 5 6 | 10 |
| AC | | | nber of volunteers (estimate if necessary) elated business revenue from Part VIII, column (C), line 12 | | | | 7a | 0 |
| | / a | | lated business taxable income from Form 990-T, Part I, line 11 | | | • | 7a 7b | 0 |
| | b | · · | · · · · · · · · | | Prio | r Year | 75 | Current Year |
| _ | 8 | Contribu | tions and grants (Part VIII, line 1h) | | | 4,747,17 | 73 | 13,618,992 |
| enue | | | service revenue (Part VIII, line 2g) | | | 1,129,13 | | 971,978 |
| Reve | | _ | ent income (Part VIII, column (A), lines 3, 4, and 7d) | 12,988 | | | 173,327 | |
| æ | 11 | Other rev | venue (Part VIII, column (A), lines 5, 6d, 8c, 9c, 10c, and 11e) | | 0 | | | 0 |
| | 12 | Total rev | enue—add lines 8 through 11 (must equal Part VIII, column (A), | , line 12) |) | 5,889,29 | 94 | 14,764,297 |
| | 13 | Grants a | nd similar amounts paid (Part IX, column (A), lines 1–3) | | | | 0 | 7,583,288 |
| | 14 | Benefits | paid to or for members (Part IX, column (A), line 4) | | | | 0 | 0 |
| 88 | | | other compensation, employee benefits (Part IX, column (A), li | | | 479,08 | 37 | 770,759 |
| SUS | 16 | a Professio | onal fundraising fees (Part IX, column (A), line 11e) | | | | 0 | 0 |
| Expenses | | | draising expenses (Part IX, column (D), line 25) | | | | | |
| ш | | | penses (Part IX, column (A), lines 11a–11d, 11f–24e) | | | 8,743,03 | | 500,615 |
| | | | enses. Add lines 13–17 (must equal Part IX, column (A), line 2 | 5) | | 9,222,12 | | 8,854,662 |
| . 60 | 19 | Revenue | less expenses. Subtract line 18 from line 12 | | | -3,332,82 | | 5,909,635 |
| Net Assets or Fund Balances | | | | | | g of Currer ear | nt | End of Year |
| set | 20 | Total ass | ets (Part X, line 16) | | <u> </u> | 6,204,58 | 34 | 28,302,608 |
| d A | | | ilities (Part X, line 26) | | | 1,080,93 | | 17,269,324 |
| žĒ | | | ts or fund balances. Subtract line 21 from line 20 | | | 5,123,64 | | 11,033,284 |
| Pa | rt II | Siana | ature 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.

| | | 2024-09-09 |
|------|----------------------|------------|
| Sian | Signature of officer | Date |

| Here | MIC | | BOARD CHAIR | | | | | | | | |
|------------|--|--|---|----------------------------------|-----------------------------------|--|--|---|---------------------------------------|----------------------------------|----------------|
| | Туре | e or print nam | ne and title preparer's name | Dro | naror's sig | anaturo. | Date | T _ | PTIN | | |
| Paic | l | Printy Type | ргерагег s папте | PIE | eparer's sig | jnature | 2024-09- | Check C | if P015448 | 50 | |
| | oarer | Firm's nam | e EASY OFFICE | DBA JITA | ASA | | 09 | €impol'syleidN | 26-21766 | 01 | |
| JSe | Only | Firm's addr | ess 1120 S RACK | HAM WAY | SUITE 300 | 0 | | Phone no. | (208) 287- | 4777 | |
| | | | MERIDIAN, II | 83642 | | | | | | | |
| 1ay t | he IRS dis | cuss this retu | rn with the prepa | arer showr | n above? S | See Instructions. | | | | ✓ Yes (| □No |
| or P | aperwork | Reduction . | Act Notice, see | the sepa | rate instr | Page 2 | Cat. N | lo. 11282Y | | Form 99 0 | 0 (2023 |
| orm | 990 (2023 | 3) | | | | | | | | | Page : |
| Par | | | Program Servi | | - | | | | | | - 3 - |
| | Che | eck if Schedul | e O contains a re | esponse or | note to ar | ny line in this Pa | rt III | | | | |
| 1 | • | _ | anization's missio | | | | | | | | |
| | | | SUPPORT AFRICA LASTING ECONO | | | | | S TO CREATE | JOBS, IMP | ROVE | |
| | | | | | | | | | | | |
| | 5:1:1 | | | | | | | | | | |
| 2 | | = | idertake any signi 190-EZ? • • | - | gram serv | rices during the y | ear which wer | e not listed o | n | □Yes | ✓ No |
| | · | | | | _ | | | | | | |
| 3 | • | | new services on ase conducting, o | | | changes in how i | t conducts, an | / program | | | |
| - | services? | • | | | | | | | | ☐Yes | ✓ No |
| | If "Yes," d | escribe these | changes on Sche | edule O. | | | | | | | |
| 4 | expenses. | Section 501(| on's program servic)(3) and 501(c)(ses, and revenue, | (4) organ | izations ar | e required to rep | ort the amour | | | | |
| 4a | (Code: | 0.) |) (Expenses \$ | 4 | ,098,445 | including gran | ts of \$ | 0)(| Revenue \$ | | |
| | SOUTH SU | JDAN AND ET | D TO PROVIDE TE HIOPIA, INCLUDI IENTS SINCE OU | ING TO RE | EFUGEE EN | ITREPRENEURS. | | | | | |
| 4b | (Code: | |) (Expenses \$ | ; 3 | ,852,538 | including gran | ts of \$ | 0)(| Revenue \$ | | |
| | • | 0) | PROVIDING LOW | | | | · | , | | ART OF OU | ID |
| | SOCIAL M PROVIDED FOR MUSI BUSINESS | IISSION TO E D INVESTMEN LIM ENTREPR | NSURE FINANCIA NSURE FINANCIA IT TO REFUGEES, ENEURS, ENSURI IR FAITH. WE PRI | AL INCLUS INCLUDI ING THAT | ION FOR T NG MAKIN SMALL BU | THOSE EXCLUDE G AVAILABLE GF SINESSES DON' | D FROM MAINS RANTS, LOANS T HAVE TO CH | STREAM FINA , AND SHARIA OOSE BETWE | NCE. AEC/I \-COMPLIAI EN GROWII | NKOMOKO NT PRODUC NG THEIR | |
| 4c | (Code: | 074 070) |) (Expenses \$ | ; | 245,906 | including gran | ts of \$ | 0)(| Revenue \$ | | |
| | AS PART (EDUCATION ON-LINE 1 | IVITAITINI NC | ORATIVE PARTNE ES OF THE SNHU I. AEC/INKOMOKO IRSE WORK. | GEM HUB | THAT ENG | GAGES REFUGEE | STUDENTS AF | ROUND THE V | VORLD TO A | ACCESS QL | JALITY |
| 4d | • | _ | s (Describe in Sch | • | | | | | | | |
| 40 | (Expenses | | | ncluding gi | | | 0) (Reve | nue \$ | | 0) | |
| 4e | rotal pro | gram servic | e expenses | 8 | ,196,889 | | | | | Form 99 0 | 0 (2023 |
| | | | | | | Page 3 ——— | | | | | |
| _ | | | | | | -9 | | | | | |
| orm Par | 990 (2023 | • | equired Sched | ules | | | | | | | Page : |
| rar | LIV CN | ECKIIST OF K | equirea screat | uies | | | | | | Yes | No |
| 1 | Is the org | anization des Schedule A | cribed in section ! | | |)(1) (other than | | dation)? If "Y | 'es," | Yes | |
| 2 | • | | uired to complete | Schedule | B, Schedu | ule of Contributo | rs? See instru | ctions. 📆 | | 2 Yes | |
| 3 | | | gage in direct or fice? <i>If "Yes," cor</i> | | | | on behalf of o | r in oppositio | n to | 3 | No |

| га | Checkinst of Required Schedules (continued) | | Yes | No |
|-----|---|-----|----------------|----------------|
| | 990 (2023) t IV Checklist of Required Schedules (continued) | | | Page • |
| | Page 4 | | | |
| | | Fo | rm 99 0 | 0 (2023 |
| 21 | Did the organization report more than \$5,000 of grants or other assistance to any domestic organization or domestic government on Part IX, column (A), line 1? If "Yes," complete Schedule I, Parts I and II | 21 | | No |
| b | If "Yes" to line 20a, did the organization attach a copy of its audited financial statements to this return? | 20b | | |
| 20a | Did the organization operate one or more hospital facilities? <i>If "Yes," complete Schedule H</i> | 20a | | No |
| 19 | Did the organization report more than \$15,000 of gross income from gaming activities on Part VIII, line 9a? If "Yes," complete Schedule G, Part III | 19 | | No |
| 18 | Did the organization report more than \$15,000 total of fundraising event gross income and contributions on Part VIII, lines 1c and 8a? If "Yes," complete Schedule G, Part II | 18 | | No |
| 17 | Did the organization report a total of more than \$15,000 of expenses for professional fundraising services on Part IX, column (A), lines 6 and 11e? If "Yes," complete Schedule G, Part I. See instructions. | 17 | | No |
| 16 | Did the organization report on Part IX, column (A), line 3, more than \$5,000 of aggregate grants or other assistance to or for foreign individuals? If "Yes," complete Schedule F, Parts III and IV | 16 | | No |
| 15 | Did the organization report on Part Column (A), line 3, more than \$5,000 of grants or other assistance to or for any foreign organization? If "Yes," complete Schedule F, Parts II and IV | 15 | Yes | |
| b | Did the organization have aggregate revenues or expenses of more than \$10,000 from grantmaking, fundraising, business, investment, and program service activities outside the United States, or aggregate foreign investments valued at \$100,000 or more? If "Yes," complete Schedule F, Parts I and IV | 14b | Yes | |
| 14a | Did the organization maintain an office, employees, or agents outside of the United States? | 14a | Yes | INO |
| 13 | If "Yes," and if the organization answered "No" to line 12a, then completing Schedule D, Parts XI and XII is ##### drganization a school described in section 170(b)(1)(A)(ii)? If "Yes," complete Schedule E | 13 | | No |
| b | Was the organization included in consolidated, independent audited financial statements for the tax year? | 12b | | No |
| 12a | ਚਿੰਗ"ਜ਼ਿੰਦ "ਨਾਉਸੀਮੀਡਜ਼ਿੰਨ ਇੰਜੀਮਿੰਤ ਵਿਸ਼ਕਿਸ਼ਣ, independent audited financial statements for the tax year? If "Yes," complete Schedule D. Parts XI and XII ® | 12a | Yes | |
| | Did the organization's separate or consolidated financial statements for the tax year include a footnote that addresses the organization's liability for uncertain tax positions under FIN 48 (ASC 740)? | 11f | | No |
| e | Did the organization report an amount for other liabilities in Part X, line 25? If "Yes," complete Schedule D, Part X | 11e | | No |
| d | Did the organization report an amount for other assets in Part X, line 15 that is 5% or more of its total assets reported in Part X, line 16? If "Yes," complete Schedule D, Part IX | 11d | Yes | |
| c | Did the organization report an amount for investments—program related in Part X, line 13 that is 5% or more of its total assets reported in Part X, line 16? If "Yes," complete Schedule D, Part VIII | 11c | | No |
| b | Did the organization report an amount for investments—other securities in Part X, line 12 that is 5% or more of its total assets reported in Part X, line 16? If "Yes," complete Schedule D, Part VII | 11b | | No |
| а | Did the organization report an amount for land, buildings, and equipment in Part X, line 10? If "Yes," complete Schedule D, Part VI. | 11a | Yes | |
| 11 | If the organization's answer to any of the following questions is "Yes," then complete Schedule D, Parts VI, VII, VIII, IX, or X, as applicable. | | | |
| 10 | Did the organization, directly or through a related organization, hold assets in temporarily restricted endowments, permanent endowments, or quasi endowments? If "Yes," complete Schedule D, Part V | 10 | | No |
| 9 | Did the organization report an amount in Part X, line 21 for escrow or custodial account liability; serve as a custodian for amounts not listed in Part X; or provide credit counseling, debt management, credit repair, or debt negotiation services? <i>If "Yes," complete Schedule D, Part IV</i> | 9 | | No |
| 8 | Did the organization maintain collections of works of art, historical treasures, or other similar assets? <i>If "Yes," complete Schedule D, Part III</i> | 8 | | No |
| 7 | Schedul organization receive or hold a conservation easement, including easements to preserve open space, the environment, historic land areas, or historic structures? If "Yes," complete Schedule D, Part II | 7 | | No |
| 6 | Did the organization maintain any donor advised funds or any similar funds or accounts for which donors have the right to provide advice on the distribution or investment of amounts in such funds or accounts? If "Yes," complete | 6 | | No |
| 5 | Is the organization a section $501(c)(4)$, $501(c)(5)$, or $501(c)(6)$ organization that receives membership dues, assessments, or similar amounts as defined in Rev. Proc. 98-19? If "Yes," complete Schedule C, Part III | 5 | | No |
| | 501(h) election in effect during the tax year? If "Yes," complete Schedule C, Part II | 4 | | No |

| | | 270 | | I | | |
|------|---|-----|----------------|---------------|--|--|
| c | Did the organization maintain an escrow account other than a refunding escrow at any time during the year | 24c | | | | |
| d | to defease any tax-exempt bonds? | 24c | | | | |
| | | 24u | | _ | | |
| 25a | Section 501(c)(3), 501(c)(4), and 501(c)(29) organizations. Did the organization engage in an excess benefit transaction with a disqualified person during the year? <i>If "Yes," complete Schedule L,</i> Part I | 25a | | No | | |
| b | Is the organization aware that it engaged in an excess benefit transaction with a disqualified person in a prior year, and that the transaction has not been reported on any of the organization's prior Forms 990 or 990-EZ? If "Yes," complete Schedule L, Part I | 25b | | No | | |
| 26 | Did the organization report any amount on Part X; line 5 or 22 for receivables from or payables to any current or former officer, director, trustee, key employee, creator or founder, substantial contributor, or 35% controlled entity or family member of any of these persons? | 26 | | No | | |
| 27 | មីរ៉េ ហ៊ុន organization chedule la grant or other assistance to any current or former officer, director, trustee, key employee, creator or founder, substantial contributor, or employee thereof, a grant selection committee member, or to a 35% controlled entity (including an employee thereof) or family member of any of these persons? If "Yes," complete Schedule L, Part III | 27 | | No | | |
| 28 | Was the organization a party to a business transaction with one of the following parties (see the Schedule L, Part IV instructions for applicable filing thresholds, conditions, and exceptions): | | | | | |
| а | A current or former officer, director, trustee, key employee, creator or founder, or substantial contributor? <i>If</i> "Yes," complete Schedule L, Part IV | 28a | | No | | |
| b | A family member of any individual described in line 28a? If "Yes," complete Schedule L, Part IV | 28b | | No | | |
| С | A 35% controlled entity of one or more individuals and/or organizations described in line 28a or 28b? <i>If "Yes," complete Schedule L, Part IV</i> | 28c | | No | | |
| 29 | Did the organization receive more than \$25,000 in non-cash contributions? If "Yes," complete Schedule M | 29 | | No | | |
| 30 | Did the organization receive contributions of art, historical treasures, or other similar assets, or qualified conservation contributions? | 30 | | No | | |
| 31 | If "Yes," complete Schedule M. terminaté, or dissolve and cease operations? If "Yes," complete Schedule N, Part I | 31 | | No | | |
| 32 | Did the organization sell, exchange, dispose of, or transfer more than 25% of its net assets? If "Yes," complete Schedule N, Part II | | | | | |
| 33 | Did the organization own 100% of an entity disregarded as separate from the organization under Regulations sections 301.7701-2 and 301.7701-3? | | | | | |
| 34 | If IVan II complete Cabadula D. Dart I | | | | | |
| 35a | 5a Did the organization have a controlled entity within the meaning of section 512(b)(13)? | | | | | |
| b | If 'Yes' to line 35a, did the organization receive any payment from or engage in any transaction with a | 35b | Yes | | | |
| 36 | controlled entity within the meaning of section 512(b)(13)? Section S018(9(3) **Orgalin Lations** Under organization and any transfers to an exempt non-charitable related organization? If "Yes," complete Schedule R, Part V, line 2 | 36 | | No | | |
| 37 | Did the organization conduct more than 5% of its activities through an entity that is not a related organization and that is treated as a partnership for federal income tax purposes? If "Yes," complete Schedule R, Part VI | 37 | | No | | |
| 38 | Note. All Form 990 filers are required to complete Schedule O | 38 | Yes | | | |
| Pa | Statements Regarding Other IRS Filings and Tax Compliance | | | | | |
| | Check if Schedule O contains a response or note to any line in this Part V | • | · · Yes | No | | |
| 1a | Enter the number reported in box 3 of Form 1096. Enter -0- if not applicable 1a 5 | | | | | |
| b | Enter the number of Forms W-2G included on line 1a. Enter -0- if not applicable 1b 0 | | | | | |
| С | Did the organization comply with backup withholding rules for reportable payments to vendors and reportable | | | | | |
| | gaming (gambling) winnings to prize winners? | 1c | Yes | (2022) | | |
| | | Fo | rm 99 0 | (2023) | | |
| | Page 5 | | | | | |
| | Tage 3 | | | | | |
| Form | 990 (2023) | | | Page 5 | | |
| Pa | Statements Regarding Other IRS Filings and Tax Compliance (continued) | | | | | |
| 2a | Enter the number of employees reported on Form W-3, Transmittal of Wage and Tax Statements, filed for the calendar year ending with or within the year covered | | | | | |
| h | by this return 2a 2 If at least one is reported on line 2a, did the organization file all required federal employment tax returns? | 2b | Yes | | | |
| | Did the organization have unrelated business gross income of \$1,000 or more during the year? | 3a | . 03 | No | | |
| | If "Yes," has it filed a Form 990-T for this year? <i>If</i> "No" to line 3b, provide an explanation in Schedule O | 3b | | INU | | |
| | At any time during the calendar year, did the organization have an interest in, or a signature or other authority | 4a | Yes | | | |
| | over, a financial account in a foreign country (such as a bank account, securities account, or other financial account the name of the foreign country: ET , KE , RW | Tu | | | | |
| F- | See instructions for filing requirements for FinCEN Form 114, Report of Foreign Bank and Financial Accounts | F- | | Mc | | |
| | Wesh the organization a party to a prohibited tax shelter transaction at any time during the tax year? Did any taxable party notify the organization that it was or is a party to a prohibited tax shelter transaction? | 5a | | No No | | |
| U | Did any tanable party floary the organization that it was or is a party to a profibited tax silenter transaction? | 5b | | INO | | |

Form 990 (2023)

Governance, Management, and Disclosure. For each "Yes" response to lines 2 through 7b below, and for a "No" response to lines 84, 8b, or 10b below, describe the circumstances, processes, or changes in Schedule O. See instructions.

Section A. Governing Body and Management

c Enter the amount of reserves on hand

If "Yes," complete Form 6069,

12/4/24 9:48 AM

gifts were not tax deductible?

to file Form 8282?

Form 1098-C?

b 10

year.

13

16

| 1a | Enter the number of voting members of the governing body at the end of the tax | 1a | |
|----|--|----|--|
| | Yethere are material differences in voting rights among members of the governing body, or if the governing body delegated broad authority to an executive committee or similar committee, explain in Schedule O. | | |
| b | Enter the number of voting members included in line 1a, above, who are independent | 1b | |

| | | Yes | N |
|----|----|-----|---|
| 1a | 10 | | |
| | | | |
| | | | |
| | | | |
| 1b | 8 | | |
| | | l | |

2 Did any officer, director, trustee, or key employee have a family relationship or a business relationship with any https://projects.propublica.org/nonprofits/organizations/460743201/202442609349300824/full

| | other officer, director, trustee, or key employee? | 2 | Yes | <u> </u> |
|-------|--|---------|---------------|---------------|
| 3 | Did the organization delegate control over management duties customarily performed by or under the direct supervision of officers, directors or trustees, or key employees to a management company or other person? | 3 | | No |
| 4 | Did the organization make any significant changes to its governing documents since the prior Form 990 was | 4 | | No |
| 5 | bled the organization become aware during the year of a significant diversion of the organization's assets? . | 5 | | No |
| 6 | Did the organization have members or stockholders? | 6 | | No |
| 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? | 7a | | No |
| b | Are any governance decisions of the organization reserved to (or subject to approval by) members, stockholders, or persons other than the governing body? | 7b | | No |
| 8 | Did the organization contemporaneously document the meetings held or written actions undertaken during the year by the following: | | | |
| а | The governing body? | 8a | Yes | |
| | Each committee with authority to act on behalf of the governing body? | 8b | Yes | |
| | Is there any officer, tirrettor, 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 in Schedule O | 9 | | No |
| Se | ction'B. Policie's (This' Section B requests information about policies not required by the Internal Revenue | e Code | - | |
| | | | Yes | No |
| | Did the organization have local chapters, branches, or affiliates? | 10a | | No |
| | 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? | 10b | | |
| | Has the organization provided a complete copy of this Form 990 to all members of its governing body before filing the form? | 11a | Yes | |
| | Describe on Schedule Ortherprocess, if any, used by the organization to review this Form 990. | 12- | V | |
| | Did the organization have a written conflict of interest policy? <i>If "No," go to line 13</i> | 12a | Yes | |
| | rise to conflicts? | 12b | Yes | |
| С | Did the organization regularly and consistently monitor and enforce compliance with the policy? If "Yes," describe on Schedule O how this was done | 12c | Yes | |
| 13 | Did the organization have a written whistleblower policy? | 13 | Yes | |
| 14 | Did the organization have a written document retention and destruction policy? | 14 | Yes | |
| 15 | Did the process for determining compensation of the following persons include a review and approval by independent persons, comparability data, and contemporaneous substantiation of the deliberation and decision? | | | |
| a | The organization's CEO, Executive Director, or top management official | 15a | Yes | |
| b | Other officers or key employees of the organization | 15b | Yes | |
| | If "Yes" to line 15a or 15b, describe the process on Schedule O. See instructions. | | | |
| | Did the organization invest in, contribute assets to, or participate in a joint venture or similar arrangement with a taxable entity during the year? | 16a | | No |
| b | 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? | 16b | | |
| Se | ction C. Disclosure | | | |
| | List the states with which a copy of this Form 990 is required to be filed | | | |
| 18 | Section 6104 requires an organization to make its Form 1023 (1024 or 1024-A, if applicable), 990, and 990-T (section 501(c)(3)s only) available for public inspection. Indicate how you made these available. Check all that apply. | | | |
| 19 | ☐ Own website ☐ Another's website ☑ Upon request ☐ Other (explain in Schedule O) Describe in 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 reco SARA LEEDOM PO BOX 209 CLINTON, WA 98236 (415) 815-7576 | rds: | | |
| | | Fo | rm 990 | (2023) |
| | | | | |
| | Page 7 | | | |
| orm | 990 (2023) | | | Page 7 |
| Parl | | loves | <u> </u> | rage 7 |
| 1 011 | and Independent Contractors Check if Schedule O contains a response or note to any line in this Part VII | | | |
| Se | ction A. Officers, Directors, Trustees, Key Employees, and Highest Compensated Employees | | | |
| | omplete this table for all persons required to be listed. Report compensation for the calendar year ending with or | within | the | |
| organ | ization's tax year. | | | |
| | List all of the organization's current officers, directors, trustees (whether individuals or organizations), regardles appensation. Enter -0- in columns (D), (E), and (F) if no compensation was paid. | s or an | iount | |

- 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, or 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.

| (A) Name and title | (B) Average hours per week (list | Average hours per week (list Position (do not check more than one box, unless person is both an officer and a director/trustee) | | | | (D) Reportable compensation from the | (E) Reportable compensation from related | (F) Estimated amount of other | | |
|---|--|---|---------------------------|---------|--------------|--------------------------------------|--|--|---|--|
| | any hours for related organizations below dotted line) | Individual trustee or director | Institutional Trustee; | Officer | Key employee | Highest compensated employee | Former | organization (W-2/1099- MISC/1099- NEC) | organizations (W-2/1099- MISC/1099- NEC) | compensation from the organization and related organizations |
| (1) JULIENNE OYLER | 40 | X | | Х | | | | 339,292 | 0 | C |
| CO-FOUNDER & CEO | 40 | | | | | | | | | |
| (2) SARA LEEDOM CO-FOUNDER & COO | | | | Χ | | | | 329,017 | 0 | 0 |
| (3) MICHAEL PAYNE | 2 | | | | | | | | | |
| BOARD CHAIR | | •• X | | Χ | | | | 0 | 0 | 0 |
| (4) JULIA TAFT SECRETARY | 2 | ••× | | Х | | | | 0 | 0 | 0 |
| (5) ASFAW ALEMU BOARD MEMBER | 2 | ••× | | | | | | 0 | 0 | 0 |
| (6) BIOR AJAK | 2 | x | | | | | | 0 | 0 | O |
| BOARD MEMBER (7) FLORENCE GATOME | 2 | •• X | | | | | | 0 | 0 | 0 |
| BOARD MEMBER (8) KAMPETA SAYINZOGA BOARD MEMBER | 2 | •• X | | | | | | 0 | 0 | C |
| (9) LAUREN RAWLINGS BOARD MEMBER | 2 | × | | | | | | 0 | 0 | 0 |
| (10) MARIEVE GAUTHIER BOARD MEMBER | 2 | ••× | | | | | | 0 | 0 | C |
| (11) MARION NTIRU BOARD MEMBER | 2 | ••x | | | | | | 0 | 0 | O |
| (12) SHIPRA KAYAN BOARD MEMBER | 2 | ••× | | | | | | 0 | 0 | C |
| | | | | | | | | | | |
| | | | | | | | | | | |
| | | | | | | | | | | |

Form **990** (2023)

———— Page 8 ———

Form 990 (2023) Page 8

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

| (A) Name and title | (B) Average | (C) Position (do not check more than | (D) Reportable | (E) Reportable | (F) Estimated |
|-----------------------|----------------|--------------------------------------|----------------------------|--------------------------|--------------------------|
| Trainie and traie | hours per | one box, unless person is both an | compensation | compensation | amount of other |
| | week (list | officer and a director/trustee) | from the | from related | compensation from the |

dTotal (add lines 1b and 1c) .

individual

for related

organizations

below dotted

line)

| 2/4/24, 9:48 AM | Inkomoko - | Full Filing - Nonpr | rofit Explorer - Pro | Publica | |
|--|------------------|---------------------|----------------------|---------|-----------------------|
| | | | revenue | | sections 512 - 514 |
| Federated campaigns 1a | | l . | l | | |
| Contributions, 0 | | | | | |
| Gifts Grants b Membership dues 1b and | | | | | |
| OtherAmt 0 | | | | | |
| Significant Signif | | | | | |
| d Related organizations 1d | | | | | |
| 0 | | | | | |
| e Government grants 1e | | | | | |
| (contributions) | | | | | |
| f All other contributions, gifts, | | | | | |
| grants, and similar amounts 1f not included above | | | | | |
| 13,618,992 | | | | | |
| g Noncash contributions | | | | | |
| included in lines 1a - 1f:\$ | | | | | |
| 0 | | | | | |
| h Total. Add lines 1a-1f | 13,618,992 | | | | |
| | Business Code | | | | |
| 2a ENTREPRENEUR MENTORING & | 900099 | 971,978 | 971,978 | 0 | 0 |
| TRAINING | _ | | | | |
| 38.0 | | | | | |
| <u>a</u> | _ | | | | |
| | _ | | | | |
| 85 ₁ | | | | | |
| E | _ | | | | |
| Program Service Revenue | | | | | |
| f All other program service revenue. | | 0 | 0 | 0 | 0 |
| 9 Total. Add lines 2a–2f | 971,978 | | | | |
| 3 Investment income (including dividen | | | | | |
| other | ' | 173,327 | 0 | 0 | 173,327 |
| 4 शंगरिकेन कि भागिनि Vestment of tax-exem | pt bond proceeds | 0 | 0 | 0 | 0 |
| 5 Royalties | | 0 | 0 | 0 | 0 |
| (i) Real 6a Gross rents 6a | (ii) Personal | | | | |
| | | | | | |
| b Less: rental expenses | | | | | |
| c Rental income 6c | 0 0 | | | | |
| or (loss) d Net rental income or (loss) | | | | | |
| (i) Securities | (ii) Other | | | | |
| 7a Gross amount from sales of | | | | | |
| assets other | | | | | |
| than inventory b Less: cost or 7b | | | | | |
| other basis and | | | | | |
| sales expenses c Gain or (loss) 7c | | | | | |
| d Net gain or (loss) | 0 0 | | | | |
| d Net gain or (loss) | | | | | |
| events (not merdang ¢ | | | | | |
| 0 of contributions | _ | | | | |
| reported on line 1c). b Sees Part Vy line 18 8 8 | — | | | | |
| c Net income or (loss) from fundraisin | <u> </u> | | | | |
| • | | | | | |
| 9a Gross income from gaming | | | | | |
| activities. | a | | | | |
| See Part IV, line 19 9 | | | | | |
| c Net income or (loss) from gaming ac | tivities | | | | |

| | 1 |
|--|-----------------|
| bLess: cost of goods sold 10b | |
| C Net income or (loss) from sales of inventory | |
| Business Code | |
| 11a | |
| | |
| b | |
| | |
| OtherRevenueMiscAmt | |
| Other Revenue Priscante | |
| d All other revenue | |
| Total. Add lines 11a-11d | |
| e 0 | |
| 12 Total revenue. See instructions | 1,978 0 173,327 |

Form **990** (2023)

Page 10 -Form 990 (2023) **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 . (B) (C) (D) Do not include amounts reported on lines 6b, (A) Management and Fundraising Program service 7b, 8b, 9b, and 10b of Part VIII. Total expenses expenses general expenses expenses 0 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 0 3 Grants and other assistance to foreign organizations, 7,583,288 7,583,288 foreign governments, and foreign individuals. See Part IV , lines 15 and 16. 0 4 Benefits paid to or for members 5 Compensation of current officers, directors, trustees, 668,309 300,739 317,447 50,123 and key employees 0 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 . . . 43,454 19,554 20,641 3,259 $\boldsymbol{8}\,$ Pension plan accruals and contributions (include section 5,905 984 13,122 6,233 401(k) and 403(b) employer contributions) **9** Other employee benefits . 16,098 7,244 7,647 1,207 29,776 13,399 14,144 2,233 10 Payroll taxes . . . 11 Fees for services (non-employees): **a** Management **b**Legal 1,313 1,313 **c** Accounting . **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, 215,265 163,067 52,198 column (A) amount, list line 11g expenses on Schedule **12** Advertising and promotion . . . 5,251 5,251 7,398 **13** Office expenses 1,680 5,718 **14** Information technology . 118,320 53,244 65,076 **15** Royalties . **16** Occupancy . 19,498 19,148 350 85,689 85,689 17 Travel . 18 Payments of travel or entertainment expenses for any federal, state, or local public officials

Net assets without donor restrictions

11.033.284

5,123,649

27

| ٥ | | 1 | | | |
|----------------|---|---------|-------|----------------|----------------|
| 28 | Net assets with donor restrictions 0 | 28 | | | C |
| 28 | Organizations that do not follow FASB ASC 958, check here | | | | |
| 29 30 31 | and complete lines 29 through 33. 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 5,123,649 | 32 | | 11, | 033,284 |
| 32 | Total liabilities and net assets/fund balances 6,204,584 | 33 | | | ,302,608 |
| | | l | Fo | rm 99 0 | 0 (202 |
| | Page 12 ——————————————————————————————————— | | | | |
| m 99 | 0 (2023) | | | | Page 1 |
| Part XI | Reconcilliation of Net Assets Check if Schedule O contains a response or note to any line in this Part XI | | | | |
| To | tal revenue (must equal Pert VIII. column (A), line 12) | | | 1.4 | 764 20 |
| | tal revenue (must equal Part VIII, column (A), line 12) | 1 | | | 764,29 |
| | tal expenses (must equal Part IX, column (A), line 25) | 2 | | | 854,66 |
| | evenue less expenses. Subtract line 2 from line 1 | 3 | | | 909,63 |
| | et assets or fund balances at beginning of year (must equal Part X, line 32, column (A)) | 4 | | 5, | 123,64 |
| | et unrealized gains (losses) on investments | 5 | | | |
| | onated services and use of facilities | 6 | | | |
| | vestment expenses | 7 | | | |
| | ior period adjustments | 8 | | | |
| | her changes in net assets or fund balances (explain in Schedule O) | 9 10 | | | .033,28 |
| art X | Check if Schedule O contains a response or note to any line in this Part XII | | | | |
| | | | | Yes | No |
| If | counting method used to prepare the Form 990: Cash Accrual Other the organization changed its method of accounting from a prior year or checked "Other," explain on hedule O. | | | | |
| | ere the organization's financial statements compiled or reviewed by an independent accountant? | | 2a | | No |
| | Yes,' check a box below to indicate whether the financial statements for the year were compiled or re a separate basis, consolidated basis, or both: | viewed | | | |
| | ☐ Separate basis ☐ Consolidated basis ☐ Both consolidated and separate basis | | | | |
| ١٨/٥ | ere the organization's financial statements audited by an independent accountant? | | 2b | Yes | |
| If | Yes,' check a box below to indicate whether the financial statements for the year were audited on a s sis, consolidated basis, or both: | eparate | - | 163 | |
| | ☐ Separate basis ☐ Consolidated basis ☑ Both consolidated and separate basis | | | | |
| | "Yes," to line 2a or 2b, does the organization have a committee that assumes responsibility for oversi the audit, review, or compilation of its financial statements and selection of an independent accounta | | 2c | Yes | |
| Sc | the organization changed either its oversight process or selection process during the tax year, explain hedule O. | | | | |
| | a result of a federal award, was the organization required to undergo an audit or audits as set forth i iform Guidance, 2 C.F.R. Part 200, Subpart F? | n the | За | | No |
| | "Yes," did the organization undergo the required audit or audits? If the organization did not undergo t quired audit or audits, explain why in Schedule O and describe any steps taken to undergo such audit | | 3b | | |
| | , | | | rm 99 0 | 0 (2023 |
| | | | | | |
| | 0 (2023) | | | | |
| ۱ddi | tional Data | | Retur | n to Fo | orm |

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SCHEDULE A (Form 990)

Department of the Treasury Internal Revenue Service

Public Charity Status and Public Support

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

Attach to Form 990 or Form 990-EZ.

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

TIN: 46-0743201

OMB No. 1545-0047

2023

Open to Public Inspection

| | MOKC | ne organization) | | | | | Employer Identifi | cation number | | |
|------------------|----------|--|---|--|---|--|---|-----------------------|--|--|
| Pa | rt I | Reason for Public | Charity Stat | us (All organizations | must comp | lete this nart \ | 46-0743201 | | | |
| | | zation is not a private for | | | | | | | | |
| 1 | | A church, convention of | of churches, or | association of church | nes described | in section 170 | (b)(1)(A)(i). | | | |
| 2 | | A school described in section 170(b)(1)(A)(ii). (Attach Schedule E (Form 990).) A hospital or a cooperative hospital service organization described in section 170(b)(1)(A)(iii) | | | | | | | | |
| 3 | | A hospital or a cooperative hospital service organization described in section 170(b)(1)(A)(iii) . A medical research organization operated in conjunction with a hospital described in section 170(b)(1)(A)(iii) . Enter the | | | | | | | | |
| 4 | | A medical research organization operated in conjunction with a hospital described in section 170(b)(1)(A)(iii). Enter the hospital's name, city, and state: | | | | | | | | |
| 5 | | An organization operation 170(b)(1)(A | | | iversity owne | d or operated by | y a governmental uni | t described in | | |
| 6 | | A federal, state, or loc | al government | or governmental uni | t described in | section 170(b |)(1)(A)(v). | | | |
| 7 | ✓ | An organization that n described in section 1 | 70(b)(1)(A) | (vi). (Complete Part | II.) | - | ental unit or from the | e general public | | |
| 8 | | A community trust des | | | | • | | | | |
| 9 | | An agricultural research university or a non-lar university: | | | | | | | | |
| 10 | | An organization that n receipts from activities support from gross inv by the organization aff | related to its restment inconter June 30, 19 | exempt functions—sume and unrelated busing 575. See section 509 | ibject to certa ness taxable 9(a)(2). (Cor | nin exceptions, a income (less sec nplete Part III.) | and (2) no more than ction 511 tax) from b | 33 1/3% of its | | |
| 11 | | An organization organi | • | • | • | • | | | | |
| 12 | | An organization organiof one or more publicly section 509(a)(3). Clines 12e, 12f, and 12g | y supported or Check the box | ganizations described | in section 5 | 09(a)(1) or se | ction 509(a)(2). Se | ee | | |
| а | | Type I. A supporting of supported organization organization. You mu | n(s) the power | to regularly appoint | or elect a maj | | | | | |
| b | | Type II. A supporting or management of the organization(s). You r | supporting or | ganization vested in t | he same pers | | | | | |
| С | | Type III functionally supported organization | | | | | | integrated with, its | | |
| d | | Type III non-functio that is not functionally requirement (see instr | integrated. Th | ne organization gener | ally must sati | sfy a distribution | n requirement and an | | | |
| е | | Check this box if the o integrated, or Type III | | | | | is a Type I, Type II, | Type III functionally | | |
| f | Enter | the number of support | | , , , | 5 5 | | | | | |
| g | D | d. H | - L' L - L - L - L - L - L - L | | :(-) | | | | | |
| | (i) N | ame of supported organization | | | our governing | (v) Amount of monetary support (see instructions) | (vi) Amount of other support (see instructions) | | | |
| | | | | | Yes | No | | | | |
| | | | | | | | | | | |
| r _{oto} | | | | | | | | | | |
| | Paper | work Reduction Act N or 990-EZ. | lotice, see th | e Instructions for | Cat. No | . 11285F | Schedule A | (Form 990) 2023 | | |
| | | | | Dag | je 2 ——— | | | | | |
| | | | | — rag | ,c 2 | | | | | |
| Sche | dule A | (Form 990) 2023 | | | | | | Page 2 | | |
| | rt II | Support Schedule (Complete only if y | ou checked th | rations Described ne box on line 5, 7, | or 8 of Part I | or if the organ | ization failed to qua | L)(A)(vi) | | |
| 6- | ction | If the organization A. Public Support | failed to qual | ify under the tests li | sted below, _I | please complete | e Part III.) | | | |
| | CLIUII | A. Fublic Support | | | | | | | | |

(d) 2022

(e) 2023

(a) 2019

(b) 2020

(c) 2021

Calendar year

(or fiscal year beginning in)

(f) Total

Gifts, grants, contributions, and membership fees received. (Do not include any "unusual grants.") . Gross receipts from admissions,

| 2/4/2 | 4, 9:48 AM | 1 | Inkomoko - Full F | iling - Nonprofit E | xplorer - ProPubli | ca | | | |
|-----------|---|-------------------------|---------------------------------------|---------------------|--------------------|----------------|-------------------|-----------|--------|
| | 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 | | | | | | | | |
| _ | Tax and a second for the | | | | | | | | |
| 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 | | | | | | | | |
| 6 | to the organization without charge Total. Add lines 1 through 5 | | | | | | | | |
| | Amounts included on lines 1, 2, | | | | | | | | |
| - | and 3 received from disqualified | | | | | | | | |
| h | persons Amounts included on lines 2 and 3 | | | | | | \longrightarrow | | |
| b | received from other than | | | | | | | | |
| | disqualified persons that exceed the greater of \$5,000 or 1% of the | | | | | | | | |
| | amount on line 13 for the year. | | | | | | | | |
| | Add lines 7a and 7b | | | | | | | | |
| 8 | Public support. (Subtract line 7c from line 6.) | | | | | | | | |
| Se | ection B. Total Support | | • | • | 1 | I. | L | | |
| | endar year | (a) 2019 | (b) 2020 | (c) 2021 | (d) 2022 | (e) 202 | .3 | (f) Total | |
| (or | fiscal year beginning in) 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 | | | | | | | | |
| 12 | business is regularly carried on. Other income. Do not include gain | | | | | | | | |
| 12 | 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 fo | | n's first, second, | third, fourth, or | fifth tax year as | a section | 1 501(c)(| 3) | |
| | organization, check this box and sto | - | | | | ▶ | | | |
| Se | ction C. Computation of Public | Support Perce | ntage | | | | | | |
| 15 | Public support percentage for 2023 | | | | | 15 | | | |
| 16 | Public support percentage from 202 | | · · · · · · · · · · · · · · · · · · · | | | 16 | | | |
| <u>Se</u> | iction D. Computation of Invest Investment income percentage for 2 | | | d by line 13 col | umn (f)) | 17 | | | |
| 18 | Investment income percentage from | . , | • • | | . ,, | 18 | | | |
| | 33 1/3% support tests-2023. If | the organization | did not check th | e box on line 14 | , and line 15 is m | ore than | 33 1/3% | , and lin | e 17 |
| | is not more than 33 1/3%, check th | nis box and stop | here. The organ | nization qualifies | as a publicly sup | ported o | rganizatio | on | |
| b | 33 1/3% support tests—2022. If and line 18 is not more than 33 1/3 | | | | | | | | |
| | | 70, 0.10011 0.110 00. | х ана этор него | o. gaa | on quamico do d | pubc., 0 | арро. соа | . o. ga | |
| 20 | Private foundation. If the organize | ation did not che | ck a box on line | 14, 19a, or 19b, | , check this box a | nd see in | struction | s | . ▶ |
| | U | | | | | Cabadul | - A (Far | 000) | 2022 |
| | | | | | | Schedui | e A (For | m 990) | 2023 |
| | | | Page 4 | | | | | | |
| | | | | | | | | | |
| | dule A (Form 990) 2023 | | | | | | | P | Page 4 |
| rar | t IV Supporting Organization (Complete only if you checke | | 2 of Part I If yo | u checked hox 1 | 2a. of Part I com | plete Se | ctions A : | and B If | VOII |
| checl | ked box 12b, of Part I, c | omplete Sections | A and C. If you | checked box 12 | | | | | |
| | ked box 12d, of Part I, co | | A and D, and co | mplete Part V.) | | | | | |
| <u>Se</u> | ection A. All Supporting Organiz | auons | | | | | | Yes | No |
| 1 | Are all of the organization's support | ed organizations | listed by name i | n the organization | on's governing do | cuments | ? | 163 | .10 |

Did the organization have any supported organization that does not have an IRS determination of status under

| | section 509(a)(1) or (2)? If "Yes," explain in Part VI how the organization determined that the supported organization was described in section 509(a)(1) or (2). | 2 | | |
|--------|--|------------|------|--------------|
| 3a | Did the organization have a supported organization described in section 501(c)(4), (5), or (6)? If "Yes," answer lines 3b and 3c below. | | | |
| b | Did the organization confirm that each supported organization qualified under section 501(c)(4), (5), or (6) and satisfied the public support tests under section 509(a)(2)? If "Yes," describe in Part VI when and how the organization made the determination. | 3a | | |
| c | Did the organization ensure that all support to such organizations was used exclusively for section 170(c)(2)(B) purposes? If "Yes," explain in Part VI what controls the organization put in place to ensure such use. | 3b 3c | | |
| 4a | Was any supported organization not organized in the United States ("foreign supported organization")? If "Yes" and if you checked box 12a or 12b in Part I, answer lines 4b and 4c below. | 4a | | |
| b | Did the organization have ultimate control and discretion in deciding whether to make grants to the foreign supported organization? If "Yes," describe in Part VI how the organization had such control and discretion despite | 4b | | |
| c | being controlled or supervised by or in connection with its supported organizations. Did the organization support any foreign supported organization that does not have an IRS determination under sections 501(c)(3) and 509(a)(1) or (2)? If "Yes," explain in Part VI what controls the organization used to ensure | | | |
| 5a | that all support to the foreign supported organization was used exclusively for section 170(c)(2)(B) purposes. Did the organization add, substitute, or remove any supported organizations during the tax year? If "Yes," answer lines 5b and 5c below (if applicable). Also, provide detail in Part VI , including (i) the names and EIN numbers of | 4c | | |
| b | 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). Type I or Type II only. Was any added or substituted supported organization part of a class already designated in | 5a | | |
| U | the organization's organizing document? | 5b | | |
| C | Substitutions only. Was the substitution the result of an event beyond the organization's control? | 5 c | | |
| 6 | Did the organization provide support (whether in the form of grants or the provision of services or facilities) to anyone other than (i) its supported organizations, (ii) individuals that are part of the charitable class benefited by one or more of its supported organizations, or (iii) other supporting organizations that also support or benefit one or more of the filing organization's supported organizations? If "Yes," provide detail in Part VI . | 6 | | |
| 7 | Did the organization provide a grant, loan, compensation, or other similar payment to a substantial contributor (defined in section $4958(c)(3)(C)$), a family member of a substantial contributor, or a 35% controlled entity with regard to a substantial contributor? If "Yes," complete Part I of Schedule L (Form 990). | 7 | | |
| 8 | Did the organization make a loan to a disqualified person (as defined in section 4958) not described on line 7? If "Yes," complete Part I of Schedule L (Form 990). | 8 | | |
| 9a | Was the organization controlled directly or indirectly at any time during the tax year by one or more disqualified persons, as defined in section 4946 (other than foundation managers and organizations described in section 509(a) (1) or (2))? If "Yes," provide detail in Part VI . | 9a | | |
| b | Did one or more disqualified persons (as defined on line 9a) hold a controlling interest in any entity in which the supporting organization had an interest? If "Yes," provide detail in Part VI . | 9b | | |
| c | Did a disqualified person (as defined on line 9a) have an ownership interest in, or derive any personal benefit from, assets in which the supporting organization also had an interest? If "Yes," provide detail in Part VI. | 9c | | |
| 10a | Was the organization subject to the excess business holdings rules of section 4943 because of section 4943(f) (regarding certain Type II supporting organizations, and all Type III non-functionally integrated supporting organizations)? If "Yes," answer line 10b below. | 10a | | |
| b | Did the organization have any excess business holdings in the tax year? (Use Schedule C, Form 4720, to determine whether the organization had excess business holdings). | 10b | | |
| | Schedule A (| | 990) | 2023 |
| | D 5 | | | |
| | Page 5 ——————————————————————————————————— | | | |
| Sche | dule A (Form 990) 2023 | | Р | age 5 |
| Par | t IV Supporting Organizations (continued) | | | |
| 11 | Has the organization accepted a gift or contribution from any of the following persons? | | Yes | No |
| а | A person who directly or indirectly controls, either alone or together with persons described on lines 11b and 11c below, the governing body of a supported organization? | 11a | | |
| b c | A family member of a person described on 11a above? A 35% controlled entity of a person described on line 11a or 11b above? If "Yes" to 11a, 11b, or 11c, provide detail | 11b | | |
| | in Part VI. | 110 | | |
| _ 56 | ction B. Type I Supporting Organizations | | Yes | No |
| 1 | Did the officers, directors, trustees, or membership of one or more supported organizations have the power to regularly appoint or elect at least a majority of the organization's directors or trustees at all times during the tax year? If "No," describe in Part VI how the supported organization(s) effectively operated, supervised, or controlled the organization's activities. If the organization had more than one supported organization, describe how the powers to appoint and/or remove directors or trustees were allocated among the supported organizations and what conditions or restrictions, if any, applied to such powers during the tax year. | 1 | | |
| 2 | Did the organization operate for the benefit of any supported organization other than the supported organization(s) that operated, supervised, or controlled the supporting organization? If "Yes," explain in Part VI how providing such benefit carried out the purposes of the supported organization(s) that operated, supervised or controlled the supporting organization. | 2 | | |
| | | | 1 | |

| Se | ction C. Type II Supporting Organizations | | | | | | | |
|------|--|---------|--|----------|----------|--------------|--|--|
| | | | | | Yes | No | | |
| 1 | Were a majority of the organization's directors or trustees during the tax year also a majority of the directors or trustees of each of the organization's supported organization(s)? If "No," describe in Part VI how control or management of the supporting organization was vected in the same persons that controlled or managed the | | | | | | | |
| | management of the supporting organization was vested in the same persons that | | | 1 | | | | |
| Se | ction D. All Type III Supporting Organizations | | | | | | | |
| | | | | | Yes | No | | |
| 1 | Did the organization provide to each of its supported organizations, by the last day of the fifth month of the organization's tax year, (i) a written notice describing the type and amount of support provided during the prior tax year, (ii) a copy of the Form 990 that was most recently filed as of the date of notification, and (iii) copies of the organization's governing documents in effect on the date of notification, to the extent not previously provided? | | | | | | | |
| | | | | 1 | | | | |
| 2 | Were any of the organization's officers, directors, or trustees either (i) appointed | d or el | ected by the supported | _ | | | | |
| | organization(s) or (ii) serving on the governing body of a supported organization? If "No," explain in Part VI how the organization maintained a close and continuous working relationship with the supported organization(s). | | | | | | | |
| 3 | significant voice in the organization's investment policies and in directing the use of the organization's income or | | | | | | | |
| | | | | | | | | |
| | organizations played in this regard ction E. Type III Functionally-Integrated Supporting Organizations | urgar | пганоп з зирропеи | 3 | | | | |
| 1 | Check the box next to the method that the organization used to satisfy the Inter | oral Pa | art Test during the year (see i | netru | ctions | ١٠. | | |
| a | | grarra | int lest during the year (See) | iisti u | CLIOIIS | ٠,٠ | | |
| b | 3 | nnlata | line 3 helow | | | | | |
| | | • | | | | | | |
| С | The organization supported a governmental entity. Describe in Part VI house instructions) | ow you | a supported a government en | LILY (Se | ee | | | |
| 2 | Activities Test. Answer lines 2a and 2b below. | | | | Yes | No | | |
| а | Did substantially all of the organization's activities during the tax year directly fu | ırther | the exempt purposes of the | | | | | |
| | supported organization(s) to which the organization was responsive? If "Yes," th | nen in | Part VI identify those | | | | | |
| | supported organizations and explain how these activities directly furthered organization was responsive to those supported organizations, and how the organizations are supported organizations. | | | | | | | |
| | activities constituted substantially all of its activities. | | | 2a | | | | |
| b | Did the activities described on line 2a, above constitute activities that, but for the or more of the organization's supported organization(s) would have been engaged | | | | | | | |
| | the reasons for the organization's position that its supported organization(s) work | | | | | | | |
| _ | but for the organization's involvement. | | | 2b | | | | |
| 3 | Parent of Supported Organizations. Answer lines 3a and 3b below. | | | | | | | |
| а | Did the organization have the power to regularly appoint or elect a majority of the each of the supported organizations? If "Yes" or "No", provide details in Part VI. | | cers, directors, or trustees of | 3a | | | | |
| b | Did the organization exercise a substantial degree of direction over the policies, | | ams and activities of each of | | | | | |
| | its supported organizations? If "Yes," describe in Part VI. the role played by the | orgai | nization in this regard. | 3b | | | | |
| | | | Schedule A | Form | 990) | 2023 | | |
| | | | | | | | | |
| | Page 6 | | | | | | | |
| | | | | | | | | |
| Sche | dule A (Form 990) 2023 | | | | Р | age 6 | | |
| Pa | t V Type III Non-Functionally Integrated 509(a)(3) Supporting O | rgani | zations | | | | | |
| 1 | Check here if the organization satisfied the Integral Part Test as a qualifyir instructions. All other Type III non-functionally integrated supporting organization. | | | | | See | | |
| | | jailiza | • | | rent Yea | or. | | |
| | Section A - Adjusted Net Income | | (A) Thor real | | onal) | ai . | | |
| 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 | 6 | | | | | | |
| | gross income or for management, conservation, or maintenance of property held for production of income (see instructions) | | | | | | | |
| 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) Cur | rent Yea | ar | | |
| | | 1 | | | onal) | | | |
| 1 | Aggregate fair market value of all non-exempt-use assets (see instructions for | 1 | | | | | | |
| | short tax year or assets held for part of year): Average monthly value of securities | 1a | | | | | | |
| | Average monthly cash balances | 1b | | | | | | |
| | Fair market value of other non-exempt-use assets | 1c | | | | | | |
| | Total (add lines 1a, 1b, and 1c) | 1d | | | | | | |
| | Discount claimed for blockage or other factors | | | | | | | |
| | (explain in detail in Part VI): | | | | | | | |
| 2 | Acquisition indebtedness applicable to non-exempt use assets | 2 | | | | | | |

Subtract line 7 from line 1d

| Juditact line 2 from line 10 | | | |
|--|--|--|---|
| Cash deemed held for exempt use. Enter 0.015 of line 3 (for greater amount, see instructions). | 4 | | |
| Net value of non-exempt-use assets (subtract line 4 from line 3) | 5 | | |
| Multiply line 5 by 0.035 | 6 | | |
| Recoveries of prior-year distributions | 7 | | |
| Minimum Asset Amount (add line 7 to line 6) | 8 | | |
| Section C - Distributable Amount | | Curre | ent Year |
| Adjusted net income for prior year (from Section A, line 8, Column A) | 1 | | |
| Enter 85% of line 1 | 2 | | |
| Minimum asset amount for prior year (from Section B, line 8, Column A) | 3 | | |
| Enter greater of line 2 or line 3 | 4 | | |
| Income tax imposed in prior year | 5 | | |
| Distributable Amount. Subtract line 5 from line 4, unless subject to emergency temporary reduction (see instructions) | 6 | | |
| | Cash deemed held for exempt use. Enter 0.015 of line 3 (for greater amount, see instructions). Net value of non-exempt-use assets (subtract line 4 from line 3) Multiply line 5 by 0.035 Recoveries of prior-year distributions Minimum Asset Amount (add line 7 to line 6) Section C - Distributable Amount Adjusted net income for prior year (from Section A, line 8, Column A) Enter 85% of line 1 Minimum asset amount for prior year (from Section B, line 8, Column A) Enter greater of line 2 or line 3 Income tax imposed in prior year Distributable Amount. Subtract line 5 from line 4, unless subject to | Cash deemed held for exempt use. Enter 0.015 of line 3 (for greater amount, see instructions). Net value of non-exempt-use assets (subtract line 4 from line 3) Multiply line 5 by 0.035 Recoveries of prior-year distributions 7 Minimum Asset Amount (add line 7 to line 6) 8 Section C - Distributable Amount Adjusted net income for prior year (from Section A, line 8, Column A) Enter 85% of line 1 Minimum asset amount for prior year (from Section B, line 8, Column A) Enter greater of line 2 or line 3 Income tax imposed in prior year Distributable Amount. Subtract line 5 from line 4, unless subject to | Cash deemed held for exempt use. Enter 0.015 of line 3 (for greater amount, see instructions). Net value of non-exempt-use assets (subtract line 4 from line 3) Multiply line 5 by 0.035 Recoveries of prior-year distributions 7 Minimum Asset Amount (add line 7 to line 6) Section C - Distributable Amount Adjusted net income for prior year (from Section A, line 8, Column A) Enter 85% of line 1 Minimum asset amount for prior year (from Section B, line 8, Column A) Enter greater of line 2 or line 3 Income tax imposed in prior year Distributable Amount. Subtract line 5 from line 4, unless subject to |

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

Schedule A (Form 990) 2023

| _ | | | | _ | |
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Type III Non-Functionally Integrated 509(a)(3) Supporting Organizations (continued)

Schedule A (Form 990) 2023

Part V

Page 7

| Section D - Distributions | | | | Current Year |
|--|-----------------------------|--------------------------------------|-----|---|
| 1 Amounts paid to supported organizations to accomp | lish exempt purposes | | 1 | |
| 2 Amounts paid to perform activity that directly further | ers exempt purposes of supp | oorted organizations, | | |
| n excess of income from activity | 2 | | | |
| Administrative expenses paid to accomplish exempt | 3 | | | |
| 4 Amounts paid to acquire exempt-use assets | <u> </u> | | 4 | |
| · | oined annide details in Be | -± 1/T\ | | |
| 5 Qualified set-aside amounts (prior IRS approval requ | · | rt VI) | 5 | |
| 6 Other distributions (describe in Part VI). See instru | ictions | | 6 | |
| 7 Total annual distributions. Add lines 1 through 6. | | | 7 | |
| 8 Distributions to attentive supported organizations to details in Part VI). See instructions | which the organization is r | esponsive (<i>provide</i> | 8 | |
| 9 Distributable amount for 2023 from Section C, line 6 | 5 | | 9 | |
| 10 Line 8 amount divided by Line 9 amount | | | 10 | |
| Section E - Distribution Allocations (see instructions) | (i) Excess Distributions | (ii) Underdistributio Pre-2023 | ons | (iii) Distributable Amount for 2023 |
| 1 Distributable amount for 2023 from Section C, line | | | | |
| 2 Underdistributions, if any, for years prior to 2023 | | | | |
| (reasonable cause required <i>explain in</i> Part VI). 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 e | | | | |
| g Applied to underdistributions of prior years | | | | |
| h Applied to 2023 distributable amount | | | | |
| 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. If the amount is greater than zero explain in | | | | |

| | | | | | i |
|--|---|--|--|---|--|
| art VI. See instructions. | , , | | | | |
| Remaining underdistributions lines 3h and 4b from line 1. I | | | | | |
| reater than zero, explain in Part VI | | | | | |
| Excess distributions carryo | | | | | |
| nes | | | | | |
| 3j and 4c. | | | | | |
| Breakdown of line 7: | | | | | |
| a Excess from 2019 | | | | | |
| b Excess from 2020 | | | | | |
| c Excess from 2021 | | | | | |
| d Excess from 2022 | | | | | |
| e Excess from 2023 | • | | | | edule A (Form 990) (2023 |
| Part VI Supplemental Info | | | | | 7a or 17b; Part III, line 12; |
| Part IV, Section A, lin Section C, line 1; Par | nes 1, 2, 3b, 3c, 4b, 4c, 5 t IV, Section D, lines 2 ar art V Section D, lines 5, 6 n. (See instructions). | a, 6, 9a, 9b, 9c, 1: nd 3; Part IV, Secti | La, 11b, and 11c; Pa on E, lines 1c, 2a, 2l /, Section E, lines 2, | ort IV, Section o, 3a and 3b; | 7a or 17b; Part III, line 12; B, lines 1 and 2; Part IV, |
| Part VI Supplemental Information Part IV, Section A, lin Section C, line 1; Par Section B, line 1e; Par | nes 1, 2, 3b, 3c, 4b, 4c, 5 t IV, Section D, lines 2 ar art V Section D, lines 5, 6 n. (See instructions). | a, 6, 9a, 9b, 9c, 1: nd 3; Part IV, Secti , and 8; and Part \ | La, 11b, and 11c; Pa on E, lines 1c, 2a, 2l /, Section E, lines 2, | ort IV, Section o, 3a and 3b; | 7a or 17b; Part III, line 12; B, lines 1 and 2; Part IV, Part V, line 1; Part V, |
| Part VI Supplemental Information Part IV, Section A, lin Section C, line 1; Par Section B, line 1e; Par additional information | nes 1, 2, 3b, 3c, 4b, 4c, 5 t IV, Section D, lines 2 ar art V Section D, lines 5, 6 n. (See instructions). | a, 6, 9a, 9b, 9c, 1: nd 3; Part IV, Secti , and 8; and Part \ ts And Circumstan | La, 11b, and 11c; Pa on E, lines 1c, 2a, 2l /, Section E, lines 2, ces Test | ort IV, Section o, 3a and 3b; | 7a or 17b; Part III, line 12; B, lines 1 and 2; Part IV, Part V, line 1; Part V, |
| Part VI Supplemental Information Part IV, Section A, lin Section C, line 1; Par Section B, line 1e; Par additional information Part IV, Section B, line 1e; Paradditional information Part IV, Part IV, Section B, line 1e; Paradditional information Part IV, Section B, line 1e; Paradditional information Part IV, Section B, line 1e; Paradditional IV, Section B, line 1e; Paradditional IV, Section A, line 1e; Part IV, Section B, line 1e; Part IV, Section | nes 1, 2, 3b, 3c, 4b, 4c, 5. t IV, Section D, lines 2 are V Section D, lines 5, 6 n. (See instructions). | a, 6, 9a, 9b, 9c, 1: nd 3; Part IV, Secti , and 8; and Part \ ts And Circumstan | La, 11b, and 11c; Pa on E, lines 1c, 2a, 2l /, Section E, lines 2, ces Test | rt IV, Section o, 3a and 3b; 5, and 6. Also | B, lines 1 and 2; Part IV, Part V, line 1; Part V, |

| efile Public Visual F | Render ObjectId: 202442609349300824 - Submission: 2024-09-09 | | TIN: 46-0743201 |
|---|--|---|---|
| Schedule B | Schedule of Contributors | | OMB No. 1545-0047 |
| (Form 990) Department of the Treasury | ► Attach to Form 990, 990-EZ, or 990-PF. ► Go to <u>www.irs.gov/Form990</u> for the latest information. | | 2023 |
| Name of the organiz INKOMOKO | cation | number | identification |
| Organization type (| (check one): | 46-074320 | 1 |
| Filers of: | Section: | | |
| Form 990 or 990-EZ | , Lord M. Mark and J. | | |
| 7 0111 000 01 000 22 | 501(c)() (enter number) organization | | |
| | 4947(a)(1) nonexempt charitable trust not treated as a private found | dation | |
| | ☐ 527 political organization | | |
| Form 990-PF | ☐ 501(c)(3) exempt private foundation | | |
| | 4947(a)(1) nonexempt charitable trust treated as a private foundation | n | |
| | ☐ 501(c)(3) taxable private foundation | | |
| | zation is covered by the General Rule or a Special Rule. n 501(c)(7), (8), or (10) organization can check boxes for both the General Rule an | d a Special Ru | ıle. See instructions. |
| General Rule | . oo (o)(.), (o), o. (. o) o.gaaa ca o.co zo zo a coaa. a | а а ороская г к | |
| | anization filing Form 990, 990-EZ, or 990-PF that received, during the year, contributer property) from any one contributor. Complete Parts I and II. See instructions f | | |
| Special Rules | 15. | | |
| under section received from | nization described in section 501(c)(3) filing Form 990 or 990-EZ that met the 33 ¹ / ₃ ns 509(a)(1) and 170(b)(1)(A)(vi), that checked Schedule A (Form 990 or 990-EZ), n any one contributor, during the year, total contributions of the greater of (1) \$5,00 I, line 1h, or (ii) Form 990-EZ, line 1. Complete Parts I and II. | Part II, line 13 | , 16a, or 16b, and that |
| during the ye | nization described in section 501(c)(7), (8), or (10) filing Form 990 or 990-EZ that repair, total contributions of more than \$1,000 exclusively for religious, charitable, scient for the prevention of cruelty to children or animals. Complete Parts I, II, and III. | eceived from a entific, literary, | ny one contributor, or educational |
| during the year If this box is purpose. Dor | nization described in section 501(c)(7), (8), or (10) filing Form 990 or 990-EZ that repair, contributions exclusively for religious, charitable, etc., purposes, but no such concluded, enter here the total contributions that were received during the year for an 't complete any of the parts unless the General Rule applies to this organization laritable, etc., contributions totaling \$5,000 or more during the year | ontributions tot n <i>exclusively</i> r because it rece | aled more than \$1,000. eligious, charitable, etc., eived <i>nonexclusively</i> |
| 990-EZ, or 990-PF), | cation that isn't covered by the General Rule and/or the Special Rules doesn't file S but it must answer "No" on Part IV, line 2, of its Form 990; or check the box on lin F, Part I, line 2, to certify that it doesn't meet the filing requirements of Schedule B | e H of its Form | |
| For Paperwork Reduction Form 990, 990-EZ, | ction Act Notice, see the Instructions Cat. No. 30613X or 990-PF. | Sch | edule B (Form 990) (2023) |
| | Page 2 | | |
| Schedule B (Form 9 | 90) (2023) | Page 2 | |
| Name of organizatio INKOMOKO | n Em | | fication number |
| Part I | Contributors (see instructions) Head duplicate conice of Bart Life additional cross is readed. | | |
| Contributors (a) | (see instructions). Use duplicate copies of Part I if additional space is needed. (b) (c) Name address and ZIP + 4 Total contributions | ıtions T | (d) |

| | | | .,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,, |
|--------------------|--|---|---|
| RESTRIC | TED | | Person |
| | | \$ RESTRICTED | Payroll |
| | | \$ RESTRICTED | Noncash |
| | ′ | | (Complete Part II for noncash contributions.) |
| (a) No | | (c) Total contributions | (d) Type of contribution |
| | | | Person |
| • | | | Payroll |
| | | \$ | Noncash |
| | | | (Complete Part II for noncash contributions.) |
| (a) No | (b) . Name, address, and ZIP + 4 | (c) Total contributions | (d) Type of contribution |
| | | | Person |
| • | | | Payroll |
| | | \$_ | Noncash |
| | | | (Complete Part II for noncash contributions.) |
| (a) No | (b) Name, address, and ZIP + 4 | (c) Total contributions | (d) Type of contribution |
| | | | Person |
| - | | | Payroll |
| | | \$_ | Noncash |
| | | | (Complete Part II for noncash contributions.) |
| (a) | (b) | (c) | (d) |
| No | . Name, address, and ZIP + 4 | Total contributions | Type of contribution Person |
| _ | | | |
| | | \$ | Payroll |
| | | | Noncash |
| | 4.) | | (Complete Part II for noncash contributions.) |
| (a) No | (b) Name, address, and ZIP + 4 | (c) Total contributions | (d) Type of contribution |
| | | | Person |
| - | | | ☐ Payroll |
| | | \$ | Noncash |
| | | | (Complete Part II for noncash |
| | | | contributions.) |
| | | | Schedule B (Form 990) (2023) |
| | Page 3 — | | |
| | | | |
| | 3 (Form 990) (2023) rganization | Employer identifies | Page 3 |
| INKOMOK | | Employer identifica | uon number |
| Part II | Noncash Property | 46-0743201 | |
| (a) | (see instructions). Use duplicate copies of Part II if additional space is (b) | (0) | (d) |
| No. from Part I | Description of noncash property given | FMV (or estimate) (See instructions) | (d) Date received |
| | | | |
| - | | | - |
| (a) | | (c) | 1-11 |
| No. from Part I | (b) Description of noncash property given | FMV (or estimate) (See instructions) | (d) Date received |
| i ait i | | (See instructions) | |
| - | | | |
| (2) | | (a) | |
| (a) | (b) | (C) | (d) |

| Part I | Description of noncash | property given | | nstructions) | Date received |
|---------------------------|---|--|------------------|-------------------------------------|-----------------------------|
| _ | | | | \$ | |
| | | | | | |
| (a) No. from Part I | (b) Description of noncash | property given | | (c) or estimate) nstructions) | (d) Date received |
| - | | | | \$_ | |
| | | | | | |
| (a) No. from Part I | (b) Description of noncash p | property given | FMV (d (See i | (c) or estimate) nstructions) | (d) Date received |
| - | | | | \$_ | |
| (a) No. from | (b) Description of noncash | oronorty given | FMV (| (c) or estimate) | (d) Date received |
| Part I | | oroperty given | (See i | nstructions) | Date received |
| - | | | | \$ | Schedule B (Form 990) (2023 |
| | | Page 4 | | • | scnedule в (Form 990) (2023 |
| | | Ŭ | | | |
| | B (Form 990) (2023) | | | | Page |
| Name of o | organization O | | E | Employer ident | ification number |
| Part III | Exclusively religious, charitable, etc., cont | | • | 16-0743201 | |
| | than \$1,000 for the year from any one cont organizations completing Part III, enter the year. (Enter this information once. See inst | ributor. Complete columns (a) t total of exclusively religious, o | hrough (e) | and the following | g line entry. For |
| | Use duplicate copies of Part III if additional sp | | | | |
| (a) No. from Part I | (b) Purpose of gift | (c) Use of gift | | (d) Descrip | otion of how gift is held |
| _ | | | | | |
| | Transferee's name, address, and 2 | (e) Transfer of gift | Relationshi | p of transferor to | transferee |
| | | | | | |
| (a) No. from Part I | (b) Purpose of gift | (c) Use of gift | | (d) Descrip | otion of how gift is held |
| - | | | | | |
| | Transferee's name, address, and z | (e) Transfer of gift | Relationshi | p of transferor to | transferee |
| | | | | | |
| (a) No. from Part I | (b) Purpose of gift | (c) Use of gift | | (d) Descrip | otion of how gift is held |
| _ | | | | | |
| | | (e) Transfer of gift | Relationshi | p of transferor to | transferee |
| | | | | | |
| (a) No. from Part I | (b) Purpose of gift | (c) Use of gift | | (d) Descrip | otion of how gift is held |
| _ | | | | | |
| | Transferacia nama addusa a di | (e) Transfer of gift | Dolotio:!: | n of transferent | transfera |
| ļ | Transferee's name, address, and 2 | -IF 4 T | Relationshi | p of transferor to | าแสกราชาชิย |

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| | Schedule B (Form 990) (2023) |
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SCHEDULE D

(Form 990)

Supplemental Financial Statements

OMB No. 1545-0047

► 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.

Department of the Treasury

Open to Public

| nterna | Revenue Service Go to www.irs.gov/Form | 990 for instructions and the latest in | nformation. Inspection |
|--------|--|---|---|
| | me of the organization | | Employer identification number |
| | | | 46-0743201 |
| Pa | rt I Organizations Maintaining Donor Advis Complete if the organization answered "Ye | | or Accounts. |
| | Complete if the organization answered Te | (a) Donor advised funds | (b) Funds and other accounts |
| 1 | Total number at end of year | | |
| 2 | Aggregate value of contributions to (during year) | | |
| 3 | Aggregate value of grants from (during year) | | |
| 4 | Aggregate value at end of year | | |
| 5 | Did the organization inform all donors and donor ad the organization's property, subject to the organizat | | |
| 6 | Did the organization inform all grantees, donors, and for charitable purposes and not for the benefit of the impermissible private benefit? | e donor or donor advisor, or for any othe | er purpose conferring |
| Pa | t II Conservation Easements. Complete if the organization answered "Ye | | |
| 1 | Purpose(s) of conservation easements held by the o | | |
| | Preservation of land for public use (e.g., recrea | • | |
| | education) | | an historically important land area |
| | Protection of natural habitat | Preservation of | a certified historic structure |
| | Preservation of open space | | |
| 2 | Complete lines 2a through 2d if the organization hel conservation easement on the last day of the tax ye | | n the fo <u>rm of a</u> Held at the End of the Year |
| а | Total number of conservation easements | | 2a |
| b | Total acreage restricted by conservation easements | | 2b |
| c | Number of conservation easements on a certified his | storic structure included in (a) | 2c |
| d | Number of conservation easements included in (c) a a historic structure listed in the National Register | | 2d |
| 3 | Number of conservation easements modified, transfe | | ated by the organization during the |
| 4 | tax year ▶ Number of states where property subject to conserv | ration easement is located | |
| 5 | Does the organization have a written policy regarding violations, and enforcement of the conservation easi | | |
| 6 | Staff and volunteer hours devoted to monitoring, insyear | specting, handling of violations, and enfo | |
| 7 | Amount of expenses incurred in monitoring, inspecti | ing, handling of violations, and enforcing | conservation easements during the year |
| | > \$ | | |
| 8 | Does each conservation easement reported on line 2 (B)(i) and section $170(h)(4)(B)(ii)$? | | |
| 9 | In Part XIII, describe how the organization reports of balance sheet, and include, if applicable, the text of the organization's accounting for conservation easer | the footnote to the organization's financ | |
| Par | t III Organizations Maintaining Collections Complete if the organization answered "Ye | | her Similar Assets. |
| 1a | If the organization elected, as permitted under FASE of art, historical treasures, or other similar assets he service, provide, in Part XIII, the text of the footnot | eld for public exhibition, education, or re | search in furtherance of public |
| b | If the organization elected, as permitted under FASE art, historical treasures, or other similar assets held | 3 ASC 958, to report in its revenue state for public exhibition, education, or research | ement and balance sheet works of |
| (| service, provide the following amounts relating to the ij Revenue included on Form 990, Part VIII, line 1 | | ▶\$ |
| (i | a)Assets included in Form 990, Part X | | ▶\$ |
| 2 | If the organization received or held works of art, his following amounts required to be reported under FA | | for financial gain, provide the |
| а | Revenue included on Form 990, Part VIII, line 1 | • | ▶\$ |
| b | Assets included in Form 990, Part X | | ▶\$ |

| | | | — Page 2 | | | | | | | |
|------|---|---------------------|----------------------------|--------------|------------|-------------|--------------|----------------|--------|---------|
| Scho | edule D (Form 990) 2022 | | | | | | | | | Page 2 |
| | t III Organizations Maintaining | Collections of | Art, Histori | cal Treas | ures, o | r Other | Similar As | ssets (cont | inued) | Page 2 |
| 3 | Using the organization's acquisition, ac | | | | | | | | | |
| а | collection items (check all that apply): | | d | | n or ovel | hange pro | arama | | | |
| | ☐ Public exhibition | | | | | J . | - | | | |
| b | Scholarly research | | е | ∪ Oth | ıer | | | | | |
| С | Preservation for future generation | ns | | | | | | | | |
| 4 | Provide a description of the organization Part XIII. | on's collections an | nd explain ho | w they furt | ther the | organizati | ion's exemp | ot purpose ii | n | |
| 5 | During the year, did the organization so | olicit or receive d | onations of a | rt, historic | al treasu | res or oth | ner similar | | | |
| | assets to be sold to raise funds rather | | | | | | | ☐ Yes | | lo |
| Par | t IV Escrow and Custodial Arrar Complete if the organization a line 21. | | n Form 990, | , Part IV, I | ine 9, oi | r reporte | d an amou | nt on Form | 990, | Part X, |
| 1a | Is the organization an agent, trustee, o | custodian or othe | r intermediar | y for contr | ibutions | or other a | assets not | | | |
| | included on Form 990, Part X? | | | | | | | ☐ Yes | □ r | ю |
| b | If "Yes," explain the arrangement in Pa | ort XIII and comp | lete the follo | wing table: | : | | A | mount | | _ |
| c | Beginning balance | | | _ | | 1c | | | | _ |
| d | Additions during the year | | | | | 1d | | | | _ |
| e | Distributions during the year | | | | | 1e | | | | |
| f | Distributions during the year Ending balance | | | | | 1f | | | | _ |
| 2a | Did the organization include an amoun liability? | | | | | codial acco | ount | ☐ Yes | | lo |
| b | If "Yes," explain the arrangement in Pa | rt XIII. Check he | re if the expl | anation ha | s been p | rovided ir | n Part XIII | | | |
| Pai | rt V Endowment Funds. | | | | | | | | | |
| | Complete if the organization a | | | | | c) | (d) | | (e) | |
| | | (a) Current | year (b) Pi | rior year | Two yea | ars back | | s back Fou | | back |
| | Beginning of year balance | | | | | | | | | |
| | Contributions Net investment earnings, gains, and lose | ses | | | | | | | | |
| | Net investment earnings, gains, and los. | | | | | | | | | |
| | Grants or scholarships | | | | | | | | | |
| | Other expenditures for facilities and programs | | | | | | | | | |
| | Administrative expenses | | | | | | | | | |
| g | End of year balance | | | | | | | | | |
| 2 | Provide the estimated percentage of the | e current vear er | nd halance (li | ne 1a coli | ımn (a)) | held ac: | | | | |
| a | Board designated or quasi-endowment | · · | id balance (ii | ne 19, con | aiiii (a)) | neid as. | | | | |
| b | Permanent endowment | | ····· | | | | | | | |
| c | Term endowment | | | | | | | | | |
| | The percentages on lines 2a, 2b, and 2 | c should equal 10 | 00%. | | | | | | | |
| 3а | Are there endowment funds not in the organization by: | possession of the | e organizatior | that are h | held and | administe | ered for the | 2 | Yes | No |
| | (i) Unrelated organizations | | | | | | | 3a(i) | 163 | 110 |
| | , | | | | | | | 3a(ii) | | |
| b | If "Yes" on 3a(ii), are the related organ | nizations listed as | required on | Schedule F | ₹? | | | 3b | | |
| 4 | Describe in Part XIII the intended uses | of the organizati | on's endowm | ent funds. | · | | | | | |
| Par | t VI Land, Buildings, and Equip | | n Form 000 | Dort IV | ino 11- | Con Fair | m 000 P=: | et V line 10 | | |
| | Complete if the organization a Description of property (a) Cost o | r other basis | on Form 990, (b) | | ine 11a. | (c) | m 990, Pai | (d) Bo | | ue |
| | | stment) | Cost or oth | er basis | Accum | | preciation | .,, | | |
| 1a | Land | 0 | | | 0 | | | | | 0 |
| b | Buildings | 0 | | (| 0 | | 0 | | | 0 |
| | Leasehold improvements | 0 | | | 0 | | 0 | | | 0 |
| d | Equipment | 0 | | 3,390 | 0 | | 772 | | | 2,618 |
| e | Other | 0 | | 222,063 | 3 | | 1,695 | | 2 | 20,368 |
| Гota | al. Add lines 1a through 1e. (Column (d) | must equal Form | n 990, Part X, | column (I | B), line 1 | 0(c).) . | • | | | 22,986 |

Schedule D (Form 990) 2022

Schedule D (Form 990) 2022 Page **3**

| Complete if the organization answered "Yes" on Form 990, (a) Description of security or category (including name of security) | (b) Book value | c Co: | (c) Method | of valuation: vear market value |
|---|----------------------|------------------|-------------|--|
| (1) Financial derivatives | | | | |
| 2) Closely-held equity interests | | | | |
| A) | | | | |
| B) | | | | |
| C) | | | | |
| D) | | | | |
| E) | | | | |
| F) | | | | |
| G) | | | | |
| н) | | | | |
| | - | | | |
| Part VIII Investments - Program Related. Complete if the organization answered 'Yes' on Form 990, | Part IV, | line 11c. See F | orm 990, Pa | art X, line 13. |
| (a) Description of investment | | (b) Book value | | Method of valuation: end-of-year market value |
| 1) | | | | |
| 2) | | | | |
| 3) | | | | |
| 4) | | | | |
| 5) | | | | |
| 6) | | | | |
| 7) | | | | |
| 8) | | | | |
| 9) | | | | |
| otal. (Column (b) must equal Form 990, Part X, col.(B) line 13.) | ٠ | | | |
| Part IX Other Assets. Complete if the organization answered 'Yes' on Form 990, F | Part IV, I | line 11d. See F | orm 990, Pa | • |
| (a) Description 1)OTHER ASSETS | | | | (b) Book value 4,276,7 |
| 2)INVESTMENT IN SUBSIDIARIES | | | | 3,646,4 |
| 2) | | | | |
| 3) | | | | |
| 4) | | | | |
| 5) | | | | |
| 6) 7) | | | | |
| 8) | | | | |
| 9) | | | | |
| | | | | |
| otal. (Column (b) must equal Form 990, Part X, col.(B) line 15.) | | | | 7,923,1 |
| Part X Other Liabilities. Complete if the organization answered 'Yes' on Form 990, F | | line 11e or 11f. | See Form 99 | |
| . (a) Description of liability 1) Federal income taxes | ity | | | (b) Book val |

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| | | | II. (Column (b) must equal Form 990, Part X, col.(B) line 25.) |
| | | | ability for uncertain tax positions. In Part XIII, provide the text of the fo organization's liability for uncertain tax positions under FIN 48 (ASC 740 |
| been provided in | lilote ilas t | Check here if the text of the fo | XIII |
| (Form 990) 2022 | nedule D (| S | |
| | | | |
| | | | Page 4 - |
| Page 4 | | | dule D (Form 990) 2022 |
| | urn. | | rt XI Reconciliation of Revenue per Audited Financial State Complete if the organization answered 'Yes' on Form 990, I |
| 14,764,297 | 1 | | Total revenue, gains, and other support per audited financial statemen |
| | | 1 1 | Amounts included on line 1 but not on Form 990, Part VIII, line 12: |
| | | 2a 0 | Net unrealized gains (losses) on investments |
| | | 2b 0 2c 0 | Donated services and use of facilities |
| | ļ | 20 0 | Recoveries of prior year grants |
| | | 2d 0 | Other (Describe in Part XIII.) |
| 0 | 2e | | Add lines 2a through 2d |
| 14,764,297 | 3 | | Subtract line 2e from line 1 |
| | | 1 1 | Amounts included on Form 990, Part VIII, line 12, but not on line 1: |
| | | 4a 0 | Investment expenses not included on Form 990, Part VIII, line 7b . |
| 0 | 4c | 4b 0 | Other (Describe in Part XIII.) |
| 14,764,297 | 5 | ne 12.) | Total revenue. Add lines 3 and 4c. (This must equal Form 990, Part I, |
| | | | |
| | eturn. | | t XII Reconciliation of Expenses per Audited Financial State Complete if the organization answered 'Yes' on Form 990, I |
| 8,854,662 | 1 | | Total expenses and losses per audited financial statements |
| | | 1 1 | Amounts included on line 1 but not on Form 990, Part IX, line 25: |
| | | 2a 0 2b 0 | Donated services and use of facilities |
| | | 2c 0 | Prior year adjustments |
| | 1 | | |
| | | 2d 0 | Other (Describe in Part XIII.) |
| 8,854,662 | 2e 3 | | Add lines 2a through 2d |
| 0,054,002 | | | Amounts included on Form 990, Part IX, line 25, but not on line 1: |
| | | 4a 0 | Investment expenses not included on Form 990, Part VIII, line 7b |
| | i I | 4b 0 | Other (Decaribe in Part VIII) |
| | | 40 0 | Other (Describe in Part XIII.) |
| 0 | 4c | | |
| | 4c 5 | line 18.) | Total expenses. Add lines 3 and 4c. (This must equal Form 990, Part I |
| 0 8,854,662 | | line 18.) | <u> </u> |
| 8,854,662 | 5 | | t XIII Supplemental Information |
| 8,854,662 line 4; Part X, line | 5 ; Part V, lin | 1a and 4; Part IV, lines 1b and 2 | <u> </u> |
| 8,854,662 line 4; Part X, line | 5 ; Part V, lin | 1a and 4; Part IV, lines 1b and 2 | TXIII Supplemental Information vide the descriptions required for Part II, lines 3, 5, and 9; Part III, line |

Additional Data Return to Form

Software ID: 23018249 **Software Version:** v1.00

 efile Public Visual Render
 ObjectId: 202442609349300824 - Submission: 2024-09-09
 TIN: 46-0743201

| SCHEDULE F | State | ement of A | ctivities (| Outside | OMB No. 1 | 545-0047 | | | | | |
|--|---|--|---|---|--|--|--|----------------------------|---|---|--|
| (Form 990) | ► Complete | if the organiza | | | orm 990, | Part IV, line | e 14b, 15, | 20 | 23 | | |
| | | | | · 16. o Form 990. | | | | Open t | o Public | | |
| Department of the Treasury Internal Revenue Service | ▶ Go to | www.irs.gov/l | | | | test inform | ation. | Inspec | | | |
| Name of the organization INKOMOKO | on | | | | | E | mployer ide | entification | number | | |
| | Tufoumation | an Astivities | Outside the I | Inited State | - Compl | | 5-0743201 | anguaged "\ | /as" an | | |
| | , Part IV, line | on Activities 14b. | Outside the t | Jnited State | es. Compi | ete ii tile or | gamzadon | answered | res on | | |
| For grantmaker other assistance, to award the gran | the grantees' | eligibility for the | grants or assis | stance, and tl | ne selection | n criteria use | ed | ☐ Yes | . O No | | |
| 2 For grantmaker outside the Unite | s. Describe in | | | | | | | | | | |
| 3 Activites per Reg | ion. (The follow | ving Part I, line | 3 table can be o | duplicated if a | additional s | pace is need | led.) | | | | |
| (a) Regio | n | (b) Number of offices in the region | (c) Number of employees, agents, and independent contractors in the region | (d) Act conducted (by type) fundraising services, in grants to located in t | in region (such as, , program vestments, ecipients | (d) is a production describe sp | vity listed in gram service ecific type o in the regior | e, for and ir of in the | expenditures expenditures experients experiences | | |
| Sub-Saharan Afi | rica | 20 | 300 | Program Sei | | PROGRAM S INCLUDE JO ACTIVITIES AFRICAN ENTREPREN WHICH INC MENTORING TRAINING F AND LOW-C FINANCING LOANS TO S BUSINESS (| DB CREATION WITH LEURS LUDE G AND PROGRAMS, COST BUSINESS SUPPORT | N | 8,196,889 | | |
| | | | | | | | | | | | |
| | | | | | | | | | | | |
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| | | | | | | | | | | | |
| 3a Sub-total b Total from contint to Part I c Totals (add line | nuation sheets | 20 | 300 | | | | | | 8,196,889 | | |
| For Paperwork Reduce Schedule F (Form 99 | | ice, see the In | structions for | Form 990. | Cat | . No. 50082V | N | | | | |
| | | | Pa | age 2 —— | | | | | | | |
| | nd Other As | | | | | | | | if the organizat | ion answered "Yes" d. | Page 2 on Form 990, |
| 1 (a) Name of organization | (b) IRS code section and EIN (if applicable) | (c) Region | n (d) P | Purpose of grant | (e) An | nount of grant | (f) Manr cash disburse | ner of h | (g) Amount of noncash assistance | (h) Description of noncash assistance | (i) Method of valuation (book, FMV, appraisal, other) |
| | | Sub-Saharan Af | INCLUDE CREATIO ACTIVITI AFRICAN ENTREPR WHICH I MENTOR: TRAININ PROGRAI LOW-COS FINANCII BUSINES | | N IES WITH IENEURS NCLUDE ING AND G MS, AND ST NG IS LOANS TO F BUSINESS | | CASH/WIRE | | | 0 | |
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| exempt | by the IRS, or for | which the grante | e or counsel has | provided a sec | zed as charities by tion 501(c)(3) equ | ivalency lette | er | | . • | 5 |
| Enter to | otal number of oth | er organizations o | r entities | <u> </u> | <u></u> | | <u></u> | | | 0 edule F (Form 990) 2 |
| | | | | | ——— Page 3 — | | | | | |
| nedule F | (Form 990) 2023 | | | | . 250 | | | | | Page |
| | Grants and Ot | her Assistance duplicated if addi | | | United States. | Complete if | the organiz | ation answ | vered "Yes" on Form | 990, Part IV, line 16. |
| | pe of grant or | (b) Region | (c) Number of recipients | (d) Amount cash gran | | | (f) Amou | | (g) Description of noncash | (h) Method of valuation |
| | | | | | | | assista | | assistance | (book, FMV, appraisal, other) |
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| | | | | | <u> </u> | 1 | | | Scho | edule F (Form 990) 2 |
| | | | | | ——— Page 4 — | | | | | |
| nedule F | (Form 990) 2023 | | | | | | | Page 4 | | |
| art IV | Foreign Forms | | | | | | | | | |
| orgar | ization may be requ | ired to file Form 9. | 26, Return by a U. | S. Transferor o | uring the tax year? I f Property to a Fore | ign Corporatio | on | | | |
| (see | | n 926) | | | | | ☐Yes | ✓ No | | |
| 2 Did tl reaui | ne organization have red to separately file | e an interest in a fo | oreign trust during al Return to Repor | the tax year? I | f "Yes," the organize with Foreign Trusts | ation may be and Receipt o | of | | | |
| Certa | in Foreign Gifts, and | d/or Form 3520-A, | Annual Information | n Return of For | eign Trust With a U. | S. Owner (se | e | | | |
| | | | | | | | ☐ Yes | ✓ No | | |
| orgar | ization may be requ | ired to file Form 5 | 471, Information F | Return of U.S. F | ng the tax year? <i>If "</i> Persons with Respect | t to Certain | | | | |
| | gn Corporations. (se | | -u∏11 54/1) | | | | Yes | □No | | |
| | | | | | estment company or to file Form 8621, 1 | | | | | |
| Retur | | | | | ed Electing Fund. (s | | ns | ✓ No | | |
| | ne organization have | | | | ng the tax year? If ' | | | | | |
| | | | 865, Return of U.S | . Persons with | Respect to Certain F | oreign | 0 | _ | | |
| orgar Partn | erships (see Instruc | tions for Form 886 | 3) | | | | | Mo. | | |
| orgar Partn | erships (see Instruc | | | | and a dissipate of the state of | | ☐ Yes | U NO | | |
| orgar Partn 6 Did tl | erships (see Instruc | e any operations in | or related to any | poycotting cour , International | ntries during the tax Boycott Report (see | year? If "Yes | 5," | No | | |
| | ization may be room | | | | | | O., | ✓ No | | |

Schedule F (Form 990) 2023 Page **5**

art 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.

| ReturnReference | Explanation |
|-----------------|-------------|
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Schedule F (Form 990) 2023

Additional Data

Software ID: 23018249 **Software Version:** v1.00

12/4/24, 9:48 AM Inkomoko - Full Filing - Nonprofit Explorer - ProPublica efile Public Visual Render ObjectId: 202442609349300824 - Submission: 2024-09-09 TIN: 46-0743201 Schedule J **Compensation Information** OMB No. 1545-0047 For certain Officers, Directors, Trustees, Key Employees, and Highest **2023** Compensated Employees

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

▶ Attach to Form 990. Open to Public Department of the Treasury ► Go to <u>www.irs.gov/Form990</u> for instructions and the latest information. Internal Revenue Service Name of the organization INKOMOKO Employer identification number 46-0743201 Part T Questions Regarding Compensation Yes No Check the appropiate 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. First-class or charter travel Housing allowance or residence for personal use Travel for companions Payments for business use of personal residence Tax idemnification and gross-up payments Health or social club dues or initiation fees Discretionary spending account Personal services (e.g., maid, chauffeur, chef) 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 Did the organization require substantiation prior to reimbursing or allowing expenses incurred by all directors, trustees, officers, including the CEO/Executive Director, regarding the items checked on Line 1a? Indicate which, if any, of the following the filing 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. Compensation committee Written employment contract Independent compensation consultant Compensation survey or study ✓ Form 990 of other organizations Approval by the board or compensation committee 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: Receive a severance payment or change-of-control payment? . b Participate in, or receive payment from, a supplemental nonqualified retirement plan? 4b No Participate in, or receive payment from, an equity-based compensation arrangement? 4c No If "Yes" to any of lines 4a-c, list the persons and provide the applicable amounts for each item in Part III. Only 501(c)(3), 501(c)(4), and 501(c)(29) organizations must complete lines 5-9. 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: The organization? . . Nο b Any related organization? . 5b No If "Yes," on line 5a or 5b, describe in Part III. 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:

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

payments not described in lines 5 and 6? If "Yes," describe in Part III .

For persons listed on Form 990, Part VII, Section A, line 1a, did the organization provide any nonfixed

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

The organization? .

in Part III . .

Any related organization? .

If "Yes," on line 6a or 6b, describe in Part III.

Cat. No. 50053T

Schedule J (Form 990) 2023

6a

6b

No

No

No

No

Schedule J (Form 990) 2023

- Page 2

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

For each individual whose compensation must be reported on Schedule J, report compensation from the organization on row (i) and from related organizations, described in the instructions, on row (ii). Do not list any individuals that are not 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 | | | of W-2, 1099-MIS and/or 1099-NEC | | and other | Nontaxable | (E) Total of columns | Compensation in |
|--------------------------------------|------|-----------------------|-------------------------------------|-------------------------------------|--------------------------|------------|----------------------|--|
| | | (i) Base compensation | (ii) Bonus & incentive compensation | (iii) Other reportable compensation | deferred compensation | benefits | (B)(i)-(D) | column (B) reported as deferred on prior Form 990 |
| 1 JULIENNE OYLER CO-FOUNDER & CEO | (i) | 339,292 | 0 | 0 | 0 | 0 | 339,292 | 0 |
| | (ii) | 0 | 0 | 0 | 0 | 0 | - 0 | 0 |
| 2 SARA LEEDOM CO-FOUNDER & COO | (i) | 329,017 | 0 | 0 | 0 | 0 | 329,017 | 0 |
| | (ii) | 0 | 0 | 0 | 0 | 0 | - - 0 | 0 |
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| | | | | | | Page 3 | | | | | |
| Schedule J (Form 99 | 207 2023 | | | | | | | | - | | Page 3 |
| Part III Supple | lemental Info | | | | | | | | | | - |
| Provide the informat information. | ion, explanatio | n, or descrip | ptions required | for Part I, li | ines 1a, 1b, 3, 4a | , 4b, 4c, 5a, 5b, | , 6a, 6b, 7, and 8 | 8, and for Part II. Al | so complete th | is part for any a | additional |
| Return Re | eference | | | | | | Explanation | | | | |
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| Department of the Tr | , | | | P | Attach to Fo | orm 990 or | 990-EZ. | | | - | n to Public |
| Name of the or | | | Go to |) <u>www.ir</u> | irs.gov/Form | <u>n990</u> for th | e latest inf | | -lever id | | spection n number |
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| Form 990, | CO-FOUN | IDERS JI | ULIENNE O | YLER AN | ND SARA LEEI | DOM OWN | PROPERTY | TOGETHER. | | | |
| Part VI, | | | | | | | | | | | |
| Section A, Line 2 | | | | | | | | | | | |
| Form 990, | THE FOR | M 990 IS | PEVIEWE! | D RY MEI | MRERS OF T | ———— ⊔E R∩ARD. | OR A SUB-(| COMMITTEE TH | JEREOF, P | PIOR TO FI | ING |
| Part VI, | 11111 0 | VI 350 12 | KEVILVVL | J D I IVI | /IDEINO Or | 1E DUME, | OK A COL C | ,UIVIIVII I LL | ÆREOI, I. | KIUN 101. | JING. |
| Section B, | | | | | | | | | | | |
| Line 11b | | | | | | | | | | | |
| 4 | | | | | | | | | | | |
| Form 990, Part VI, | THE CON | 'FLICT O | F INTERES | T POLIC | Y IS REVIEW | ED PERIOD | ICALLY AT B | BOARD MEETIN | IGS WITH 1 | THE BOARD | CHAIR. |

| Reference | Explanation |
|---|--|
| Form 990, Part VI, Section A, Line 2 | CO-FOUNDERS JULIENNE OYLER AND SARA LEEDOM OWN PROPERTY TOGETHER. |
| Form 990, Part VI, Section B, Line 11b | THE FORM 990 IS REVIEWED BY MEMBERS OF THE BOARD, OR A SUB-COMMITTEE THEREOF, PRIOR TO FILING. |
| Form 990, Part VI, Section B, Line 12c | THE CONFLICT OF INTEREST POLICY IS REVIEWED PERIODICALLY AT BOARD MEETINGS WITH THE BOARD CHAIR. |
| Form 990, Part VI, Section B, Line 15 | THE BOARD, OR A SUB-COMMITTEE, VOTES FOR AND APPROVES THE COMPENSATION FOR ALL MEMBERS OF THE BOARD. VOTING MEMBERS OF THE BOARD WHO RECEIVE COMPENSATION ARE PRECLUDED FROM VOTING ON MATTERS PERTAINING TO THEIR COMPENSATION. |
| Form 990, Part VI, Section C, Line 19 | FINANCIAL AND GOVERNING DOCUMENTS ARE AVAILABLE UPON REASONABLE REQUEST. |

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

Cat. No. 51056K

Schedule O (Form 990) 2023

Return to Form

Additional Data

Software ID: 23018249 **Software Version:** v1.00

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TIN: 46-0743201 OMB No. 1545-0047

SCHEDULE R (Form 990)

Related Organizations and Unrelated Partnerships

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

2023

| Department of the Treasury Internal Revenue Service | | Open to | o Publ | ic | | | | | | | | | | | |
|---|--------------------------------|----------------------|------------------------------|--|---|------------------------------|-------------------------------|-----------------------|------------------------------|--|------------------------------|---------------------|-------------------------------|--|-------------------------------|
| Name of the organization INKOMOKO | | | | | | | | | | | ployer ide 0743201 | ntifica | tion number | | |
| Part I Identification | of Disregarded Enti | ties. Comp | lete if the o | organization | answere | ed "Yes" (| on Form 9 | 990, Par | t IV, line 3 | | 07 13201 | | | | |
| Name, address, and Ell | у | (b) Primary activity | | | (c) Legal dom (state foreign co | | (d) Total income | | (e) End-of-year assets | | Direct con entit | | g | | |
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| Part II Identification | | | | omplete if th | e organi | ization ar | nswered " | 'Yes" on | Form 990 |), Part | IV, line 34 | becaus | se it had one or | more | |
| related tax-exempt organizations during the tax ye (a) Name, address, and EIN of related organization | | | (b) mary activity | y activity Lega or | | micile te eign ry) | (d) Exempt Code section | | (if sec | (e) ic charity status tion 501(c) (3)) | entity | | Sec 512(t conti | g) ction o)(13) rolled city? | |
| (1)INKOMOKO CAPITAL LIMITED FAIRVIEW BUILDING 1ST FLOOR KG AVE 622 KIGALI CITY, KIGALI | | | | ACCESS TO LOW-COST FINANCING FOR ENTREPRENEURS | | | RW | | | | | INKOMOKO US | | Yes | No |
| RW (2)INKOMOKO ENTREPRENE FAIRVIEW BUILDING 1ST FLO KG AVE 622 KIGALI CITY, KIGALI RW | | LTD | MENTOR | ENTREPRENEUR MENTORING AND TRAINING | | | RW | | | | INKO | | MOKO CAPITAL | Yes | |
| (3)INKOMOKO LIMITED PO BOX 76490 - 00508 NAIROBI, KENYA KE | | | MENTOR | ENTREPRENEUR MENTORING, TRAINING, AND CONSULTING | | | : | | | | | INKO | MOKO US | Yes | |
| (4)INKOMOKO AFEX RIVERCAMP COMPUND KONYO KONYO MARKET JUBA, SOUTH SUDAN SU | | | ENTREPI MENTOR TRAININ | RING AND | | OD | | | | | | INKO | MOKO US | Yes | |
| SU (5)AEC BUSINESS CONSULTING PLC MESSAY BUILDING 4TH FLOOR DAMAS HOTEL BOLE, ADDIS DBA - INKOMOKOET | | | | RENEUR RING AND IG | | ET | - | | | | | INKO | MOKO US | Yes | |
| | | | | | | | | | | | | | | | |
| For Paperwork Reduction | Act Notice, see the Ins | structions f | or Form 9 | 90. | | Cat. | No. 50135 | 5Y | | | | Sche | edule R (Form | 990) 2 | 023 |
| | | | Page 2 — | | | | | | | | | | - | | |
| Part III Identification one or more rela | of Related Organizations treat | | | | | te if the o | organizati | ion answ | vered "Yes | s" on F | orm 990, P | art IV, | line 34, becaus | | ge 2 d |
| (a) Name, address, related organ | and EIN of | (b) Primary activity | (c) Legal domicile | (d) Direct controlling | Predo | (e) ominant e(related, | (f) Share of total | (g) Share end-o | | (h) roprtion ocation | nate Co | (i) de V- UBI | (j) General or managing | Perce | k) entage ership |

| 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) | | (g) Share of end-of- year assets | (h) Disproprtionate allocations? | | (i) Code V- UBI amount in box 20 of Schedule K-1 (Form | | | (k) Percentage ownership |
| | | | | Í | | | Yes | No | 1065) | Yes | No | |
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| nedule R (Form 990) 2023 | | | | | | | | | | | | | Page ! |
| art VII Supplemental Informa | tion | | | | | | | | | | | | raye |
| Provide additional informat | | es to questic | ons on Schedule | R. See in | structions. | | | | | | | | |
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| Additional Data | | | | | | | | | | | | | to Form |

Software ID: 23018249
Software Version: v1.00